



Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 12– May 20, 2024
1:00pm – 2:00pm
Via [Zoom](#) | Meeting ID: 836 6678 6320 | 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 April 4, 2024 Meeting Minutes](#)

IV. REPORT & DISCUSSION ITEMS

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

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

3) [HSI Summit Week Reflections and Data](#)

V. ANNOUNCEMENTS

VI. ADJOURNMENT



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 11– April 4, 2024
1:30pm – 2:30pm**

Draft Minutes

I. CALL-TO-MEETING AND ROLL CALL

Chair Castillo welcomed everyone, she called the meeting to order on Thursday April 4, 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, Trustee Page Jackson

Others Present: President Peters, Board Secretary Evan Sorce, Erin Lieuallen, Malia Fernandez, Aneli Godinez-Martinez

II. CONSENT AGENDA

1) Approval of the February 2, 2024 Meeting Minutes

Trustee Koontz moved to approve the February 2, 2024 meeting minutes as presented in the docket, Trustee Mendez Garcia seconded the motion. There was no additional discussion. The motion was approved unanimously.

III. REPORT & DISCUSSION ITEMS:

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

Chair Castillo moved on to receiving an update on the status of the Equity Assessment Action Plan and introduced the Executive Director of the Office of Diversity Equity and Inclusion, Dominique Vargas, to walk through her update. Director Vargas met with all of the Accountability Leaders that are called out in the plan to outline next steps of the plan, they had until yesterday to provide updates on the plan, which will be updated in the full board docket in April.

Trustee Mendez Garcia asked if all the accountability leaders are meeting together so they can get a sense of all the work that is being done. Director Vargas said not yet, but accountability leaders who are working on the same projects are meeting together with Director Vargas.

Board of Trustees

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

Executive Director Vargas presented her board update, which can be found on page 5 of the docket.

IV. Conversation about Freedom Center Organizational Status with Co-Directors of Freedom Center Malia Fernandez & Aneli Godinez-Martinez

Director Vargas introduced the two Co-Directors of the Freedom Center, Malia Fernandez & Aneli-Godinez-Martinez, who walked through their presentation, which can be found on page nine of the docket. Chair Castillo asked what would be included in the Business category in the chart on page 9. Malia answered that the business category includes meetings with other clubs and organizations. Trustee Jackson asked the Co-Directors how they track why students stop by or use the Freedom Centers, but it's not an exact measurement. Trustee Mendez Garcia asked the two co-directors what they planned to do with their collected data. The two Co-Directors mentioned using the data to help shape what the Freedom Center looks like and collaborating with other clubs to help provide additional resources and services to the students of WOU. Director Vargas added context to the background of the Freedom Center and where its funding comes from. After the co-directors had presented, there was a robust conversation about what the Freedom Center would look like in the future and its mission, especially because the center has evolved over the years, as well as there have been additional requests for space from several student clubs as well as a student request for a Dream Center, and a student request for an Interfaith center as well. Chair Castillo wrapped up the conversation by mentioning that she is looking forward to getting updates about the work being done to determine what the Freedom Center will look like in the future.

V. ANNOUNCEMENTS

Chair Castillo asked for any announcements from the floor.

- Executive Director Vargas reminded folks to register for the HSI Summit if they are planning to attend the HSI Summit on April 26, 2024 at WOU.
- Monday May 20th is the next meeting for the DEIAC meeting.

VI. ADJOURNMENT

Trustee Castillo adjourns the meeting at 2:40 pm.

**Diversity, Equity and Inclusion Report
 May 15, 2024**

Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

The Office

The office hired an Assistant Director for Hispanic Serving Institution Initiatives: Cristian Mendez-Garcia, who started on April 22, 2024.

The office hired an Executive Assistant/Coordinator: Anabel Manzo, to start June 17, 2024.

Once Anabel starts the office will be considered fully staffed.

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. Accountability leaders provided and updates included in the Board Docket ahead of the April Board meeting. The next updates are due May 20 ahead of the June Board meeting.

Phase IV of the Equity Assessment continues. The Climate Survey Committee continues to work with Dr. West to in the development, implementation, and analysis of the climate survey. The survey “Howl for Change: Your Voice Matters” will launch in October 2024. Marketing and Communication, led by Maureen Brakke developed a Climate Survey Communication and Marketing Plan. Implementation of this plan begins the week of May 20, 2024.

