

Student Needs Proposal for Western Oregon University

WE as a community have put our trust in people and systems that don't deserve it. We are putting ourselves at risk everyday we get up and try to get an education here at WOU. With the increase of hate crimes directed at BIPOC communities, lack of resources for marginalized communities, and increase in the price and difficulty of higher education, **WE NEED YOUR HELP**. The students of WOU are bringing you this proposal of our fiscal and re-evaluation needs that WOU and it's administration have failed to provide for their students, staff, faculty, and community. It is time for change.

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Introduction

Proposal from Black, Indigenous and Students of Color at Western Oregon University Calls on the WOU Board of Trustees and WOU Administration to Meet Student Needs

Monmouth, OR- Black, Indigenous and students of color at Western Oregon University released a comprehensive proposal to the WOU Board of Trustees which they will present at the April 21, 2021 Board Meeting, bringing attention to student needs through funding and re-evaluation of needs that WOU and its administration have failed to provide for students, staff, faculty and the community.

The proposal is separated into two categories of student needs at WOU; fiscal and re-evaluation. Over the past several years, students at WOU have shared their frustration due to lack of support through resources from the administration. Students of color continue to be some of the most impacted student groups on this campus and have been advocating for a center on campus that brings them together, that it is a safe space and one that promotes and celebrates the diversity and richness of their cultures. The first fiscal demand is to fund the Freedom Center, a space created *by* BIPOC students *for* BIPOC students at WOU. This space will provide study rooms, technology, and a place where students of color can go for support, resources, and most importantly a safe environment on this campus.

Our proposal also addresses the serious need for a post-secondary education at WOU that is affordable, accessible and provides students the resources they need to succeed. The Incidental Fee is an important revenue source that funds vital services, programs, resources, like the food pantry, and employment opportunities for students and staff. These services and programs need to be funded however, it is tied to enrollment and with the decrease in enrollment rates that we continue to witness it leaves areas that provide essential services and resources underfunded. We are asking the Board of Trustees to subsidize the cuts the Incidental Fee Committee (IFC) had to make this year (~\$203,000) so that all IFC funded areas that benefit students will be fully funded going into the next academic year.

This past year we have witnessed increased attacks directed towards communities of color and how this has affected the mental and physical well-being of the students of color on our campus. This university wants to pride itself in its core values of diversity and respect stating that “equity and inclusion are a fundamental basis in human diversity” and yet students of color are the ones demanding and working towards creating the Freedom Center. Students should not be the only group of people on our campus that want to create a safe and welcoming environment; this should be a mission we all strive working towards. The Board can take action to help address this issue by funding a Director of Equity and Inclusion. Funding for this position would be for 2 years and would be hired by a committee of BIPOC students, faculty and staff. This position would address instances of systemic racial and social injustice, support students, staff, and faculty of color in achieving their goals at WOU.

The Board of Trustees must also re-evaluate how faculty and staff are hired. There is a lack of BIPOC representation in the administration, faculty and staff positions. President Fuller must prepare a plan to set a new policy to hire faculty and staff positions, and a plan that includes representation from no less than one BIPOC student, no less than one BIPOC faculty member, and no less than one BIPOC staff member, by the

next Board of Trustees meeting. Additionally, we request the university administration to increase the inclusion and equitable representation of students and faculty on the WOU Re-Opening Committee. The board must also collaborate with ASWOU to hold a series of public forums next Fall 2021, in which students, faculty and staff will be able to provide feedback on the following topics: Campus Public Safety, faculty racism in the classroom, Student Health & Counseling Center, institute first year cultural competency and systematic racism class for all WOU students to take their first year, instituting cultural curriculum into all classes offered for Undergraduate and Graduate degrees in consultation with the Director of Equity and Inclusion, and COVID-19 Response.

This comprehensive proposal from BIPOC students at WOU addresses major concerns WOU students have expressed for years and we urge the Board of Trustees to take action by approving our budget asks and re-evaluation recommendations. It will take all of us- students, faculty, staff, the administration and the Board of Trustees to save our university and restore the level of trust, transparency, accountability, inclusivity and most importantly our sense of community.

Overview of the Proposal

This proposal is separated into the two types of student needs that we have:

1. **Fiscal**
2. **Re-evaluation**

For the **Fiscal Needs** there are 2 items that we have prioritized immediate funding need for:

1. [Freedom Center Proposal](#)
 - a. A center for BIPOC Students to have resources, study rooms, technology, safe spaces, and overall a place for them to be the majority.
2. [A Director of Equity and Inclusion](#)
 - a. Funding for 2 years of this position **that would be hired by a committee of BIPOC Student, Faculty, and Staff.**
 - b. This position would address instances of systemic Racial and Social Injustice and support students, staff and faculty of color in achieving their goals at WOU.
 - c. We as a student body are advocating for this position to be funded immediately in full support of the UDIAC request.

