

STUDENT NEED

**Presented by:
IFC Chair Makana Waikiki**

BOT Proposal Presentation
April 21st, 2021 via WebEx



Overview

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.



TWO Types of Need

① Fiscal

1. The Freedom Center
2. The IFC Cuts Subsidy
3. The Student Athlete Need
4. A Director of Equity and Inclusion
5. IFC Reserves

② Re-evaluation

1. New Hiring Policy Plan
2. Reopening WOU
3. Public Hearings

FISCAL

NEED

**WHERE IS THE
MONEY COMING
FROM?**

ONLINE TECH FEE!

THE BOARD ALLOCATED

\$2,000,000

TO THE IFC FROM THE
ONLINE TECH FEE REVENUE

WE DIDN'T USE IT ALL

**THESE ARE THE STUDENT PRIORITIES WE
WANT THE REMAINING**

\$1,000,000

FROM THAT ALLOCATION TO GO TO

Ask #1

WOU BOT Proposal Budget



The Freedom Center
 Funding for a space for
 BIPOC Students by
 BIPOC Students.

Labor			
<i>Classified Pay</i>			
	The Freedom Center Director - TBD	\$ 72,000.00	1.0 FTE
<i>Unclassified pay</i>			
	The Freedom Center Staff	\$ 40,500.00	1.0 FTE
	Custodial Staff - TBD	\$ 24,480.00	0.5 FTE
<i>Other Payroll Expenses</i>			
	OPE Class Health/Life	\$ 17,276.00	
	OPE Class Retirement	\$ 18,396.00	
	OPE Class Other	\$ 5,868.00	
	OPE Unclass Health/Life	\$ 17,276.00	
	OPE Unclass Retirement	\$ 17,057.25	
	OPE Unclass Other	\$ 5,295.87	
		\$ 218,149.12	

Ask #1

WOU BOT Proposal Budget

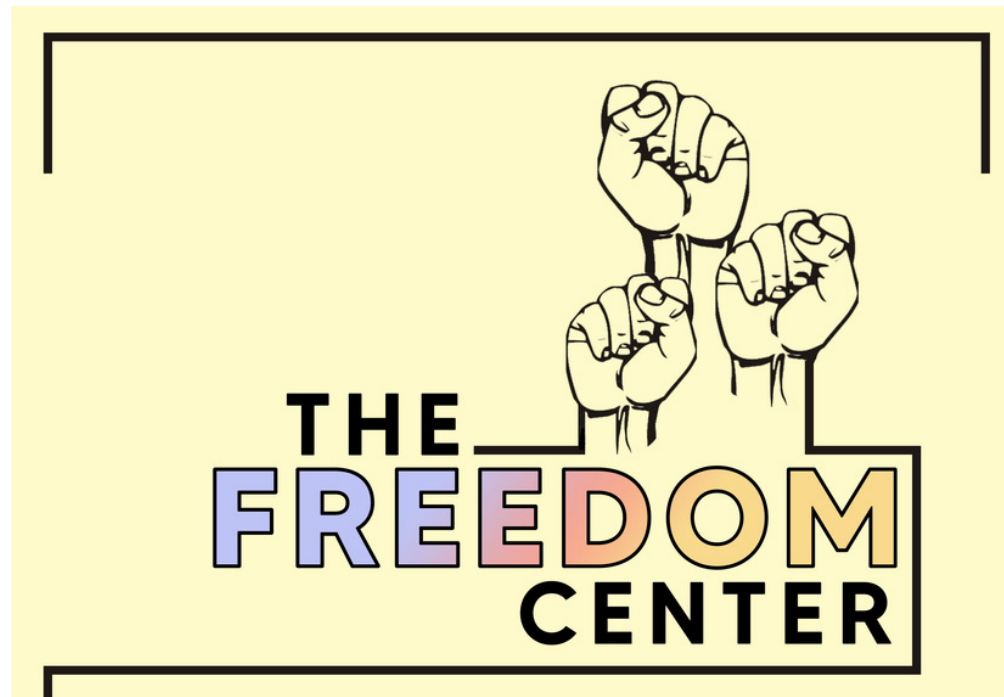


The Freedom Center
Funding for a space for
BIPOC Students by
BIPOC Students.

Other Expenses		
<i>Bulding Costs</i>	Initial Furniture	\$ 50,000.00
	Furniture Maintenance	\$ 20,000.00
	Computers & Tech	\$ 25,000.00
S&S	S&S	\$ 20,000.00
	Programming	\$ 20,000.00
	Resources & Printing	\$ 10,000.00
Total Other Costs		\$ 145,000.00

