



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

Meeting No. 11– April 4, 2024

1:30pm – 2:30pm

Via [Zoom](#) | Meeting ID: 814 2952 2120 | By Phone: 1-253-215-8782

AGENDA

I. CALL-TO-MEETING AND ROLL CALL

II. COMMITTEE CHAIR’S WELCOME

III. CONSENT AGENDA

1) [Approval of the February 2, 2024 Meeting Minutes](#)

IV. ACTION ITEMS:

1) Update on the Status of the Equity Assessment Action Plan

V. REPORT & DISCUSSION ITEMS

1) [Office of Diversity, Equity, and Inclusion Update | Dominique Vargas](#)

2) [Conversation about Freedom Center Organizational Status with Co-Directors of Freedom Center Malia Fernandez & Aneli Godinez-Martinez](#)

VI. ANNOUNCEMENTS

- Set next DEIAC Meeting:
- Save the Date: HSI Summit April 26, 2024 at Western Oregon University

VII. ADJOURNMENT



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 10– Feb 2, 2024
2:30pm – 4:00pm**

Minutes

I. CALL-TO-MEETING AND ROLL CALL

Chair Castillo welcomed everyone, she called the meeting to order on Friday February 2, 2024 at 2:32pm and asked Secretary Sorce to call the roll.

Committee Members Present: Chair Susan Castillo, Trustee Danielle Campbell, Trustee Cecilia Koontz, Trustee Cristian Mendez Garcia

Others Present: Trustee Designee Paige Jackson, President Peters, Board Secretary Evan Sorce

II. CONSENT AGENDA

1) [Approval of the October 20, 2023 Meeting Minutes](#)

Trustee Koontz moved to approve the October 20, 2023 meeting minutes as presented in the docket, Trustee Campbell seconded the motion. There was no additional discussion. The motion was approved unanimously.

III. ACTION ITEMS:

1) [Recommend the Approval of the Equity Assessment Action Plan](#)

Chair Castillo moved on to discussing the proposed Equity Assessment Action Plan and introduced the Executive Director of the Office of Diversity Equity and Inclusion, Dominique Vargas, to walk through her presentation of the proposed action plan. The plan can be found starting on page 7 of the docket. Executive Director Vargas walked through the plan and the committee's development process. The initiatives in this plan were identified through the first three phases of the Equity Assessment. It is not a complete list of all the DEI work currently being done on the WOU campus.

Executive Director Vargas walked through the process and emphasized that some of these proposals do not currently have dollar figures attached to them because some of these costs are unknown at this time. It is important to note that just because there is

not presently a cost associated with an item does not mean it is less important than one with costs tied to it. President Peters added that if items in the action plan have costs that are currently unknown, the expectation is that Senior Leadership will build these costs into the budget and only come to the Trustees if staff have to move resources out of the Quasi Endowment fund or need to seek approval from the Trustees through the normal process outlined in the delegation of authority.

There was a robust conversation about how the Equity Assessment Action Plan is in lockstep with the new proposed strategic plan.

Trustee Koontz moved to recommend approval of the Equity Assessment Action Plan as presented in the docket to the Western Oregon University Board of Trustees. Trustee Mendez Garcia seconds the motion. There was no additional discussion, and the motion passed unanimously.

REPORT & DISCUSSION ITEMS

1) Office of Diversity, Equity, and Inclusion Update | Dominique Vargas

Executive Director Vargas presented her board update, which can be found on page 4 of the docket. President Peters added that Western Oregon University is a member of the President's Alliance on Immigration and Education. Through this organization, WOU signed an amicus brief related to the lawsuit in Texas in support of DACA. One hundred sixty-eight entities signed onto this, including almost all the institutions in Oregon. WOU also signed a letter asking for the expansion of TRIO dollars to be allowed to be spent on undocumented students, and most, if not all, the Oregon universities signed onto that as well.