Cultural Competence Based Professional Development

In alignment with House Bill 2864, cultural competence compliance opportunities hosted by the office of Diversity, Equity, and Inclusion have wrapped for the year. This year’s theme was accessibility.

Date	Description	Day of Attendees
September 20, 2023	“Spill the Disabili-Tea” with Alex Locust WOU Employee Panel	276
January 19, 2024	“Universal Design for Learning and Intersectionality: Honoring Identities in Higher Education” with Denia Guadalupe Bradshaw WOU Employee Panel	199
May 15, 2024	Best Practices for Disability Services at Western Oregon University	111

Additionally, two opportunities supported through the Library and Academic Innovation focused on accessibility, and were supported by the DEI office as part of compliance efforts.

As noted in the equity assessment action plan, next year's cultural competence theme will be supporting first generation students.

Hispanic Serving Institution (HSI) Designation

According to the office of Institutional Research, as of Fall 2023, 24% of all Western Oregon University students identify as Hispanic/Latine, and 25.1% of full-time equivalent undergraduate students identify as Hispanic/Latine. 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.

The Advisory Committee is seeking new members, specifically students and classified staff. A call has gone out to the university community to request individual complete an interest form.

The third annual [HSI Summit](#) took place Friday, April 26, 2024. A PowerPoint is included with this report to highlight some of the data and feedback around the HSI Summit Week of activities that took place April 22 – April 26, 2024.

Title IX

New Title IX regulations were released on April 19, 2024. We have until August 1, 2024 to update university policy and procedures.

Additionally, 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.

The Title IX Coordinator, in partnership with General Counsel, Human Resources, Student Affairs, Student Conduct, Campus Public Safety, and more, will develop an updated university policy and procedures in compliance with both federal regulations and the Oregon house bill.

As of May 13, 752 employees have completed the Title IX Canvas course, and about 150 employees still need to complete the course. Senior Leadership has been assisting with outreach and completion efforts. The Title IX office is facilitating a specialized training session for night custodial staff and another for daytime facility staff.

More information on new regulations

Federal Register: [Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)

Fact Sheet: [U.S. Department of Education's 2024 Title IX Final Rule Overview](#)

SafeZone and the LGBTQ2SIA+ Student Success Grant

SafeZone Advisory Board members facilitated a Train the Trainer opportunity on April 24 and 25, 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 was held on April 25 in the Hamersly Library, 2nd floor gallery.

SafeZone facilitators hosted the first of two Community SafeZone opportunities 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. The next opportunity will be Saturday, June 8 at the public library.

[Ryan Sallans](#) presented on Monday, May 13 for all interested Central School District and Western community members at Central High School Auditorium

Freedom Center

The Freedom Center is collaborating with Hawaii Club to bring a Hoi'ke (luau) to Western on May 31, 2024.

University Diversity and Inclusion Advisory Committee

Following the last University, Diversity, and Inclusion Advisory Committee meeting, committee chair, Jaclyn Caires-Hurley compiled an equity lens guide based on Board of Trustees Diversity, Equity, Inclusion and Accessibility committee feedback as well as UDIAC feedback. This draft will be reviewed at the next UDIAC meeting on May 21.

Miscellaneous

Student Professional Development Opportunities

The office of Diversity, Equity, and Inclusion, Center for Professional Pathways, Human Resources and Office of Disability Services provided two student professional development opportunities this Spring term, which stemmed from the Fireside Chat hosted by President Peters, Tina Fuchs and Dominique Vargas in November 2023. The first opportunity was on Wednesday, April 24 and focused on navigating disability services in job searches and the workplace. The second opportunity was on Tuesday, May 14 and focused on navigating gender diversity and LGBTQ2SIA+ identities in job searches and the workplace.

Empowering Communities Working Group

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. This small group met with additional university stakeholders to begin work on the development of a Freedom of Expression website for Western. Earlene Camarillo and Mary Pettenger led a separate, but related, planning committee to coordinate an advocacy and first amendment focused day on Friday, May 10. The group is planning a panel style engagement around freedom of expression for fall 2024.

2024 HSI Summit Week Reflections and Data

HSI SUMMIT

HSI SUMMIT

APRIL 22-26 • 22-26 DE ABRIL • 2024

WESTERN OREGON UNIVERSITY • wou.edu/hsisummit

MONDAY, 4/22 • 11 A.M. - 2 P.M.

