



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

**Meeting No. 8 – May 23, 2023**

**10:00am – 11:00am**

**Via [Zoom](#) | Meeting ID: 810 0616 0164 | By Phone: 1 253 205 0468**

**AGENDA**

- I. CALL-TO-MEETING AND ROLL CALL**
- II. COMMITTEE CHAIR’S WELCOME**
- III. CONSENT AGENDA**
  - 1) [Meeting Minutes April 4, 2023](#)
- IV. REPORT & DISCUSSION ITEMS**
  - 1) [Office of Diversity, Equity, and Inclusion Update | Dominique Vargas](#)
  - 2) **Equity Assessment – Next Steps**
- V. ANNOUNCEMENTS**
- VI. ADJOURNMENT**



**Western Oregon University Board of Trustees:  
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)  
Meeting No. 7 – April 4th, 2023  
1:00 pm – 2:30 pm**

**DRAFT MINUTES**

**I. CALL-TO-MEETING AND ROLL CALL**

**Committee Members Present:** Susan Castillo, Danielle Campbell, Doug Morse, Cecelia Koontz, Michael Reis

**Staff Present:** Dominique Vargas, Sean Roush, Evan Sorce, LouAnn Vickers

**II. COMMITTEE CHAIR'S WELCOME**

Chair Susan Castillo called the meeting to order and welcomed all attending at 1:01 pm.

LouAnn Vickers welcomes Evan Sorce, the new Board Secretary to the Board of Trustees.

**III. CONSENT AGENDA**

Chair Castillo moves the approval of the Meeting Minutes for January 24th, 2023, and March 10th, 2023. Trustee Morse seconded the motion.

The following Trustees voted in favor of the motion:

- Chair Castillo
- Trustee Campbell
- Trustee Koontz
- Trustee Morse
- Trustee Reis

No Trustees opposed the motion or abstained from voting.

The motion passed unanimously.

**IV. ACTION ITEMS**

**1) Revisions to Committee Charter**

The committee reviewed the edits made to its charter. LouAnn took the liberty of adding the changes made at the last meeting, but instead of having all the track changes, which were part of the robust discussion she just implemented, the exact changes and put those in red for the committee's connivance. Chair Castillo pointed out to give Evan

Sorce some context that the Diversity, Equity, Inclusion & Accessibility Committee (DEIAC) is the newest committee, so the charter is fairly updated.

In the section for Accountability, Chair Castillo mentions that instead of calling for a specific type of accountability, the updated version leaves more flexibility there. The change from the original charter was because it was important to the committee to make these changes to the accountability provision in concert with the new University President. Trustee Reis stated that he thought these changes were an excellent addition and expressed appreciation to the folks who drafted them. Reis continues by saying that the changes are flexible but also provide that direct link to the university's overall strategy, which is so important.

Trustee Morse moves to accept the changes to the DEIAC Charter. Trustee Koontz seconds the measure.

The following Trustees voted in favor of the motion:

- Chair Castillo
- Trustee Campbell
- Trustee Koontz
- Trustee Morse
- Trustee Reis

No Trustees opposed the motion or abstained from voting.

The motion passed unanimously.

## **V. REPORT & DISCUSSION ITEMS**

- Office of Diversity, Equity, and Inclusion Update | Dominique Vargas

Dominique started her update by referring to her report attached to the docket. Her update was a high-level summary of the key priorities for the year:

- The equity assessment
- Responding to House Bill 2864
- Working towards a HIS designation
- Improving practices and compliance with Title IX
- Bias training

Equity Assessment:

We expect a report and recommendation list from Jordan Shelby West on May 8th. Dominique invited the committee and campus community members to participate in the two meeting times that day, which will have in-person and virtual options. This report and recommendations included individual board members' conversations with Jordan back in December. Once the report is received, that moves the assessment to the next part of the process, in which the report is reviewed, and action items will be developed for the university based on that report. This committee will receive the report to review

following the May 8th presentation. No one will have access to that report ahead of time. The Cabinet has a presentation at 9 am, and then there will be the two campus presentations that day.