2) Development of an Equity Lens Guide/Toolkit | Dominique Vargas

Executive Director Vargas presented some background on developing an equity lens guide/toolkit. Since this topic has come up in multiple different areas on campus, Executive Director Vargas thought it was important to put it on the agenda for the DEIAC to get feedback about what our Trustees would hope to see in any equity lens toolkit developed, with the intention of the University Diversity and Inclusion Advisory Council (UDIAC) to create a draft version. The examples of Equity Lens Toolkits shared with the committee can be found in the agenda. The committee had a long conversation about what they liked about the different examples. This list included the need to develop the tool itself and a one-pager that is paired down and focuses on the questions you always need to ask before making a decision. The committee also discussed the importance of thinking about the long-term effects (continuing improvement models), making sure that any equity lens toolkit that is developed includes potential pitfalls (benefit versus burden or net impact on these changes). Finally, the importance of having a glossary of terms that are used in the plan so there is a shared understanding of what words or terms mean. Executive Director Vargas will take this feedback back to UDIAC to work with them to develop a draft toolkit.

IV. ANNOUNCEMENTS

Chair Castillo asked for any announcements from the floor.

- After a brief discussion it was determined the next meeting of the DEIAC will be on April 4, 2024 at 1:30pm.
- Executive Director Vargas reminded folks to register for the HSI Summit if they are planning to attend the HIS Summit on April 26, 2024 at WOU.

V. ADJOURNMENT

Trustee Castillo adjourns the meeting at 3:48 pm.



Diversity, Equity and Inclusion Report March 27, 2024

Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

The Office

The office hired a Title IX Coordinator. Sara Glascock started on February 22, 2024.

The office is recruiting to hire two positions: Assistant Director for Hispanic Serving Institution Initiatives and an Executive Assistant/Coordinator for the office.

Assistant Director Candidates will visit the university on April 1 and April 2, 2024.

Equity Assessment

Western Oregon University continues to engage with Jordan Shelby West, PhD in our university-wide equity assessment.

The Equity Assessment Action Plan was reviewed at the February 2024 Board of Trustees meeting with approval to continue to move forward. Following the Board meeting, Dominique Vargas had one-to-one meetings with all Action Plan Accountability Leaders to discuss initiatives, set expectations regarding updates, and answer initial questions regarding next steps. Accountability leaders will be providing updates to Vargas by April 3 ahead of the April Board meeting and May 20 ahead of the June Board meeting. Following the June meeting further scheduling of updates will be determined based on steps taken and decisions made this Spring term. Accountability leaders will provide updates to Vargas ahead of each meeting to be included in the office of Diversity, Equity, and Inclusion updates ahead of each Board meeting.

Phase IV of the Equity Assessment continues. The Climate Survey Committee has met twice to discuss the development, implementation, and analysis of the climate survey. The survey is tentatively set to launch in October 2024, following the start of the Fall 2024 term. The next meeting will be in April 2024.

Cultural Competence Based Professional Development

House Bill 2468, cultural competence compliance opportunities are being planned for the Spring 2024 term. These opportunities will continue within the 2023-2024 theme of accessibility.

The first opportunity will be the Orbis Cascade Alliance and Northwest Academic Computing Consortium webinar: Accessible Technology: How a Screen-Reader Works with STEM Content and More on April 16, 11am Pacific—via Zoom (and recorded for future viewing).

The office of Diversity, Equity, and Inclusion is partnering with the Office of Disability Services and Human Resources to present an opportunity in week seven of the Spring term to discuss best practices when working with the Office of Disability Services as well as employee requests for accommodations and the updated procedures for American Sign Language Interpreting and captioning services requests.

A third opportunity is under consideration for spring term as well in partnership with the Office of Disability Services.

Board of Trustees



Hispanic Serving Institution (HSI) Designation

University data continues to estimate that Western currently has at least 25% of undergraduate students who identify as Hispanic/Latino/a/e. This information is expected to be confirmed with the submission of data to IPEDs in April. To become a Hispanic Serving Institution 25% of Western's undergraduate students must identify as Hispanic/Latino/a/e and we must maintain that minimum percentage for at least three years prior to receiving the designation. Once we reach this goal, then we must continue to meet the minimum percentage to maintain the designation. The priority for Western continues to be truly serving our students.

This winter term the HSI Advisory Committee co-chair Anna Hernandez-Hunter led an effort for students who had selected no when entering their demographic race and ethnicity data to select from the available options. This list included almost 80 individuals with more than 20 completing the form to make a selection. Vice President of Student Affairs, Tina Fuchs, assisted this effort by personally emailing the students on the list.