Ask #1

WOU BOT Proposal Budget



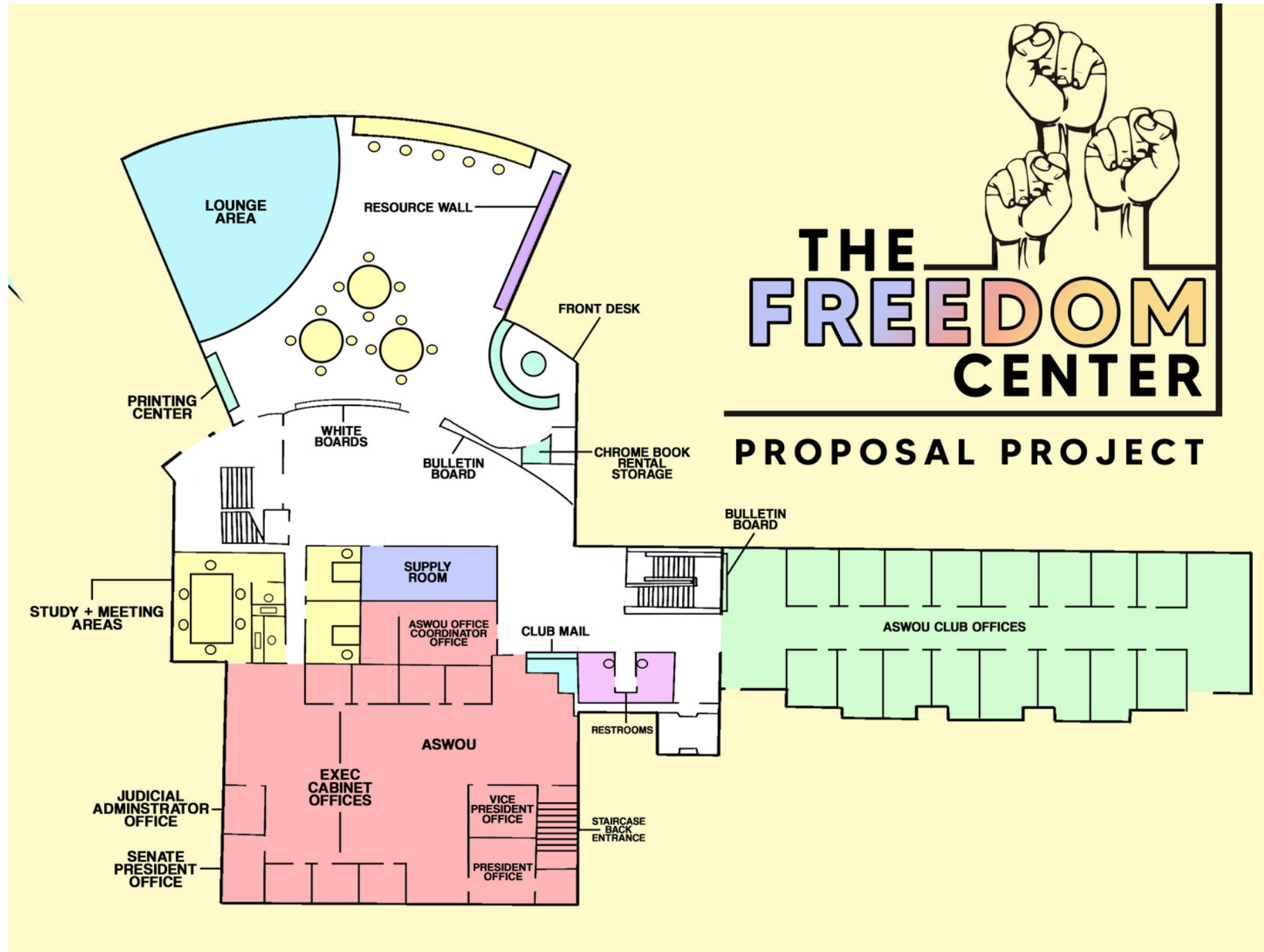
The Freedom Center

Funding for a space for
BIPOC Students by
BIPOC Students.

\$ 363,149.12

Freedom Center

WOU BOT Proposal Budget



SERVICES AND RESOURCES

- Office Spaces for ASWOU Clubs/Organizations**
 Each club/org will have a designated space that consists of a desk, desktop, and chair where they will be able to complete their duties as exec members.
- Office Spaces for ASWOU Executive Staff**
 Designated area for the ASWOU Executive Staff. Includes office spaces for the ASWOU President, Vice President, Judicial Administrator, Senate President, ASWOU office coordinator and executive cabinet.
- Resource Wall**
 Resources and opportunities for marginalized communities at WOU such indigenous students, DACA/Dreamers, Asian Americans, Black, and Polynesian/Pacific Islander students.
- Meeting Rooms and Study Areas**
 Designated meeting rooms for smaller executive officer meetings and at-large club meetings with access to seating areas and technology. As well as study rooms that students can reserve that are dedicated to providing students a safe space to complete assignments.
- Social Lounge Space**
 Common area where students across clubs/organizations would be able to socialize.
- Supply Room**
 Room based to provide supplies that clubs/organizations and students may use for projects.

Ask #2

WOU BOT Proposal Budget



IFC Cut Subsidy

Funding to subsidize the cuts the 20-21 IFC had to make to keep the fee affordable for students.