For the Re-Evaluation Needs there are 2 aspects that we want to be looked at:

1. A plan to set a new policy around hiring faculty and staff positions, whereby all hiring committees include representation from no less than one BIPOC student, no less than one BIPOC faculty member, and no less than one BIPOC staff member, **before the beginning of the Fall 2021 term.**
2. For the University administration to increase the inclusion and equitable representation of students and faculty on the WOU Re-Opening Committee
3. For the board to collaborate with ASWOU to hold a series of public forums next Fall 2021, in which students, faculty and staff will be able to provide feedback on the following topics:
 - a. Campus Public Safety
 - b. Faculty Racism in the Classroom
 - c. Student Health & Counseling Center
 - d. Institute first year cultural competency and systematic racism class for all WOU students to take their first year

- e. Instituting cultural curriculum into all classes offered for Undergraduate and Graduate degrees in consultation with the Director of Equity and Inclusion.
- f. COVID-19 Response

Fiscal Needs

WOU FISCAL PROPOSAL

This proposal outlines how we would utilize one time funding to increase student safety, resources, retention and recruitment of BIPOC students here at WOU. We understand the financial situation that the University is in currently and have made very detailed decisions regarding how each dollar would be spent. By approving the allocation of our funds to these 2 designated areas you are showing the student body, staff, faculty, and entire WOU community that you are prioritizing cultural competency and safe spaces for BIPOC Students.

Overview

Expenses		
	Diversity Center	
	Labor	\$ 215,911.12
	S&S	\$ 145,000.00
	Total	\$ 360,911.12
	Other Financial Needs	
	Labor	\$ 227,080.00
	S&S	\$ -
	Total	\$ 227,080.00
Overall		
	Total Expenses	\$ 587,991.12
	Overall Ask	\$ 587,991.12

Director of Diversity, Equity, and Inclusion

Labor					Inflationary Adjustments	
	Diversity & Inclusion				Student Pay	104.65%
		Director of Equity & Inclusion Position Year 1	\$ 72,000.00		Electricity- General	104.00%
		Director of Equity & Inclusion Position Year 2	\$ 72,000.00		Water	105.00%
	<i>Other Payroll Expenses</i>					
		OPE Class Health/Life	\$ 34,552.00			
		OPE Class Retirement	\$ 36,792.00		FY22 Rates	
		OPE Class Other	\$ 11,736.00		Health/Life	17.276
					Unclass Retirement	26.25%
			\$ 227,080.00		Other	8.15%
					Student OPE	3.40%
					Temp OPE	8.15%
					Class Retirement	25.55%
	Total Overall Expenses		\$ 227,080.00			

The Freedom Center

Expenses						
Labor						
	<i>Classified Pay</i>					FY22 Rates
		The Freedom Center Director (year 2)	\$ 72,000.00	1.0 FTE		Health/Life 17,276
	<i>Student Pay</i>					Unclass Retirement 26.25%
		The Freedom Center Board Chair	\$ 12,324.00	12 mon 20 hrs/wk (stipend)		Other 8.15%
		The Freedom Center Board Student Members	\$ 13,860.00	4 students @ \$385 a month 5 hrs./wk (stipend)		Student OPE 3.40%
		The Freedom Center Staff (year 2)	\$ 26,010.00	5 students @ \$578 a month 10 hrs./wk (stipend)		Temp OPE 8.15%
	<i>Unclassified Pay</i>					Class Retirement 25.55%
		Custodial Staff - TBD	\$ 24,480.00	0.5 FTE		
						Inflationary Adjustments
	<i>Other Payroll Expenses</i>	OPE Class Health/Life	\$ 17,276.00			Student Pay 104.65%
		OPE Class Retirement	\$ 18,396.00			Electricity- General 104.00%
		OPE Class Other	\$ 5,868.00			Water 105.00%
		OPE Unclass Health/Life	\$ 17,276.00			
		OPE Unclass Retirement	\$ 6,426.00			
		OPE Unclass Other	\$ 1,995.12			
		Student OPE	\$ 1,774.60			
		Student Other	\$ 4,253.81			
			\$ 215,911.12			
	Total Labor Costs					
	Other Expenses					
		Initial Furniture	\$ 50,000.00			
	<i>Building Costs</i>	Furniture Maintenance	\$ 20,000.00			
		Computers & Tech	\$ 25,000.00			
		S&S	\$ 20,000.00			
	S&S	Programming	\$ 20,000.00			
		Resources & Printing	\$ 10,000.00			
	Total Other Costs		\$ 145,000.00			
	Total Overall Expenses		\$ 360,911.12			