The Advisory Committee will seek new membership following the April 26 HSI Summit as a couple of committee members have moved on from Western Oregon University and the hiring of an Assistant Director for Hispanic Serving Institution Initiatives. The new Assistant Director will lead this committee once they begin their work.

The third annual [HSI Summit](#) is scheduled for Friday, April 26, 2024. In response to feedback following the previous Summit, the HSI Summit Working Group determined Western will host an HSI week, where we host Western community specific events the weekdays (Monday, April 22 through Thursday, April 25), leading up to the HSI Summit on Friday.

- Monday, April 22 – What does it mean to be a Hispanic Serving Institution?
 - 11 am – 2 pm tabling event in the Werner University Center
- Tuesday, April 23 – Talk About it Tuesday with Hispanic Metropolitan Chamber of Commerce Director Nicole Leon
 - 4 pm – 6 pm student focused session in the Willamette Room of the Werner University Center
- Wednesday, April 24 – What is servingness?
 - 11 am – 2 pm tabling event in the Werner University Center
- Thursday, April 25 – Hispanic/Latine History in Oregon with faculty members Mike McGlade and Ricardo Pelegrin Taboada
 - 12 pm – 1 pm community focused session in the Columbia Room of the Werner University Center

Title IX

In Summer 2023, [Oregon House Bill 3456](#) was passed. This House Bill has gone through legislative fixes in the short session in February 2024 and is now [Oregon House Bill 4164](#).

As of March 26, 2024 555 employees have completed the Title IX Canvas course, more than 300 employees still need to complete the course. Senior Leadership will be receiving employee lists to assist with outreach and completion.

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New Title IX regulations are expected from the federal government are expected by or before June 2024. Following the release of new regulations, Title IX policy, procedures, and training will be updated.

In Fall 2024, new Title IX training will be available for students and employees in compliance with House Bill 4164, and will be updated and completed on an annual basis.

SafeZone and the LGBTQ2SIA+ Student Success Grant

The Office of Diversity, Equity, and Inclusion, SafeZone Advisory Board and Admissions office welcomed 142 high school students and 18 advisors from 19 schools across the region on Friday, March 8 for GSA Day, an LGBTQ2SIA+ student focused visit. The attendance at this event is more than double the number of students who participated in 2023.

Upcoming items of note:

- SafeZone Train the Trainer opportunity on April 24 and 25, at 8 am both days, for Western employees and students who are interested in becoming SafeZone facilitators
- The closing reception for UPLIFT the Central School District and Western student art exhibition on April 25 at 5:30 pm in the Hamersly Library, 2nd floor gallery (exhibit opens the week of April 8)
- Community SafeZone opportunity on Wednesday, May 8 at 11 am for all Western/Monmouth/Independence community members interested in taking part in the SafeZone professional development opportunity at Monmouth City Hall
- [Ryan Sallans](#) speaking engagement on Monday, May 13 for all Central School District and Western community members at Central High School Auditorium

Freedom Center

This winter the Freedom Center collaborated with Black Student Union to present “For the Culture” a full day of events in the university center during Black History Month (February 21, 2024). They are also collaborating with Hawaii Club to bring a luau to Western on May 31, 2024.

The Freedom Center will visit with the Board of Trustees Diversity, Equity, Inclusion, and Accessibility Committee in April to discuss the work they’ve been doing the last two years and to vision for the future. A short report from the Freedom Center co-directors is included with this report.

University Diversity and Inclusion Advisory Committee

Following the last Board of Trustees Diversity, Equity, Inclusion, and Accessibility Committee (DEAIC) meeting, the University Diversity and Inclusion Advisory Committee (UDIAC) met to review the equity lens guides and tool kits they had shared with the Board DEIAC for review with the feedback of the Board committee. UDIAC then met to test equity lens guides and tool kits to determine a path forward in developing similar to assist with decision making, policy revision, etc. especially in relation to the Strategic Plan and the upcoming request for all units/departments to develop plans that will include work based in the equity assessment. UDIAC continues this work into the Spring term.

Miscellaneous

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Student Professional Development Opportunities

The office of Diversity, Equity, and Inclusion, Center for Professional Pathways, Human Resources and Office of Disability Services are working together to provide to professional development opportunities for Spring term, which stemmed from the Fireside Chat hosted by President Peters, Tina Fuchs and Dominique Vargas in November 2023. The first opportunity is scheduled for Wednesday, April 24 at 4 pm and will focus on navigating disability services in job searches and the workplace. The second opportunity is scheduled for Tuesday, March 14 at 4 pm and will focus on navigating gender diversity and LGBTQ2SIA+ identities in job searches and the workplace. These opportunities are in development.

