



**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.