Trustee Morse asked Dominique what she sees as the role of this committee in the equity audit. Dominique considers the committee's role to be working holistically with other campus groups, acting as an advisory group to review the report and giving direction and feedback on the best path to move forward to help staff and President Peters create action items. Trustee Koontz mentions that another role for this committee is the accountability conversation of how we will track and measure all of the recommendations and the results of those action items. Staff is preparing for Phase 2 and Phase 3 of the Equity Assessment. Phase 2 looks at policies and procedures around students, and phase 3 is policies and procedures around employees. This work will start with the consultant during the summer.

The group had a quick conversation about the importance of ensuring committee members attend the event in a way that does not make a quorum.

#### House Bill 2864 Compliance (Cultural Competency-based professional development)

There will be eight professional development opportunities this spring around cultural competency issues. Sessions include training on accessibility, how to support LGBTQ students, and how to support first-generation students. The committee also takes feedback to develop future training. An email has gone out inviting the campus community to them.

#### Hispanic Serving Designation Update:

The HSI Summit will be held here on campus on April 26th. Staff expects about 200 participants present for the event. About 50-60 of those folks are outside the WOU community and from across the state. The keynote speaker will be Jennifer Gomez-Chavez from Excellencia. The event will include a student-led forum, music from a band from WOU, and small breakout sessions. Many of the breakout sessions will also have a virtual component.

The Higher Education Coordinating Commission (HECC) has convinced a state HIS group of about ten folks either working currently at designated HSIs or emerging HSIs to work on some initiatives and discuss what each institution can do to support each other. They had their first meeting in March and will have their next meeting at WOU at the HIS summit.

#### Title IX Compliance:

Title IX compliance is going well. The office's goal is to get 100% of staff and faculty to complete our training. We are currently at 82%. We will have senior leadership folks doing outreach to ensure we get 100% compliance by the end of the academic year.

Other Issues of Note:

LGBTQ2SIA+ Student Success 2021-2023 Grant:

WOU was awarded the 2021-2023 LGBTQ2SIA+ Student Success Grant. This grant is a partnership between Western Oregon University and Central School District. The grant focuses on three key strategies: educational development and resources for supportive educators, creating safer, affirming spaces, and developing a more inclusive curriculum.

Freedom Center Update:

The Freedom Center is visioning for the next year with an updated mission: The Freedom Center is a space made by students, for students. The Freedom Center Strives to serve as a safe space for all students, especially those who are BIPOC and their intersectional identities. We welcome every unique individual here at Western Oregon University as we provide resources, connections, and education for our campus.

The students at the Freedom Center have a visioning process later this month that will help them come up with much more clarity about what sets them apart from other groups on campus.

The committee discussed what the campus is currently doing to support LGBTQ students. Dominique talked about the DEIA office's work with this national group that scores College and University campuses on the friendliness to LGBTQ students based on several different factors. WOU's score was a 3.5 out of 5. The campus put together a committee, paid for a membership, reached out to the Campus Pride Index, asked them to do a holistic assessment, and then followed up to submit the information to get a new score. As of Mid-March, they said things look good, but WOU has yet to receive a score. Also, back to the LGBTQ2SIA+ grant, there is money for generalized support for the Monmouth Pride celebration and to participate in other events and activities. Another goal is to have a person inside Abby's House who focuses on LGBT resources and outreach. Abby's House is applying for a grant to hire a coordinator-type role. With roughly 30% of students indicating on their admissions process that they identify with the LGBTQ community, it is important to provide more services to this population of students.

The committee discussed equity and accessibility in developing and maintaining university facilities. Dominique emphasized, especially in the development of new facilities like the Student Success Center, we are striving not just to be ADA compliant

but genuinely be accessible to the campus community in a multifaceted way. For example, have rooms conscious of sound or light for individuals struggling with sensory overload. Ensure that facilities are developed so that we do not separate people based on ability. Have doors open in a more helpful way for all community members. As for concerns about Facilities not addressing bias or ability issues, we are working to make sure that committees that oversee these kinds of complaints have committee members with a multifaceted background to ensure we are looking at these complaints holistically and addressing them appropriately.