Empowering Communities Working Group

Five Wellness and Meditation spaces were identified and brought online on Friday, March 8. These spaces are for both students and employees. These spaces are designed to practice stress reduction and care in the course of a busy day. Examples of uses include basic calming through mindfulness, relaxation exercises, prayer, meditation, engagement in lactation and other wellness activities.

Academic Programs and Support Center (APSC), 408
Monday through Thursday, 1 pm - 4 pm

Ackerman, 132
Monday through Friday, 7:30 am - 10 pm
Exception for Spring Break 7:30am - 5pm

Bellamy, 201
Monday through Friday, 8 am - 5 pm (occasionally later in evening)

Welcome Center, 154
Monday through Friday, 8 am - 5 pm

Werner University Center (WUC), Little D
Monday through Friday, 7:30 am - 8 pm
Saturday, 11:30-3pm (*winter*); 10 am - 2 pm (*spring*)

These spaces will be available at least through the duration of Spring term as long-term plans are made. The office of Diversity, Equity, and Inclusion in partnership with Earlene Camarillo, Tina Fuchs, Mary Pettenger, and Evan Sorce, and the office of Student Engagement, Housing, International Education, Human Resources, General Counsel, and made this effort possible.

The office of Diversity, Equity, and Inclusion in partnership with Earlene Camarillo, Tina Fuchs, Mary Pettenger, and Evan Sorce continue to meet to discuss engagement within the Western community around deliberative democracy, civil discourse, freedom expression, interfaith dialogue, etc. The next step for this small group is to work with university partners in the development of a Freedom of Expression website for Western. Additionally, Earlene Camarillo and Mary Pettenger are leading a separate planning committee to coordinate an advocacy and first amendment focused day on Friday, May 10.

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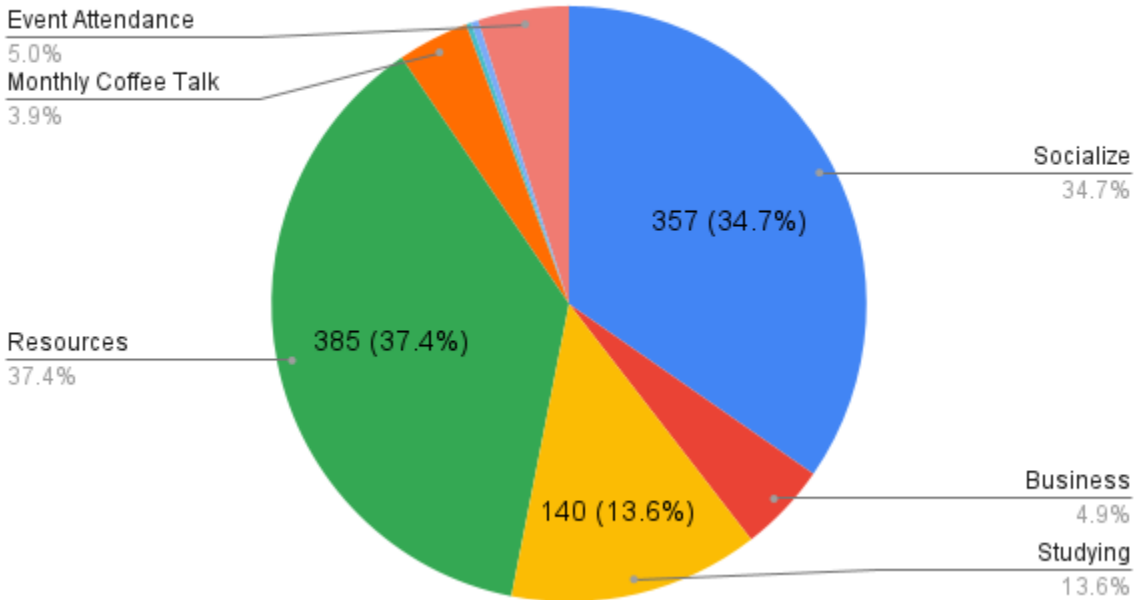


