



**Western Oregon University Board of Trustees:
Diversity, Equity, Inclusion & Accessibility Committee (DEIAC)
Meeting No. 17– April 10, 2025
12:30pm – 1:45pm**

Minutes

I. CALL-TO-MEETING AND ROLL CALL

Trustee Jackson convened the meeting and welcomed everyone to the April 10, 2025 meeting of the Diversity, Equity, Inclusion & Accessibility Committee, and let the committee know that Chair Ambris was going to be late because a prior commitment and called the meeting to order at 12:35pm and asked Secretary Sorce to call the roll.

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

Committee Members Excused: Chair Ambris

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

II. COMMITTEE CHAIR Welcome:

Trustee Jackson had no prepared welcomed.

III. CONSENT AGENDA

1) [Approval of the Jan 30,2025 Meeting Minutes](#)

Trustee Vu moved to approve the January 30, 2025 meeting minutes as presented in the docket, Trustee VU seconded the motion. There was no additional discussion.

Roll Call Vote:

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

IV. REPORT & DISCUSSION ITEMS

- 1) Accessibility Conversation:
a.) Student Services | Rian Gayle, Director Disability Access Services

Board of Trustees

Director of Disability Access Services, Rian Gayle presented an update for student services. Their presentation can be found on page six of the docket for review. The Office of Disability Access Services supports about 450 students with individualized accommodations and has seen an increase in registrations due to greater acceptance of disabilities. Director Gayle highlighted the department's efforts in awareness building, policy development, and partnerships with other campus services to streamline accessibility. Rian notes a positive shift in campus culture towards proactive accessibility and inclusivity. Recent changes include updating the Office name, logo, and mission statement, as well as adapting documentation requirements and expanding services to benefit a wider range of students.

Note: Chair Ambris arrived during Director Gayle's presentation.

Trustee Jackson thanked Director Gayle for their presentation and expressed appreciation to move away from a medical model to run these services because that model adds financial barriers that could hinder someone from fully accessing services. Trustee Vu asked about how expanding access and services impact the core focus which are students with documented disabilities. Director Gayle emphasized that there are certain services that help students with documented disabilities can be expanded to other students for low to no additional costs, for example some technology and subscription services that record lectures and creates notes that can transformed into study guides or flash cards. Another example is captioning.

b.) Human Resources Access | Emily Herb, Director of Faculty and Staff Access Services

Chair Ambris welcomed Emily Herb, Director of Faculty and Staff Access Services to present. Director Herb's presentation can be found on page nine of the docket for review. Director Herb clarified the roles of her department and Disability Access Services, emphasizing the importance providing reasonable accommodations for employees. She also mentioned the involvement of human resources in open access events, such as the HSI summits and Board of Trustees meetings, to ensure accessibility for all employees. Director Herb discussed the development of accessibility policies and procedures at Western Oregon University, highlighting the need for a comprehensive approach to ensure the university is accessible to all. She shared the committee's progress in creating best practices for event accessibility and comparing their policies with other Oregon universities. Director Herb emphasized the importance of policy implementation and the need for a formal accessibility committee. She also mentioned the upcoming digital accessibility policy, which will be developed by the University Technology Advisory Committee. Trustee Jackson asked about the resources needed for the committee's work, to which Director Herb responded that the committee is currently identifying the necessary people and resources for implementation.

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

Executive Director Vargas presented her board update, which can be found on page 12 of the docket. As Executive Director Vargas mentioned the ongoing equity assessment, with the current focus on aligning the climate survey report and recommendations with the current action plan. The team is also working on enhancing the action plan, with a

particular focus on basic needs. The next steps include a meeting with Abby's house to discuss data and inform recommendations. Director Vargas discussed the University's equity assessment and its impact on room reservations. She also mentioned a \$40,000 grant from the Oregon Community Foundation to support the HSI Summit and the Cesar Chavez Leadership Conference. The Accessibility Working Group and the Empowering Communities group were highlighted, with a focus on building a freedom of expression website and community engagement. A proposal for the Mosaic Center was presented, aiming to create a multicultural student center. A partnership with Inside Track was discussed, with the goal of supporting students and building capacity for transformational diversity. The upcoming HSI Summit was announced, with over 250 expected attendees.

Trustee Jackson sought clarification on the process of becoming an HSI (Hispanic-Serving Institution) and the distinction between title 5 eligibility and being on a published list. Director Vargas explained that they had reached the 25% undergraduate student threshold and were now eligible for title 5 funding, but could not have both title 3 and title 5 funding simultaneously. They also discussed the potential for waiving the matching of departments for Federal work study. Director Vargas mentioned that they would continue to monitor the funding situation and ensure compliance with current Federal grants.

3) Committee Charter Review | Secretary Sorce

The committee reviewed their charter and the board statement on diversity, equity, inclusion, and accessibility. Trustee Jackson emphasizes the importance of being clear on the language used, given the current climate. Evan suggests updating outdated references in the charter, like the Diversity Action Plan.

V. ANNOUNCEMENTS

Secretary Sorce announced upcoming True Day and WOU Lobby Days events on April 21st and May 15th respectively, encouraging participation from trustees and committee members.

VI. ADJOURNMENT

Trustee Ambris adjourns the meeting at 2:15 pm.