Werner University Center *(across from Caffè Allegro)*

What does it mean to be a Hispanic Serving Institution?

Stop by this tabling event to learn more about what it means to be an HSI and Western's efforts to become a designated HSI. Spin the wheel to learn more about HSIs in the context of WOU, Oregon, and the national landscape.

TUESDAY, 4/23 • 4 P.M. - 6 P.M.

Richard Woodcock Education Center, 101

Talk About It Tuesday with Nicole Leon, Director, Hispanic Metropolitan Chamber

Nicole Leon is the Director of the Hispanic Metropolitan Chamber of Commerce out of Portland. Leon will share her higher education journey and what led her to the HMCC (and really on a path of servingness). She will follow this by facilitating a group discussion about what servingness means to attendees (primary audience is students). There will also be time for questions and responses with Leon.

WEDNESDAY, 4/24 • 11 A.M. - 2 P.M.

Werner University Center *(across from Caffè Allegro)*

What does servingness mean to you and our community?

Stop by this tabling event to learn about servingness, and share with us what you think servingness is, what it means at Western, and what it means to our community.

THURSDAY, 4/25 • NOON - 1 P.M.

Werner University Center, Columbia Room

Latino/a/e History of Oregon

WOU faculty, Mike McGlade (Sustainability) and Ricardo Pelegrin Taboada (History), will present about Latino/a/e history in Oregon. McGlade will discuss the role of farm labor networks of Mexican origin people in the Pacific Northwest in later mass migrations that were part of the urbanization of residence and employment. Pelegrin Taboada will discuss the migration and presence of other Latino/a/e groups in Oregon in the context of current migration policies.

FRIDAY, 4/26 • 9 A.M. - 4 P.M.

Werner University Center, Pacific Room

Hispanic Serving Institution Summit



This year's summit will feature two keynote presenters: Patrick L. Valdez, Ph. D., and Marissa Vasquez, Ph. D. Valdez will focus on the history, policy, and current context of Hispanic Serving Institutions, while Vasquez will discuss operationalizing servingness. There will also be a student panel, an afternoon of concurrent sessions, and networking time for attendees.

Preferred registration by April 12, 2024, visit wou.edu/hsisummit.

Questions about any of these events, email dei@wou.edu

If you would like to request disability related accommodation(s) to participate in a WOU activity or event, please notify Disability Services (ODS) at 503-838-8250 or ods@wou.edu at least three (3) business days in advance. For ASL interpreting, Typewell transcribing, or captioning services please complete the online request form at wou.edu/disabilityservices.



Monday, April 22

Tabling

27

Participants

What does it mean to be a
Hispanic Serving
Institution?

Talk About it Tuesday, April 23

13

Attendees

- HMCC Scholarship Program
- HMCC engagement with WOU
- Look for volunteers for events and activities
- More community involvement at WOU
 - Community come to student club/organization meetings – engage beyond sports
 - More “two-way street” engagement
 - Asking students/members what they would like to see

Mentimeter: What does servingness mean to you?

- Giving back to the community
- Helping other people/those around you
- Intentionally supporting your community
- Being authentic in the work you do for others
- Showing kindness to our community
- Mutual aids
- Continuously showing up
- Providing support and resources
- Outreach in many different areas of the community; whether through cultural, religious, or legal outreach

Mentimeter: In what places/spaces do you feel well supported?

- Multicultural Student Services and Programs
- Cultural Club
- Being around people that have the same background as me
- In my hometown, I believe that being around the people that I grew up with and people that have the same cultural values and background as I do
- Within students that relate to me and in my hometown being in the metro area and I have found my group with people that look like me and grew up like me
- I feel like Western has many staff, faculty, and admin that do their best for all students, and always want to learn how to do better. They are those that actually show up.

Mentimeter: In what places/spaces do you feel less supported?

- In the greater community, would probably be that we know there are resources out there, but make it a bigger and more approachable conversation
- Being the only person in a space to speak for an entire group or community
- Imposter syndrome in certain conversations
- When it comes to building community, coming to college is hard enough, and establishing a Hispanic support system made it harder
- Never feeling like you can be completely anonymous because of your cultural background
- Some communities close by to WOU have a strong history of white supremacy and don't feel welcoming

Mentimeter: As Western is working to become a HSI, what support services or resources would you like to see expanded or created?