Re-Evaluation Needs

1. For President Fuller to be prepared with a plan to set a new policy around hiring faculty and staff positions, whereby all hiring committees include representation from no less than one BIPOC student, no less than one BIPOC faculty member, and no less than one BIPOC staff member, **by the next BOT meeting.**
2. For the Board of Trustees to formally reconsider our plan around campus reopening for fall term at our next board meeting, with a dedicated agenda item with 30 minutes of public comment on the matter.
3. For the Board to collaborate with ASWOU to hold a series of public forums next Fall 2021, in which students, faculty and staff will be able to provide feedback on the following topics:
 - g. Campus Public Safety
 - h. Faculty Racism in the Classroom
 - i. Student Health & Counseling Center
 - j. Institute first year cultural competency and systematic racism class for all WOU students to take their first year
 - k. Instituting cultural curriculum into all classes offered for Undergraduate and Graduate degrees in consultation with the Director of Equity and Inclusion.
 - l. COVID-19 Response

Western Oregon University emphasizes the importance of diversity and respect within the values of the institution. Statistically speaking, the student demographics consists of 59.5 percent of White people, 16.7 percent of Hispanic/Latino, 5.7 percent of Non-Resident, 4.2 percent of Asian, 3.5 percent of Black or African American, 2.6 percent of Native Hawaiian or Pacific Islander, 1.4 percent of American or Alaska Native, and 6.5 percent of students with an unknown Ethnicity. Over half of the student population of Western Oregon University consists of white students. The demographics of the faculty population at Western Oregon University consists of 79.4 percent of White people, 5.3 percent of Hispanic/Latino, 3.1 percent of Asian, 1.9 percent of Non-Resident, 1.1 percent of Black or African American, 0.0 percent of American or Alaskan Native Indians, 0.0 percent of Native Hawaiian or Pacific Islander, and 9.2 percent of Ethnicities are unknown. This institution needs to have more representation to embody the reality of the demographic statistics of this university. This can be done by President Fuller by implementing a new policy that will require hiring practices and committees to have BIPOC representation.

As the university seeks to reopen this coming Fall of 2021, there needs to be an open forum at the next Board of Trustees meeting for students, faculty, staff, and community members to ask questions regarding the reopening of the university. There is a lot of confusion and questions regarding the reopening due to the lack of communication and surveys gathering students, faculty, and staff members opinions and perspectives to the reopening of the university this Fall of 2021. It is important that a university that values diversity and respect, it is imperative that the university hears the concerns and perspectives of the members of this campus community.

Lastly, the Board of Trustees and the next ASWOU Administration will hold open forums at least once throughout each term to allow members of this campus community to discuss:

- a. Campus Public Safety
- b. Faculty Racism in the Classroom
- c. Student Health & Counseling Center
- d. Institute first year cultural competency and systematic racism class for all WOU students to take their first year
- e. Instituting cultural curriculum into all classes offered for Undergraduate and Graduate degrees in consultation with the Director of Equity and Inclusion.
- f. COVID-19 Response

The members of this community deserve to have a voice at the table regarding significant decisions and choices made by the university. Students and members of this community call this place home for four years and beyond, it is not equitable or honorable to make decisions without the knowledge and lens of how decisions affect students and the people of this campus community. By holding open forums, it allows the Board of Trustees and the Student Government to have open and transparent discussions with students, faculty, staff, and members of the campus community.

The Freedom Center



PROPOSAL PROJECT



The Freedom Center statement reads as follows:

*The Freedom Center is an ongoing initiative **by** students of color **for** students of color. The center will be a safe space and a support system for students of color while growing awareness and knowledge of cultural diversity. The Freedom Center would provide students with the opportunity to gain leadership skills, employment, and volunteer opportunities, and support identity based clubs and organizations with a space to continue offering a safe and inclusive environment in our campus community. Most importantly, the center will aid the recruitment and retention of students of color, and ensure they succeed in higher education.*

For many years, it has been expressed and shown that there is a need for the Freedom Center. Throughout the years ASWOU executive members, and WOU students have worked on the center, whether it was advocating, looking for resources or reaching out for support. In addition, many clubs and organizations need this space to hold general meetings, executive meetings, store supplies, etc. Also, students need a space that will provide them with the resources necessary to be successful during their time at WOU. Nevertheless, students have advocated for a place like the Freedom Center, and it is time for there to be an action taken.

