



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 16– January 30, 2025
1:00pm – 3:00pm
To Observe This Meeting [Click Here](#) | 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 October 17, 2024 Meeting Minutes](#)

IV. REPORT & DISCUSSION ITEMS

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

2) Climate Survey Findings and Report| Dominique Vargas

3) Interests of DEIAC Members for 2024-2025 Academic Year

V. ADJOURNMENT



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 15– October 17, 2024
1:00pm – 2:30pm**

Minutes

I. CALL-TO-MEETING AND ROLL CALL

Chair Ambris welcomed everyone to the October 17th meeting of the Diversity, Equity, Inclusion & Accessibility Committee, called the meeting to order at 1:02pm and asked Secretary Sorce to call the roll.

Committee Members Present: Chair Jerry Ambris, Trustee Paige Jackson Trustee Viviana Romero, Trustee Jim Vu

Committee Members Excused: Trustee Paige Jackson, Trustee Betty Komp

Others Present: President Peters, Executive Director of the Office of DEI, Dominique Vargas, Board Secretary Evan Sorce

II. COMMITTEE CHAIR Welcome:

Chair Ambris again welcomed everyone to the first DEIAC meeting of the 2024-2025 academic year. He discussed some ground rules of the committee and made sure that committee members understood that sometimes this committee talks about heavy topics, but it is important that we still have a good time doing it.

III. CONSENT AGENDA

1) [Approval of the May 20,2024 Meeting Minutes](#)

Trustee Romero moved to approve the May 20, 2024 meeting minutes as presented in the docket, Trustee VU seconded the motion. There was no additional discussion.

Roll Call Vote:

Chair Ambris;	Aye
Trustee Jackson	Excused
Trustee Komp	Excused
Trustee Romero	Aye
Trustee Vu	Aye

IV. 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. As Executive Director Vargas mentioned the climate survey as part of her update, Trustee Vu asked if the response rate for undergraduates and graduates was reflective of the percentage of the population they represent. Executive Director Vargas responded that the response rate is okay when you look at the data that way. So far, 154 undergraduate students have responded in terms of faculty, and all the employee classifications are over 20%. President Peters added that he hopes for a high response rate and feels good about that coming to fruition. Trustee Vu asked if the university is tracking the response rate and tying it to any goal; he has seen in the past that tracking progress towards a goal has led to more success. That can be extended to demographic breakdown, which will show the progress, and the groups where the response rate is weaker will incentivize more responses from those communities. Executive Director Vargas mentioned that Trustee Vu's idea is a good idea and will take it into consideration to see how to do that best while also ensuring anonymity.

Additionally, there was a robust conversation about the HSI Summit and the Cesar Chavez Conference returning to WOU, the importance of these conferences being at our university, and the importance of our institution being leaders in these conversations.

2) Equity Assessment Action Plan & Climate Survey | Dominique Vargas

Executive Director Vargas presented an update on the progress of the Equity Assessment Action Plan, which can be found on page 8 of the docket. Trustee Vu asked how we measure progress in each action and how we measure if that action has enacted the change that the University is asking for. Both the President and Executive Director Vargas mentioned that outcomes are measured in different places across campus, which helps determine success. President Peters noted that the equity action plan is helping us identify what else we should measure.

3) Interests of DEIAC Members for 2024-2025 Academic Year

Executive Director Vargas and Secretary Sorce brought this agenda item forward. Both asked the committee if there were any speakers or expanded information on any item that the Office of DEI is working on that we can bring forward to this committee. The committee members' general sense was that the Equity Assessment and Climate Survey are priorities for the committee. One idea that was mentioned was how the meditation spaces are used and how we can understand how to use those spaces better without infringing on the privacy of those who are using the spaces.

V. ANNOUNCEMENTS

No additional announcements were made.

VI. ADJOURNMENT

Trustee Ambris adjourns the meeting at 2:15 pm.

Diversity, Equity and Inclusion Report
January 23, 2025

Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

2024-2025 Office Alignment with Strategic Plan Core Values

Centering Students

(activities/accomplishments listed)

- Continued efforts on the equity assessment action plan
 - University climate survey report and university presentation (January 28, 2025)
- Cultural competency professional development sessions themed around supporting first generation students
 - January 24, 2025 – WOU collaborative effort and the first induction into Alpha Alpha Alpha
 - September 20, 2024 – Liz Coronado Castillo and student panel
- LGBTQ2SIA+ Student Success Grant in partnership with Central School District concluded September 30, 2024
 - Rhodes Perry professional development, September 10
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee
- Empowering Communities (Informal) Working Group
 - Freedom of Expression work
 - [Website](#) developed and work is ongoing
 - Sixth Wellness & Meditation Room online thanks to the College of Education
- Accessibility Working Group
 - Projects in Progress
 - [Open access levels](#)
 - Accessibility Policy Draft
 - Digital Accessibility Policy (LTAC)
 - Event Accessibility Guide
- Hispanic Heritage Month Event – Loteria in the Grove
- Partnership with Capaces and Teresa Alonso Leon – Civics Training for students
- SafeZone
 - November 25, 2024
 - December 2, 2024
- [All Gender Restroom Map](#) updated for the university community
- GSA Day: Celebrate Your True Self – March 7, 2025
- Hispanic Serving Institution (HSI) Summit Week - April 14 - 18, 2025
- Cesar E. Chavez Leadership Conference - May 2, 2025
- Hispanic Serving Institution (HSI) Community Advisory Group in Development in partnership with Kristen Pratt

Embracing Diversity

(activities/accomplishments listed)

