



**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.