It is important to emphasize that students of color need a space where they will not feel marginalized and a place where students will feel comfortable with sharing their ideas, while being successful in their higher education journey. The Freedom Center is meant to be a place where students of color feel safe. In addition, clubs/organizations will be able to use the space to collaborate. The establishment of a Freedom Center will also advance and support cultural competency and civic responsibility amongst all of the WOU community. The creation of a Cultural Center will reassure WOU's values of Community and Diversity & Respect, which state the following:

Community: *“Trustworthy, caring, safe environment for the cultivation of peace, civility and social justice; connections extending beyond the classroom, across campus and into our local and global communities”*

([WOU Mission](#)).

Diversity & Respect: *“Equity and inclusion; a fundamental basis in human diversity; appreciation for the complexity of the world; strength drawn from our variety of backgrounds, abilities, cultural experiences, identities, knowledge domains and means of expression”* ([WOU Mission](#)).

Goals

In the Freedom Center, we will ensure to work towards our three goals. First, the center will be diverse and inclusive with students of various backgrounds. Diversity is defined as being inclusive with all individuals, as well as embracing everyone's culture, beliefs, identities, and ideologies ([Diversity](#)). Inclusivity is defined as including and providing equal opportunities/resources to all individuals ([Inclusivity](#)). Our second goal will be to increase retention rates for students of color. From 2013-2016 the average number of students who graduated from Western Oregon University in four years is 27%. Out of 27% only 13% were students of color, the rates of students being successful in higher education is very low. More than half of BIPOC students have not successfully graduated, which decreased retention and graduation rates at Western Oregon University ([WOU Graduation Rates](#)). Last but not least our goal will be to increase resources for students of color by creating an atmosphere where students will have access to volunteer opportunities, access to study areas, and other resources that will help them succeed during their college experience.

About the Center

The Freedom Center will be a space where cultural based student clubs and organizations will be able to identify and express their culture within one another. Not only will the center provide a space for clubs and organizations, it will also create a safe space where students of color will be able to unite and bond. There are multiple areas where students of color could get together, but the Freedom Center will be the designated space where students will walk in and just feel welcomed.

The center will create a welcoming place for students of color, increase retention within students of color, and increase the resources available for students of color. As a working community, and as an institution who is near close to being a Hispanic Serving Institution. The Freedom Center is the way to show to our students that we care about them and their success. Not only to the students who identify as Hispanic, but also all of the BIPOC community to feel welcomed and like they belong in the Western Oregon University community.

Freedom Center Board

The Freedom Center Board is currently being created and established by the ASWOU Senate.

Services Offered

In the Freedom Center, we will do our utmost to ensure that students are receiving the services to better benefit their needs. For that reason we will be providing an [Office Space for](#)

Executive Members in Club/Organization in which each club/organization will have a designated space that consists of a desk, desktop, chair, etc. where they will be able to complete their duties as exec members. Next are Meeting Rooms, which will be designated meeting rooms for smaller executive officer meetings and at-large club meetings. Have access to seating areas and technology. In addition is the Social Lounge Space, it will consist of a common area where students across clubs/organizations would be able to socialize and create a community. Next, is the Supply Room, where all supplies will be stored. All clubs/organizations, and students will have access to supplies to better serve their needs. Furthermore, there will be Volunteer Opportunities for students to gain leadership skills and experience in which students can evolve as individuals and serve our community. In addition, there will be an individual with the designated position of a Secretary, where the individual will ensure that the center is well organized, as well as keeping track of all club meetings and events. Next, there will be a Material Organizer. This position will be held by one individual who will be designated to ensure that all materials and supplies are stocked up and organized. Last but not least, there will be Open Study Rooms for students to feel safe and comfortable to complete their task. The services offered in the Freedom Center will allow students and student leaders to be successful in their time at WOU.