- Continued efforts on the equity assessment action plan
 - University climate survey report and university presentation (January 28, 2025)
- Cultural competency professional development sessions themed around supporting first generation students

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Fostering Accessibility

(activities/accomplishments listed)

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Valuing Community

(activities/accomplishments listed)

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- Hispanic Heritage Month Event – Loteria in the Grove
- Poder's Hispanic Heritage Month Breakfast & Summit
 - Assistant Director of HSI Initiatives MC'd breakfast
 - Executive Director served on higher education panel for summit
- Partnership with Capaces and Teresa Alonso Leon – Civics Training for students
- SafeZone
 - November 25, 2024
 - December 2, 2024
- [All Gender Restroom Map](#) updated for the university community
- GSA Day: Celebrate Your True Self – March 7, 2025
- Hispanic Serving Institution (HSI) Summit Week - April 14 - 18, 2025
- Cesar E. Chavez Leadership Conference - May 2, 2025
- Hispanic Serving Institution (HSI) Community Advisory Group in Development in partnership with Kristen Pratt
- Executive Director serves as co-chair of the Hispanic Serving Institution Steering Committee with Executive Dean from Chemeketa Community College, working with the Higher Education Coordinating Commission to develop an HSI Consortium for Oregon

2024-2025 Office Alignment with Strategic Plan Institutional Goals

Institutional Sustainability

(activities/accomplishments listed)

- Continued efforts on the equity assessment action plan
 - University climate survey report and university presentation (January 28, 2025)

- Cultural competency professional development sessions
- Empowering Communities (Informal) Working Group
 - Freedom of Expression work
 - [Website](#) developed and work is ongoing
 - Sixth Wellness & Meditation Room online thanks to the College of Education
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- Hispanic Serving Institution (HSI) Summit Week - April 14 - 18, 2025
- Cesar E. Chavez Leadership Conference - May 2, 2025
- Hispanic Serving Institution (HSI) Community Advisory Group in Development in partnership with Kristen Pratt
- Partnerships with Central School District, Chemeketa Community College, Higher Education Coordinating Commission, etc.
- Executive Director serves as co-chair of the Hispanic Serving Institution Steering Committee with Executive Dean from Chemeketa Community College, working with the Higher Education Coordinating Commission to develop an HSI Consortium for Oregon

Student Success

(activities/accomplishments listed)

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Transformational Diversity

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Community Strength

(activities/accomplishments listed)

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Updates

Equity Assessment

Western Oregon University continues to engage with Jordan Shelby West, PhD in our university-wide equity assessment. Implementation for the Howl for Change, university climate survey, which completed on November 1. The survey was for all current students and employees; 831 individuals engaged in the survey.

Dr. West is visiting Western Oregon University (WOU) January 28 and January 29. Dr. West will present summary findings and recommendations to the university community on Tuesday, January 28. Dr. West will also host a lunch for students only to discuss findings and recommendations on Wednesday, January 29.

Cultural Competence Based Professional Development

In alignment with House Bill 2864, the office of Diversity, Equity, and Inclusion is leading cultural competence professional development opportunities this academic year, centered in supporting first generation students. This theme was selected due to data received in the university equity assessment, and that at least 47% of Western Oregon University students identify as first generation.

Date	Description	Day of Attendees
January 24, 2025	Busting Myths About First Generation Students Alpha Alpha Alpha Induction	
November 4 – 8, 2024	First Generation Week	70+ attendees for Summit on Friday, November 8
September 20, 2024	Supporting First Generation Student with Liz Coronado Castillo WOU Student Panel	225

An opportunity will be developed for Spring term.

Hispanic Serving Institution (HSI) Designation

According to the office of Institutional Research, as of Fall 2024 27% of full-time equivalent undergraduate students identify as Hispanic/Latiné.

As of Fall 2023, 24% of all Western Oregon University students identify as Hispanic/Latiné, and 25.3% of full-time equivalent undergraduate students identify as Hispanic/Latiné. 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.

The HSI Summit Working Group meets regularly. The next HSI Summit Week is set for April 14 – April 18, 2025. [Doctora Gina Ann Garcia](#) will be the keynote presenter for the Summit on April 18. HSI Summit Week activities will include sessions with Victor Ochoa and Cristina Herrera, in addition to tabling engagements. Ochoa is a WOU alumni and teacher in Keizer who will present on Monday, April 14. Herrera is faculty for Chicano studies at Portland State University and will present on Wednesday, April 26.

The Assistant Director of HSI Initiatives continues to lead the effort to bring back the full-scale Cesar E. Chavez Leadership Conference. This conference will take place May 2, 2025. [Alejandra Campoverdi](#) is tentatively scheduled to be our keynote.

The office is collaborating with the Foundation to work on funding opportunities to support HSI efforts.

SafeZone and the LGBTQ2SIA+ Student Success Grant

The LGBTQ2SIA+ Student Success Grant in partnership with Central School District concluded September 30, 2024, though work continues to find opportunities to engage outside of grant resources.

The Executive Assistant/Coordinator for the office is leading planning efforts for GSA Day: Celebrate Your True Self scheduled for March 7, 2025. [Karelia Stetz-Waters](#) is tentatively scheduled to be our keynote.

Freedom Center

The Freedom Center hired a new co-director. The office of Diversity, Equity, and Inclusion (DEI) and Student Affairs continue to engage students to reimagine the Freedom Center as well as discuss culturally relevant spaces more holistically. A draft proposal is in development and will be shared with students following updates, if any, from the climate survey data.