- I would like to see more intentionally from all areas on campus; it's not just MSSP and the DEI office responsibility
- Grow mentorship opportunities (peer-to-peer, professional staff/faculty to student, staff-to-staff, faculty-to-faculty), especially among marginalized populations
- More outreach to outside communities and events, WOU seems unknown
- More bilingual staff in Financial Aid with knowledge of ORSSA; a designated space for each cultural group on campus; more prominence of resources
- More support for MSSP
- Continued learning opportunities for staff/faculty to learn and engage in this work

Wednesday, April 24

Tabling

30

Participants

What does servingness mean to you and our community?

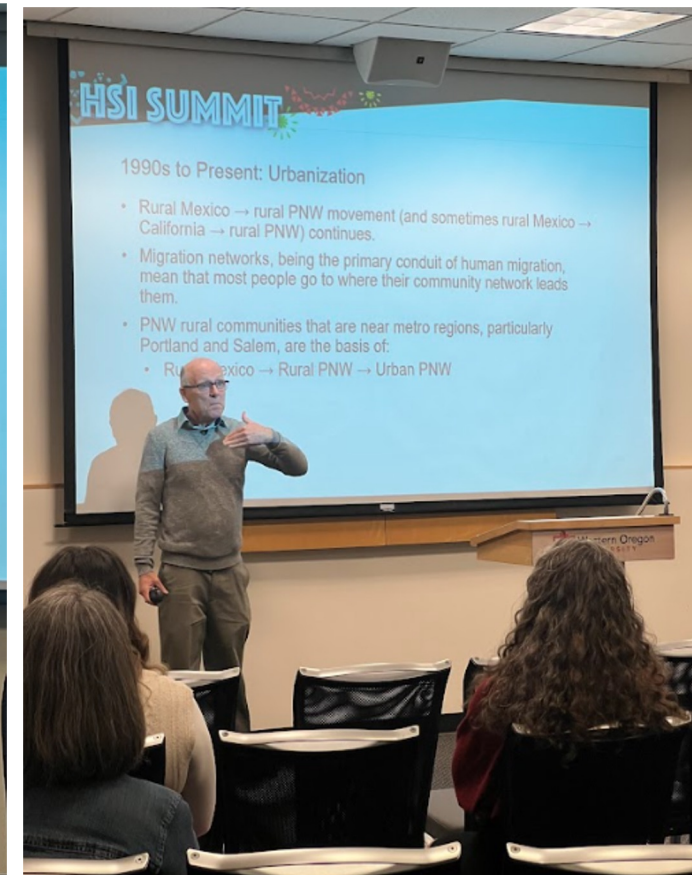
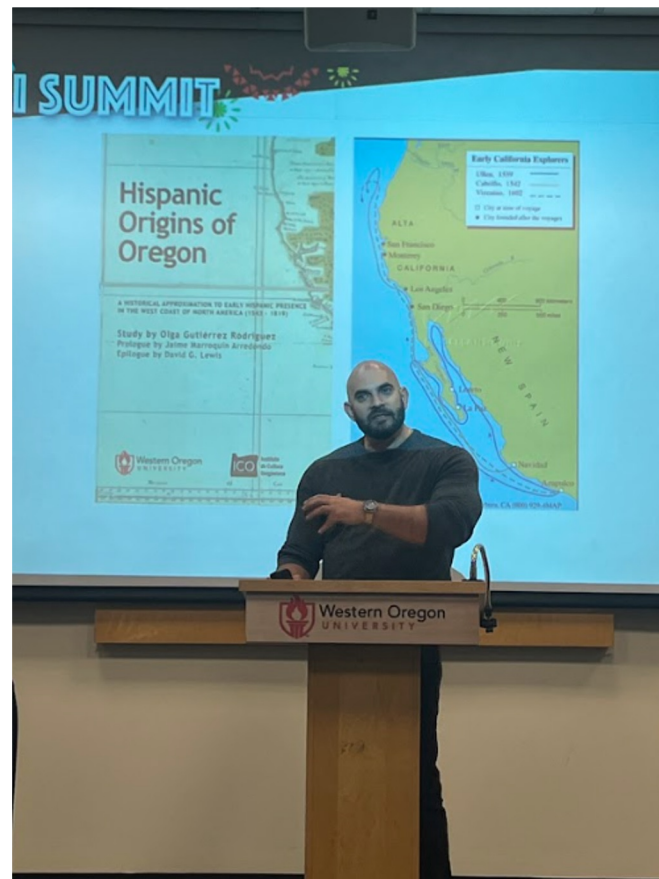
Hispanic/Latine History of Oregon, April 25