Resources Offered

In the Freedom Center we will ensure that there are resources offered to better benefit students from various backgrounds. It is important to provide our students with the resources necessary to feel welcomed in our community. First, we will provide but shall not be limited to Indigenous and Native Resources and opportunities which would include *Longhouse Location, Tribal Event, Tribal Rights*. Next, we will provide DACA/Dreamers and Undocumented Student Support which will consist of but shall not be limited to *Legal Support* which is a staff dedicated to assisting students through the different processes that DACA recipients and Dreamers must go through. As well as *Funding Support* which will assist students in locating resources for funding and financial assistance for renewal of DACA biannually or legal fees. In addition, we will provide but shall not be limited to Asian and Asian American Resources, by creating international student connections, as well as creating opportunities to organize events to support students' needs. Next, we shall provide, but will not be limited to, Black Student Resources, which will consist of creating opportunities for workshops as well as educating students about Black Lives Matter. Furthermore, we will provide but will not be limited to Polynesian and Pacific Islander Resources, which will consist of creating opportunities for students to hold workshops/events to educate students about their cultural

background and identities. In addition, there will be Counseling and Academic support, which will consist of staff support and printed resources for students to access when needed. Last but not least, their will be but will not be limited to Workshop Opportunities regarding Racial Injustice, Cultural Competency and Discrimination in and outside WOU. Overall, the resources listed will better serve students and provide them with the resources to feel welcome.

Student Input

Students have expressed their interest and support for the Freedom Center because they understand that WOU needs a place like the Freedom Center on campus. We have received support from various Clubs/Organizations on campus such as Unidos, MEChA, BSU, and MSU. With the support of Clubs/Organizations we have collected student testimonials in support for the center. Students have expressed the need of the center on the testimony. Student testimonials can be found in the following link: [Freedom Center Student Testimony](#).

For many years, cultural based clubs, organizations and WOU students have emphasized the importance of the center. Recently we held a survey of the current students at Western Oregon University, 100% of the students expressed that there is a big need for the center. One student stated “there is currently no place on campus that is dedicated to minority groups. There is also no place for students who wish to submerge themselves in diverse settings to go. The impact it would have on me directly is that it would be a place for me to meet others who also promote cultural diversity and be surrounded by students alike.” While gathering all of the results from the survey, it was noticeable that students support and want the Freedom Center to be a new resource for the WOU community. Many universities in Oregon, such as Portland State University, Oregon State University and University of Oregon have cultural centers established on their campuses. The effects of cultural centers on campus has increased retention rates among students of color. In addition, The Freedom Center will support students by achieving their academic and social goals during their time at Western Oregon University. First year students are also being supportive with the Freedom Center Initiative. As new students of Western Oregon University, they have seen the necessity of the Freedom Center in our campus. Students have been educated about the center and are willing to do their utmost to provide their support.

The Plan

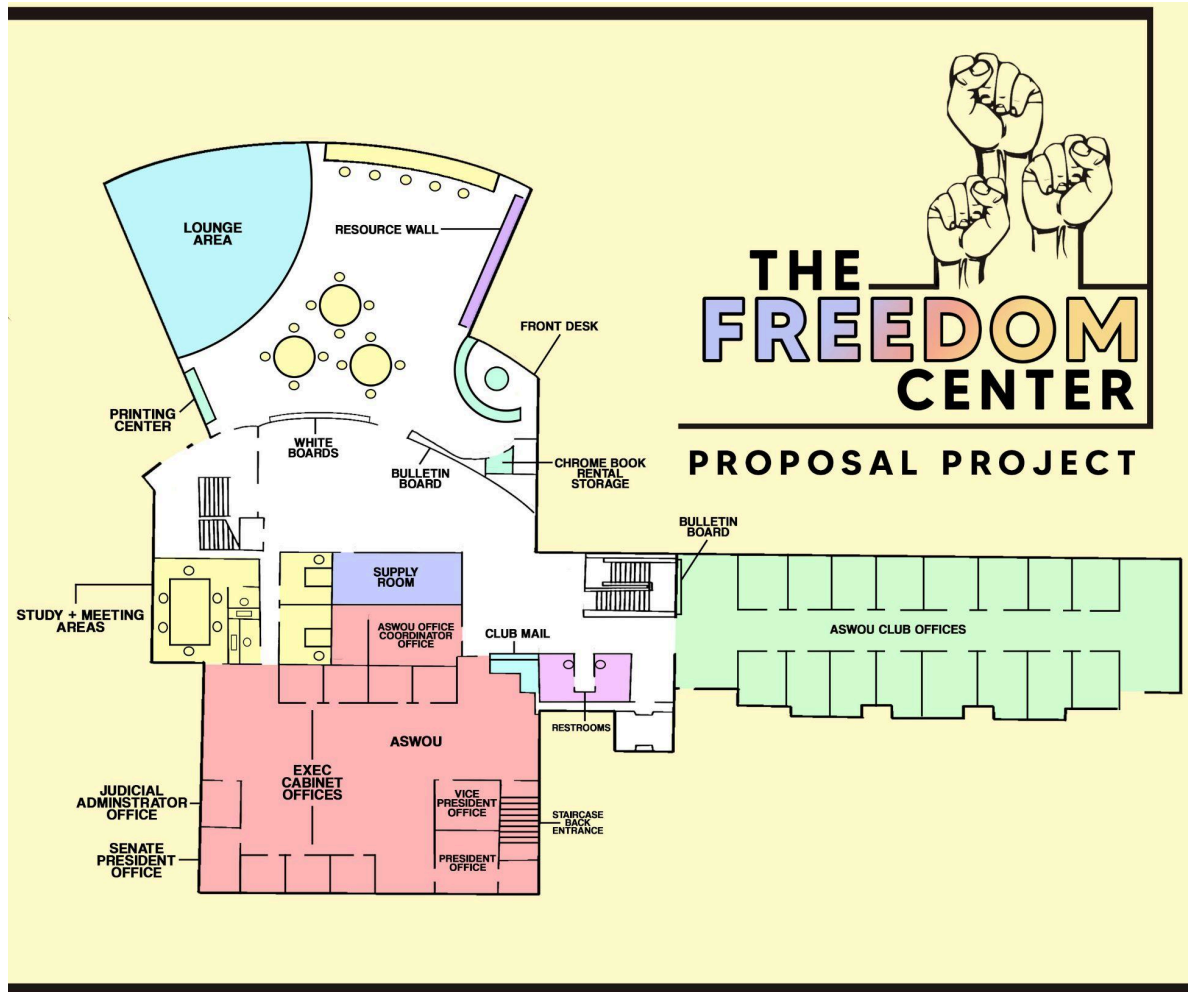
The Freedom Center shall be an open space for students of color to feel safe and partake in the resources offered to be successful and feel welcomed. Our next steps are to use the feedback we received from students and make the Freedom Center a reality. With that in mind, as a University

