



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)**

Meeting No. 4 – October 25, 2022

2:00pm – 4:00pm

Via [Zoom](#) | By Phone: 1-253-215-8782

Meeting ID: 821 1879 5583 | Passcode: 481186

AGENDA

I. CALL-TO-MEETING AND ROLL CALL

II. COMMITTEE CHAIR'S WELCOME

III. REPORT & DISCUSSION ITEMS

- 1) DEI Update | [Executive Director Report](#)
- 2) Supporting the Board of Trustees Priorities for 2022-2023
 - a. Campus Climate
 - b. Campus Morale
 - c. Enrollment
 - d. Strategic Plan
 - e. Comprehensive Campaign
- 3) Next Steps

IV. ANNOUNCEMENTS

V. ADJOURNMENT

**Diversity, Equity, Inclusion and Accessibility Committee
October 25, 2022**

Executive Director of Diversity, Equity and Inclusion Report | Dominique Vargas

Introduction

The office of Diversity, Equity and Inclusion opened on June 1, coinciding with the start date for Dominique Vargas, Executive Director of Diversity, Equity, and Inclusion.

Office of Diversity, Equity and Inclusion

The office, as of October 17, 2022, is facilitating two recruitments; 1) Executive Assistant/Coordinator, Diversity, Equity, and Inclusion Office and 2) Assistant Director of Diversity, Equity and Inclusion/Title IX Coordinator. Searches expected to be complete with individuals selected and committed to starting by the first board meeting, November 16.

The office will be housed in the President's office suite starting in November 2022, to allow all staff to work together in a more accessible location.

Title IX

In Summer 2022, Cabinet decided the Title IX Coordinator position would shift out of Human Resources into the Title IX office. This change allows the Title IX process at Western Oregon University to be the priority of a staff's role. Dominique Vargas is serving as Interim Title IX Coordinator. The Title IX Coordinator will work closely with Human Resources and Student Affairs, in addition to many other university departments.

Equity Audit

Western Oregon University will undergo an equity audit, Fall 2022 through Fall 2024.

This Fall 2022, WOU engage in qualitative data collection, utilizing focus groups and one on one meetings. Data from this collection time will be analyzed and findings will be shared with the university community early in the Winter Term session. Then by the end of Winter Term the consultant will share a full report and recommendations with the university.

During the Spring 2023 and Summer 2023 terms the consultant will work with university stakeholders to review student and employee related policy and procedures, to help teach the community how to utilize an equity lens when creating policies and procedures and to revise those already in place. WOU will begin to utilize some of the data and implement recommendations during the 2023-2024 academic year.

Then in Fall 2024 WOU will engaged in a university-wide campus climate survey. This will begin WOU's journey of engaging in regular campus climate feedback, in three-year

increments to allow time for data collection, analysis, action planning, implementation, and then be prepared for the next round of data collection.

University Cultural Competence Based Professional Development

From June 27 through June 30, 2022, 98 Western Oregon University employees participated in the SpeakOut Summer Institute. The DEI office hosted daily debrief sessions for follow up discussion.

On September 21, 2022, WOU hosted Mohammed Soriano-Bilal who facilitated two DEI based professional development sessions. The morning session, “How to Create Brave and Safer Spaces in an Anxious World” had about 380 participants and the afternoon session “Recognizing Bias in the Workplace – How to Create a More Inclusive Environment” had about 280 participants. Additionally, the DEI office in partnership with Library and Academic Innovation hosted five debrief sessions following the presentations to debrief and to consider how information learned can be utilized.

Department/Group Cultural Competence Based Professional Development

Destination Western Peer Advisors – September 1, 2022

Board of Trustees – September 1, 2022

Division Chairs Meeting – September 12, 2022

Campus Public Safety – September 13, 2022

Counseling and Health Services – September 16, 2022

Destination Western – September 16, 2022 (DEI, Rian Gayle, Breeann Flesch)

Hispanic Serving Institution

About 21% of WOU students identify as Hispanic/Latinx, and we are striving for at least 25% and then to maintain at least 25% to earn the designation of Hispanic Serving Institution, emphasis on the serving.

To aid in our efforts Doris Cancel-Tirado, Megan Habermann, Anna Hernandez-Hunter, Ana Karaman, Jesse Peters, Veronica Rodriguez, and Dominique Vargas attend the Hispanic Association of Colleges and Universities Annual Conference in October 2022.

The Hispanic Serving Institution Summit Working Group has been formed and started working together. The HSI Summit will take place April 26, 2023.

The Hispanic Serving Institution Advisory Committee will report to President Peters and is currently being formed.

University Diversity and Inclusion Advisory Committee

Jaclyn Caires-Hurley is chair for 2022-2023. Dominique Vargas is the Cabinet representative. The committee charge has been updated to include assistance with

developing university DEI priorities based in the Diversity Action Plan, and to host two subcommittees, one on assessment and one for cultural competence. There will no longer be a Cultural Competence committee outside of UDIAC.

Search Advocacy

The DEI office is partnering with Student Affairs, Academic Affairs and Human Resources to broaden our scope and capability regarding search advocacy. The goal of this work will be to develop a sustainable path forward to ensure each university search is able to include a search advocate throughout the search process to ensure equitable, inclusive and accessible searches for all applicants applying for positions at WOU.

SafeZone Training

The DEI office is funding the overload position of SafeZone Coordinator to ensure WOU continues to offer a three-tiered approach to SafeZone professional development to the greater WOU community. During the 2022-2023 academic year, the SafeZone board will work with a variety of stakeholders in the university community to develop sustainability plans for the SafeZone training within the WOU community.

Freedom Center

Executive Director of DEI is now advising the Freedom Center. During the 2022-2023 academic year, the Freedom Center advisory board will work to establish a sustainability plan for the Center.