



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 8 –Thursday, June 1, 2023
1:00pm – 2:30pm**

MINUTES

I. CALL-TO-MEETING AND ROLL CALL

Chair Castillo Calls the meeting to order on Thursday, June 1st, 2023 at 1pm. Asked Secretary Sorce to call the roll.

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

Staff in Attendance: President Jesse Peters, Dominique Vargas, Evan Sorce

II. COMMITTEE CHAIR'S WELCOME

Chair Castillo thanked everyone for their patience and flexibility while having to deal with the network challenges that happened the week before. Chair Castillo then gave an overview of the agenda of the meeting.

III. CONSENT AGENDA

Chair Castillo asked for a motion to approve the meeting minutes from the April 4th meeting of the DEIAC. Trustee Reis makes the motion and Trustee Morse seconds the motion. A voice vote was taken and the motion passed unanimously.

IV. REPORT & DISCUSSION ITEMS

- 1) Office of Diversity, Equity, and Inclusion Update | Dominique Vargas – Executive Director of Diversity, Equity, and Inclusion Office

Chair Castillo called on Dominique to give an overview on how the Equity Assessment is going on campus. Next step of the process is to discuss at the Board of Trustee meeting the next steps that the University is taking to make a plan to address the recommendations after phase 1. Dominique wanted to reiterate that her office has spoken to a number of people who want to quickly move on some of the recommendations, but it is important that the university is very purposeful and strategic on how we prioritize the recommendations and identify ones that we can implement quickly vs. some that will take time. This work will be done through the University Diversity & Inclusion Advisory Committee which will meet this summer with the goal of presenting to Senior Leadership and Cabinet in the Fall.

Review included possible adjustments for clarification of role, wording, and grammar. The Committee also clarified their role and responsibilities in relation to UDIAC as well as

defined what a dashboard for showing progress means. Trustee Morse asked about the process of prioritizing the list of recommendations. President Peters mentioned that it is his hope that UDIAC can prioritize a plan and put together a proposal with why did the committee choose to prioritize these few action items, and then go to the Board for feedback, not the Board directing the next steps of the audit. The Trustee's on the committee agree. Chair Castillo emphasized the importance of having a DEI focus and providing leadership from the board level is important, but working in partnership with Dr. Peter and his team is the most effective way to move this forward. Dominique walked through the process that UDIAC is hoping to use. Trustee Morse again reiterated the need of establishing a criterion to guide the work of priority setting. One of the examples could be a low-cost high impact action item. Chair Castillo asked Dominique if Jordan had offered any suggestions about measuring progress. Dominique responded by saying the way that we have talked about progress is through phase one getting a small ample size of campus, that would give the campus an opportunity to start the work. Then through phase two we review policies, procedures, processes and that kind of thing, and then the next phase is the campus climate survey in the fall of 2024 that will over time be the assessment, through the evolution of the results. Jordan has not asked given recommendations on how to identify and measure each action items besides the campus climate survey. It is important to note we will developing our own survey so we cannot compare our university to others using this measurement since its unique and personalized to our campus. There was then a discussion about the potential off adding on to our climate survey with data that other campuses use to allow us to compare to other universities. There was then a robust conversation about what data that the university collects will be used in the climate surveys and other measurements.

Chair Castillo thanked Dominique for her work on this and looked forward to hearing more at the next board meeting.

No action was taken.

Chair Castillo asked Dominique for an update about the Freedom Center. Dominique mentioned that there was a decision to utilize \$30,000 to fund the freedom center for next year, which will be mainly going to go to student pay. They will have one more year to decide if they want to become part of the DEI office, or stay on the route they were going as a student organization and identify their goals and mission. There was a robust conversation about the history and goal of the Freedom Center.

V. ANNOUNCEMENTS

As part of the LGBTQ Student Success Grant in partnership with WOU and Central School District there is an art show and reception for the artists. There was a elementary school category, middle school category, High School Category, and WOU category. 33 folks entered the art show. It will be up in the Library for people to see.

Monmouth has Pride is also this weekend which the grant helped put together. We are also giving away some LGBTQ books. We are also doing a resource buy to increase diversity books in Central School district. Those will be delivered later this month.

VI. ADJOURNMENT

The meeting adjourned at 11:46am