who is striving to become a Hispanic Serving Institution, the University should provide a space where BIPOC students feel welcome and safe. By doing so, it will also increase retention rates within students of color.

In addition, we are requesting the top floor of the APSC (Academics Program and Support Center) building. We believe that the top floor allows there to be space for the Freedom Center to provide its students with the resources they need to be successful at WOU. For many years organizations are placed in a room where it makes it hard for students to find. For that reason, we believe that the APSC top floor building is the ideal place for the Freedom Center.

Moreover, we plan on providing students of color with the best center that we could create. For that reason, we have created a layout of what the Freedom Center will look like in the APSC building. Every inch of the center will be utilized to provide students with the resources, support and necessities to feel safe and be successful. The layout was created with the intent to provide cultural based clubs/organizations with the space necessary to provide their members with their best

potential. As well as, creating a well represented space for BIPOC students.



In addition to the layout, we have created a budget for the start up of the Freedom Center. The budget is broken down based on the expense and consists of all of the expenses for the center such as payroll, fees, technology, furniture, employee pay, and resources. The budget can be found in the following link, [Freedom Center Budget](#).

Students of color are marginalized and diminished on campus, and the Freedom Center will be a place where students will feel safe to be themselves. In addition, the Center is an initiative that students have been trying to implement into WOU for many years. The Freedom Center will provide cultural awareness, cultural diversity, cultural competency on campus and celebrate the cultural diversity on our campus. We cannot continue to express the importance that the center will be for the university. Most importantly, this center is vital to ensure the voices of students who are underserved and underrepresented to finally be heard on their campus. Now is the time to enact change.

Many students have helped us evolve the proposal, they are some of many students who understand the need for the Freedom Center and want to create a change at WOU. We would like to give a special thanks to the following individuals:

- ASWOU Director of Visual Communications, Ruben Ramirez
- ASWOU Director of Equity, Kassidy Fegles
- Elizabeth Braatz
- Devin Thongdy
- Maria Barrera

Sincerely,

Director of Multicultural Advocacy, Arlette Tapia (aswouculture@mail.wou.edu or atapialopez18@mail.wou.edu)

IFC Chair, Makana Waikiki (mwaikiki18@mail.wou.edu) or (ifcchair@mail.wou.edu)

Senate President, Liz Marquez (aswousenpres@mail.wou.edu or lmarquezgutierrez17@mail.wou.edu)

Director of Equity and Inclusion

This Isn't New

The following documents demonstrate that the UDIAC has been advocating for an executive leadership diversity position since 2015:

- 2015 Executive Director of Equity and Inclusion position description - <https://drive.google.com/file/d/1oAfRloSA-54WmzcdYWbTJz6H1pyVBtme/view?usp=sharing>
- 2015 Letter to former WOU President Weiss requesting the funding of an Executive Director of Equity and Inclusion position - https://drive.google.com/file/d/1_1qzBpmOQgUI4TqoTBSpvfhNOZMqlyXg/view?usp=sharing