39

Participants

28 staff

11 students



2024 HSI Summit

April 26

HSI Summit Numbers

—
270

TOTAL number of participants

—
35

Unique Organizations

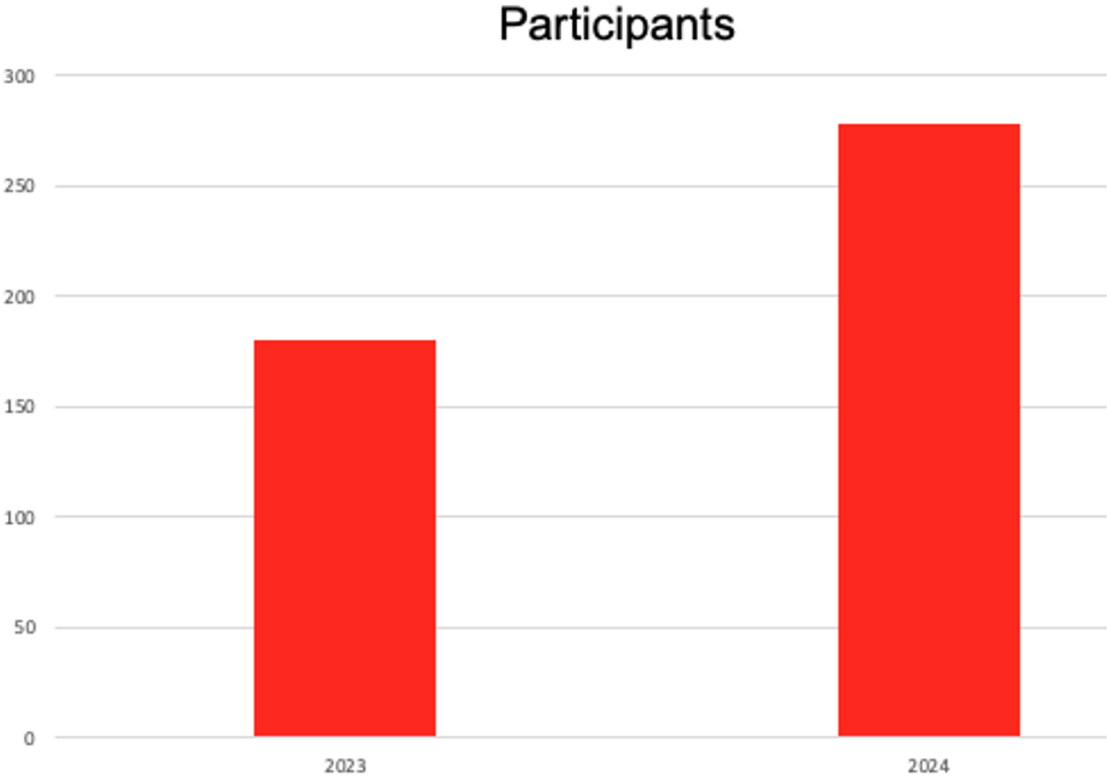
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62

Virtual Attendees

—
74

Same day registrations

HSI Summit Growth



Mentimeter: What questions might you like answered over the next year or at the next Summit?

- How will we implement servingness into the strategic plan?
- With Hispanic students being so family oriented, how does this go hand-in-hand with first year live on requirements?
- How to engage or bring in more parents into conversations of college for their children?
- How do we work across institutions in support of advancing institutional and state goals in this area?
- How to engage or bring in more
- What does it mean or what steps can we take to help shift mindsets and demographics sooner/be proactive?
- Practicality of working cross departmentally, what is tangible?

Mentimeter: What questions might you like answered over the next year or at the next Summit?

- What are continued needs of students?
- What legislation is being advocated for HSI institutions?
- How are we engaging faculty and having real measures for improvement of faculty who are not brought in?
- Breakout workshop specifically for emerging HSIs and official steps to working toward the designation
- How to capture all ethnicities to reduce opt out
- Shared contact list of summit attendees

Questions and Reflections