## **VI. ANNOUNCEMENTS**

- None

## **VII. ADJOURNMENT**

Chair Castillo adjourns the meeting at 1:57 pm.

## **Diversity, Equity and Inclusion Report – May 15, 2023**

Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

### **Introduction**

A few of the key priorities for the office of Diversity, Equity, and Inclusion for the 2023-2024 academic year include:

- Equity Assessment
- Cultural Competence Based Professional Development
- Hispanic Serving Institution (HSI) Designation
- Title IX

### **Equity Assessment**

Jordan Shelby West, PhD, share the equity assessment report with Dominique Vargas on Friday, May 5. This report was then forwarded to Board Chair, Betty Comp and DEIAC Chair, Susan Castillo, and President Peters. Dr. West presented a presentation summarizing the report on Monday, May 8: 9 am to Cabinet, 11 am to the university community and 1 pm to the university community. The recording of the presentation, the slide deck for the presentation, and the report were shared with the university community on Friday, May 12. This concludes Dr. West's work with Phase I of the equity assessment. Now, Senior Leadership, Cabinet and committees like the DEIAC and UDIAC, will review Phase I materials and propose action items for the university community. Dr. West will transition to Phase II, a review of student focused policies, procedures, and programming.

[Equity Assessment – Phase I Materials](#)

### **Cultural Competence Based Professional Development**

The University Diversity and Inclusion Advisory Committee Cultural Competence Subcommittee has curated a slate of professional development sessions to be offered in Spring Term. Six sessions have been presented as of May 12, with two more opportunities upcoming in May 2023.

[Session List and RSVP links](#)

### **Hispanic Serving Institution (HSI) Designation**

The 2023 HSI Summit took place on April 26, 2023. About 180 individuals participated in the Summit. Videos for the morning sessions and two concurrent sessions are available on the HSI Summit [website](#).

The HSI Advisory Committee is working closely with Institutional Research to better understand the data around the WOU student population and how that is interpreted for HSI designation.

### **Title IX**

As of May 14, 2023 722 out of 829 employees enrolled in the Catharsis Report = Support Title IX training modules have completed the training. We have 107 employees who have not completed the training yet.

The Title IX Coordinator in collaboration with the office of Academic Innovation, Abby's House and Student Conduct has made our student responsible employee training available over Canvas. As of May 15, 2023, 442 student employees have completed Responsible Employee training, and so far 6 students have enrolled in the training over Canvas, though only 19 have completed the training.

For the remainder of the 2022-2023 academic year, Catharsis will continue to be used for employee Title IX training and Responsible Employee training will continue to be used for students. A training plan is being developed for 2023-2024.

Title XI policy is currently under review, new federal regulations are expected to be released during summer 2023, and revisions are expected prior to Fall 2023.

### **Other items of Note**

#### **[LGBTQ2SIA+ Student Success 2021-2023 Grant](#)**

Western was awarded the 2021-2023 LGBTQ2SIA+ Student Success Grant. The LGBTQ2SIA+ Student Success grant is based in the Oregon's [LGBTQ2SIA+ Student Success Plan](#). This grant is a partnership between Western Oregon University and Central School District and focuses on three key strategies: educational development and resources for supportive educators, creating safer affirming spaces, and developing more inclusive curriculum. Due to grant award notification in March 2023, there are time constraints as the current grant cycle ends June 30, 2023. WOU will have the opportunity to apply for an amendment in hopes of receiving funding for an additional year.

#### **Freedom Center**

The Freedom Center is visioning for the next year.

#### **University Diversity and Inclusion Advisory Committee**

UDIAC members are in the process of visioning for next year, reviewing their charge and leadership, to plan for 2023-2024.