The Ask

We are asking for:

- Approval of dedicated funding for the 21-22 school year for a Chief Diversity Officer/Executive Director of Equity
 - Immediate action to hire someone for this position
- Review of the student bias and discrimination grievance process to discover why students do not feel comfortable and safe in reporting incidences of bias
 - Take responsibility for shortcomings in this process and not blame students.
 - Make changes to bias reporting to ensure there are diverse perspectives represented on review panel
 - After changes are made, promote how the process works, who reviews grievances and make bias reporting more visible and accessible
- Review of the staff bias and discrimination grievance process to ensure the process is fair, equitable and understood by WOU faculty and staff
- Designated funding for cultural competency training programs for students, staff, and faculty.
 - Fastrack implementation of trainings

Budget Proposal

<u>MINIMUM REQUIRED BUDGET</u>		
<u>Position</u>	<u>Salary (2018 data)</u>	<u>Total Costs</u>
E.D. of Justice, Equity, Diversity, and Inclusion (JEDI)	\$72,000 for two years	\$ 227,080.00
TOTAL (estimated min.) :		\$ 227,080.00

Diversity, Equity and Inclusion Offices and Staff at Other State Universities at a Glance

WOU does not have a dedicated office or professional staff position dedicated to Diversity, Equity and Inclusion work, while our Oregon peer institutions do.

Southern Oregon University

- Chief Diversity and Inclusion Officer (reports to President)
- ED&I Trio
 - Team of three professionals to advance ED&I on campus
- Committee for Equity and Diversity (our UDIAC)
- Social Justice and Equity Center
 - Equity Directors
- Faculty committee on ED&I
- Contracted third party training organization for multi-hour cultural competency training for BOT, Presidential Cabinet, and Executive Council

Eastern Oregon University

- Department of Diversity, Equity, and inclusion
 - Been there for years
 - Very well supported by faculty, staff, and students
 - Multiple professionals dedicated to department work

Oregon State, Corvallis

- Office of Institutional Diversity (OID)
 - Comprised of various Diversity, Equity and Inclusion teams of staff and areas of focus
 - Bias Response Team
 - Cultural Competency Trainings
 - Dialogue facilitation trainings

Portland State

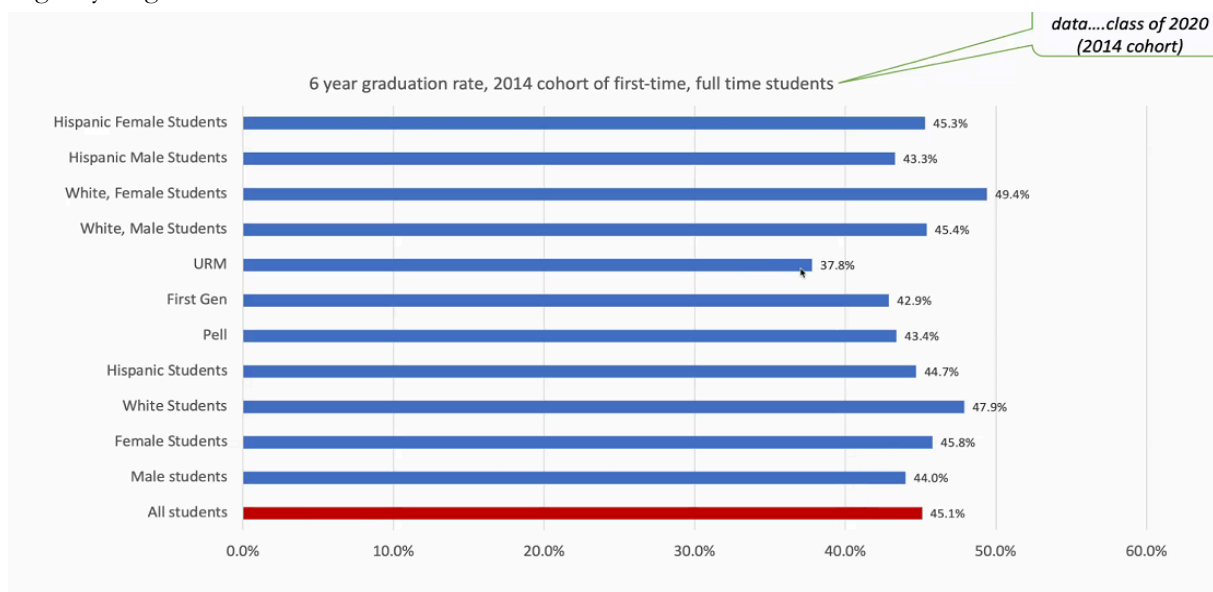
- Global Diversity & Inclusion Vice President
 - Director of Diversity Education
 - \$60-100K salary
 - Position is very well-received in campus community
 - College of Education and School of Public Health have trained professionals do cultural competency training and racial justice awareness
- Office of Academic Innovation offers inclusive pedagogy workshop with stipend

