



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

Meeting No. 5 – January 24, 2023

2:00pm – 3:30pm

Via [Zoom](#) | By Phone: 1-669-444-9171

Meeting ID: 862 1196 4251 | Passcode: 669703

AGENDA

I. CALL-TO-MEETING AND ROLL CALL

II. COMMITTEE CHAIR'S WELCOME

III. CONSENT AGENDA

- 1) Approval of [October 25, 2022 meeting minutes](#)

IV. REPORT & DISCUSSION ITEMS

- 1) [Office of Diversity, Equity, & Inclusion Update](#) | Dominique Vargas
- 2) University Diversity and Inclusion Advisory Committee (UDIAC) Update
- 3) Hispanic Serving Institute Committee Update
- 4) Equity Assessment Update
- 5) Freedom Center - Financial Sustainability

V. NEXT MEETING PREPARATION

- 1) Review of [Committee Charter](#)
- 2) Review of [Diversity Action Plan](#)

VI. ANNOUNCEMENTS

VII. ADJOURNMENT



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 4 – October 25, 2022
2:00pm – 4:00pm**

MINUTES

I. CALL-TO-MEETING AND ROLL CALL

Committee Members: Susan Castillo, Doug Morse, Dominique Vargas, Danielle Campbell, Cecelia Koontz, Michael Reis

Others Present: Jesse Peters, Dian Downin, Miguel Villar, Yeudiel Flores, Blanca Miranda Aguilar, Louie Arce, Cara Groshong

II. COMMITTEE CHAIR'S WELCOME

Chair Susan Castillo called the meeting to order and welcome. Jesse Peters gave a brief welcome message explaining the committee's role and need for DEI work.

III. REPORT & DISCUSSION ITEMS

1) DEI Update | [Executive Director Report](#)

Dominique Vargas provided an Executive Director report

2) Supporting the Board of Trustees Priorities for 2022-2023

a. Campus Climate

Susan and Doug agree the Equity Audit helps support this goal, as long as recommended action is taking place in post Audit and the campus is held accountable.

Multiple committee members asked about transparency, accountability, and communication about what will happen during the Equity Audit. At the time, there is no exact plan in place as the consultant still needs to give their recommendations.

b. Campus Morale

Dominique noted closing the loop of business and actions will help campus morale.

c. Enrollment

d. Strategic Plan

e. Comprehensive Campaign

3) Next Steps

Moving forward on the Equity Audit - Dominique noted that during the Equity Audit process, people will not be identified by name, or role.

The committee for the next steps is interested in being told about Equity Audit updates and also how they can help in any way.

Doug asked Dominique what she sees needing from the Committee and those on the Board of Trustees. Dominique states she needs people to ask questions and others to also think about what priorities they want to work on, also mentions people acting as accountability partners and are not afraid to ask questions.

For Comprehensive Campaign, the Committee has offered support and to let them know how they can work together with those involved.

It was brought up that accessibility should also be something to work on, such as the website and systems.

IV. ANNOUNCEMENTS

WOU is hosting a Hispanic Serving Institute Summit on April 26th, 2023

V. ADJOURNMENT

WOU Board of Trustees | Diversity, Equity, Inclusion, & Accessibility Committee (DEIAC) Report – January 17, 2023
Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

Introduction

Since June 1, 2022, the Office of Diversity, Equity and Inclusion has become an office of three: Executive Director of DEI, Assistant Director of DEI/Title IX Coordinator and an Executive Assistant/Coordinator.

Four of the key priorities for the office for the 2023-2024 academic year include:

- Equity Assessment
- Cultural Competence Based Professional Development
- HSI Designation
- Title IX

Equity Assessment

Western Oregon University has contracted with Jordan Shelby West, PhD, for the equity assessment. Phase I, which includes qualitative data collection and analysis is underway. Dr. West will be at WOU January 30-February 1, 2023 facilitating focus groups.

Cultural Competence Based Professional Development

On January 27, 2023, WOU will host Julie A. Landry who is providing three DEI based professional development sessions.

10:00am - Authentic and Inclusive Leadership (open to everyone)

12:00pm - Leading Change (Cabinet)

2:00pm - Living Room Conversations (50 attendees)

Additionally, two sessions will be offered that engage the community in dialogue around essential conversations, one session will be focused more on professional staff and one focused more on faculty/instructional staff.

Executive Director of DEI, Dominique Vargas, is also available for consultation with divisions/departments/offices/etc. for Winter Term.

Hispanic Serving Institution

The Hispanic Serving Institution Summit Working Group is planning the next HSI Summit, which will take place April 26, 2023. www.wou.edu/hsisummit

The Hispanic Serving Institution Advisory Committee has been formed, members include:

Michael Gonzales

Doris Cancel-Tirado
Lucas Cordova
Kathy Espino Perez
Mary Pettenger
David Szpakowski
Priscilla Espana
Julian Elizalde
Hillary Fouts
Anna Hernandez-Hunter

The first meeting of the HSI Advisory Committee meeting is scheduled for January 20, 2023. The first project of this committee The first project for this committee will be to develop a preliminary report analyzing where we are as an emerging HSI, and identifying the concrete steps we need to follow to become a designated HSI. This report will include outlining the procedural aspects for obtaining and retaining the federal designation, as well as discussion for how we will serve students with thoughtfulness and intentionality.

Title IX

In Fall 2022, the DEI office implemented required Title IX training for all WOU employees. For this effort, we utilized licensing already purchased by Student Affairs with the company Catharsis. As of January 17, 2023, 703 employees have completed Report = Support training modules through Catharsis. For the remainder of the 2022-2023 academic year, Catharsis will continue to be used for employee Title IX training, as a plan is being developed for 2023-2024.

In Fall 2022, Abby's House and the DEI office implemented required Responsible Employee training for all WOU student employees. For this effort, Abby's House developed and led training sessions with the support of the DEI office. With the new Title IX Coordinator, this work is slowly being phased to being led by the Title IX Coordinator with support from Abby's House and the office of Student Conduct. This responsible employee training will continue to be used for student employee training for the 2022-2023 academic year, as a plan is being developed by 2023-2024.

Title XI policy is currently under review, and revisions are expected prior to Fall 2023.

Other items of Note

University Diversity and Inclusion Advisory Committee

UDIAC has two subcommittees one focusing on assessment and the other cultural competence. The assessment group is building a survey to be utilized following cultural competence professional development opportunities. The cultural competence group is brainstorming topic ideas for eight individual professional development opportunities to be facilitated during spring term.

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. While details are being finalized, as a cost-saving and sustainability measure, the responsibilities of the SafeZone coordinator will transition to the Executive Assistant/Coordinator in the office of DEI.

Freedom Center

The Freedom Center student board is working on strategies to apply for funding from various entities as we work to establish a sustainability plan for the Center.