Freedom Center Summary of Activities and Data 2022-2023 and 2023-2024

2022-2023 Academic Year

- Events/Collaborations
 - Hispanic Jeopardy (HHM)
 - BHM Movie Night
 - Celebrating Identities (with ASWOU)
 - Diversity Celebration (hosted and worked with: MSSP, MSU, ODS, Stonewall, FAWOU, Fem in Stem)
 - May Day is Lei Day (AAPI with Hawai'i Club)
 - NFL tabling
 - Coffee Talks
 - Midterm/finals week tabling
- Provide supplies for students
- Provide snacks and beverages
- Total number of students:
 - Winter Term: 430
 - Spring Term: 543

Reasons '22-'23



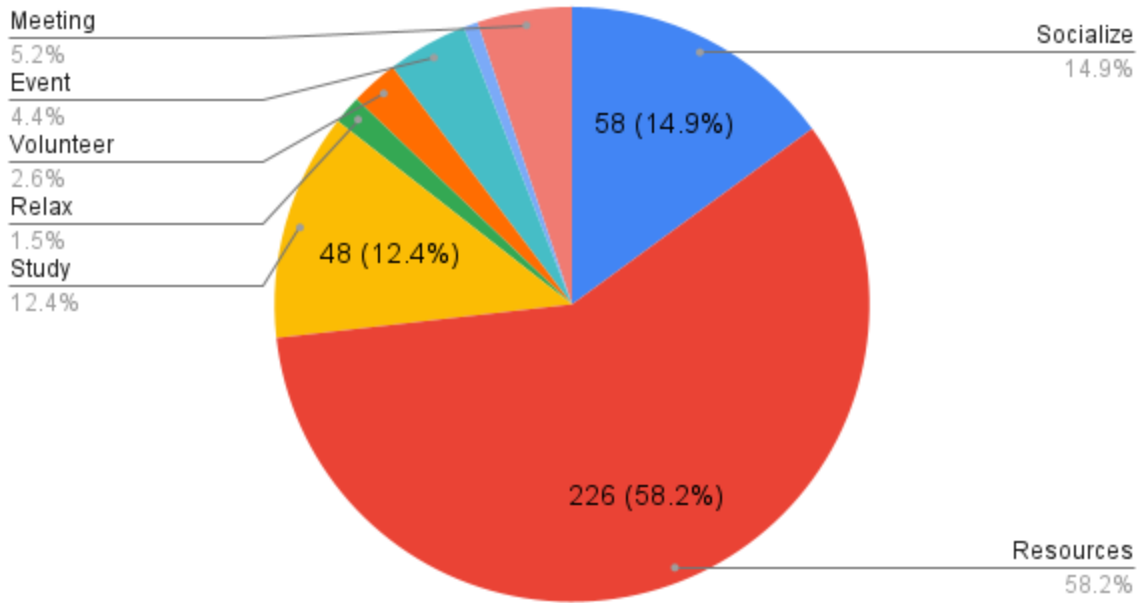
2023-2024 Academic Year

- Events/Collaborations

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- Latinx Jeopardy (HHM with Unidos) – 29
- NAHM Movie Night – 4
- For The Culture (BHM with BSU) – 30
- BHM Movie Night – 5
- Planner Workshops – 5(?)
- Ho’ike (AAPI with Hawai’i Club) – *upcoming event in May*
- Educational posts and pamphlets
 - Educational Posts
 - Muslim Hate Crimes
 - Current Genocides
 - Sand Creek Massacre
 - DACA status and updates
 - Intersectionality and violence that Black women face
 - History Month Posts
 - November - Native American History Month
 - February - Black History Month
 - March - Women’s History Month
 - April - Diversity Month (currently in the works)
 - Pamphlets
 - Native American Heritage Month
 - Black History Month (online pdf printed for students)
 - Women’s History Month
- Passive interactive events for students
 - Planner workshop
 - QOTW on white board
 - Story posts on Instagram
- Scholarship searching for students
 - DACA, BIPOC, etc.
- Updated resource wall
 - On-campus and off-campus
- Desk with laptop and monitor usage
- School supplies and snacks
- Total number of students:
 - Fall Term: 305

Reason



- Winter Term: 271 (to update in Spring term)