WOU Student Demographic Data
 Institutional Research Website: <https://wou.edu/institutionalresearch/>

Enrollment Summary - Fall 2020 (4th Week)						
	Fall 2020	Percent 2020	Fall 2019	Percent 2019	Change	Percent Change
Total	4554	100.0%	4929	100.0%	-375	-7.6%
Undergraduate	4070	89.4%	4426	89.8%	-356	-8.0%
Graduate	484	10.6%	503	10.2%	-19	-3.8%
Female	2941	64.6%	3178	64.5%	-237	-7.5%
Male	1491	32.7%	1651	33.5%	-160	-9.7%
Other	122	2.7%	100	2.0%	22	22.0%
Nonresident Alien	131	2.9%	198	4.0%	-67	-33.8%
Hispanic or Latino	893	19.6%	917	18.6%	-24	-2.6%
American Indian or Alaskan Native	48	1.1%	58	1.2%	-10	-17.2%
Asian	141	3.1%	188	3.8%	-47	-25.0%
Black or African American	148	3.3%	150	3.0%	-2	-1.3%
Pacific Islander	76	1.7%	92	1.9%	-16	-17.4%
White	2794	61.4%	3009	61.0%	-215	-7.1%
Two or more races	203	4.5%	177	3.6%	26	14.7%
Unknown	120	2.6%	140	2.8%	-20	-14.3%

<https://wou.edu/institutionalresearch/files/2020/11/Enrollment-Fall-2020.pdf>

Students in the category of Underrepresented Minority (URM) graduating from WOU within 6 years at a significantly lower rate than White students. URM/Students of Color graduate at a rate of 37.8% whereas our average 6-year graduation rate for all WOU students is at 45.1% :



Reference Material

“While a commitment to diversity should, in fact, be everyone’s responsibility, scholars assert that institutions of higher education must appoint a single senior-level administrator who is charged with enacting institutional change toward a more diverse and welcoming campus. The specific role of that person is to motivate and galvanize the institutional community toward shared diversity-centered goals and missions. A senior leader who is tasked with helping the institution achieve those goals and adhere to the mission is essential.” (Parker, 2020)

- <https://www.insidehighered.com/views/2020/08/20/chief-diversity-officers-play-vital-role-if-appropriately-positioned-and-supported>
- <https://www.higheredtoday.org/role-academic-diversity-officer/>
- <https://drive.google.com/file/d/13bjkxgkW7vHcnrnMIsReMnWeQaoaaIdV/view?usp=sharing>

Supporting Documents

Please refer to these links for more information about the various aspects of our proposal. If there is anything that you would like to know more about but do not see here please feel free to reach out to Makana Waikiki at mwaikiki18@mail.wou.edu and we will be happy to look for that for you.

- [Freedom Center Proposal](#)
- [Collection of Stories from @BIPOCatOregonUniversities](#)
- [Article](#) in The Western Howl addressing the BIPOC student need here at WOU and across the state
- [Eastern Oregon](#)'s success with a Diversity Center
- Press Release in the [Western Howl](#)
- Article written about this proposal by [Oregon Public Broadcasting](#)
- [IFC Decision](#)
- [Podcast](#) about the Freedom Center

Conclusion

Through this entire presentation and proposal we have shown the need for these resources, spaces, needed to make WOU a safer and more inclusive campus for students and the entire WOU family. With WOU's commitment to diversity being something that we are sure you care about, we hope that this proposal will give you the opportunity to support students directly by prioritizing their needs. As WOU continues on its journey to becoming a Hispanic Serving Institution we offer this as a way to prepare our campus to take on that privilege. Students need these vital resources to succeed in school and in life and with your help they will be able to feel safe and supported while they complete their degree. If you have any further questions here is a list of students who worked to put this together for you:

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Student Lead and IFC Chair

WOU Student Leaders

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*ASWOU Director of
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Liz Marquez Gutierrez

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Elizabeth Braatz (she/her)

*ASWOU Senator and
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