\$ 203,665.92

Ask #3

WOU BOT Proposal Budget



Student Athlete Needs

Funding for student athletes to receive enough to afford proper gear, uniforms and safety equipment.

Student Athletes			
		Baseball	\$ 15,000.00
		M Basketball	\$ 6,500.00
		W Basketball	\$ 6,500.00
		Football	\$ 40,000.00
		W Soccer	\$ 10,500.00
		Softball	\$ 15,000.00
		M/W Track & Field/Cross Country	\$ 18,000.00
		Volleyball	\$ 10,500.00
			\$ 122,000.00

Ask #3



Student Athlete Needs

Funding for student athletes to receive enough to afford proper gear, uniforms and safety equipment.

\$ 122,000

Ask #4



Director of Equity & Inclusion

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.

Diversity & Inclusion		
	Director of Equity & Inclusion Position Year 1	\$ 72,000.00
	Director of Equity & Inclusion Position Year 2	\$ 72,000.00
<i>Other Payroll Expenses</i>		
	OPE Class Health/Life	\$ 34,552.00
	OPE Class Retirement	\$ 3,321.50
	OPE Class Other	\$ 1,059.50
		\$ 182,933.00

Ask #4



Director of
Equity & Inclusion

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.

\$ 182,933

Total Ask: \$1,000,000

WOU BOT Proposal Budget



The Freedom Center

Funding for a space for BIPOC Students by BIPOC Students.

Labor : \$ 218,149.12
S&S : \$ 145,000.00
Total : \$ 363,149.12



IFC Cut Subsidy

Funding to subsidize the cuts the 20-21 IFC had to make to keep the fee affordable for students.

Total : \$ 203,665.92



Student Athlete Needs

Funding for student athletes to receive enough to afford proper gear, uniforms and safety equipment.

Total : \$ 122,000

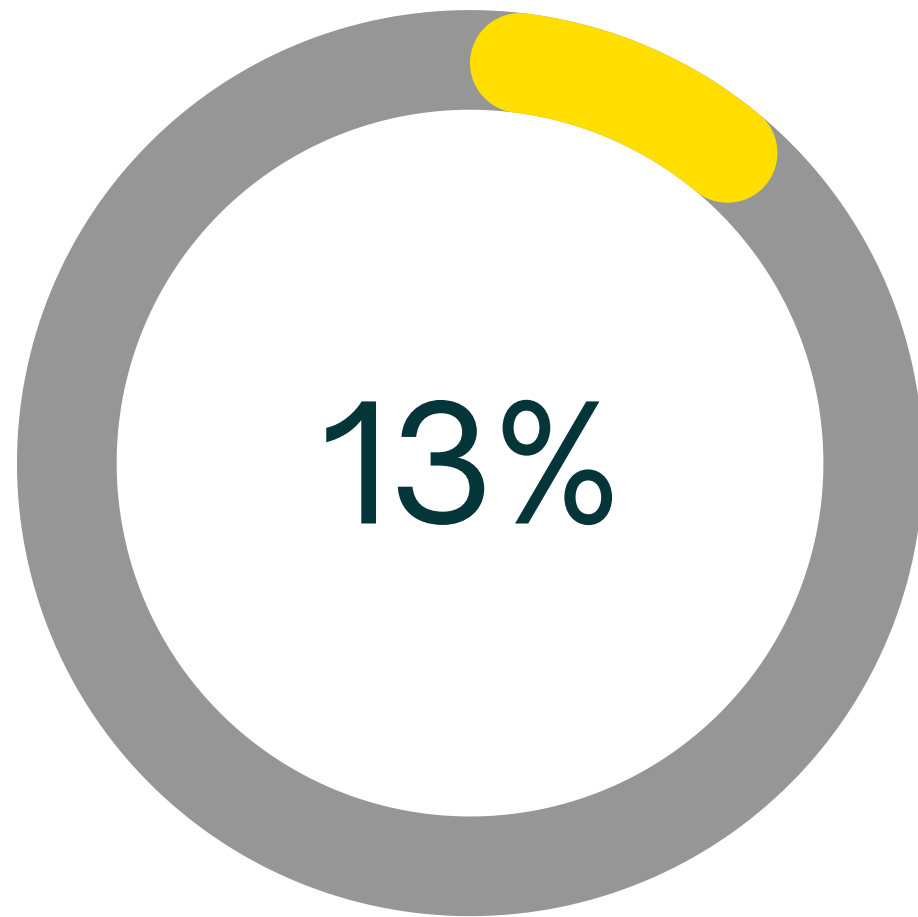


Director of Equity & Inclusion

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Total : \$ 182,933

Remainder of the \$1,000,000



Overall			
	Total Expenses	\$	871,748.04
	Amount to IFC Reserves	\$	128,251.96
	Overall Ask		\$ 1,000,000.00

The remaining \$128,251.96 to be allocated into the IFC reserves to ensure that students next year and the years that follow can still fund these vital services while keeping the fee affordable.

RE-EVALUATION

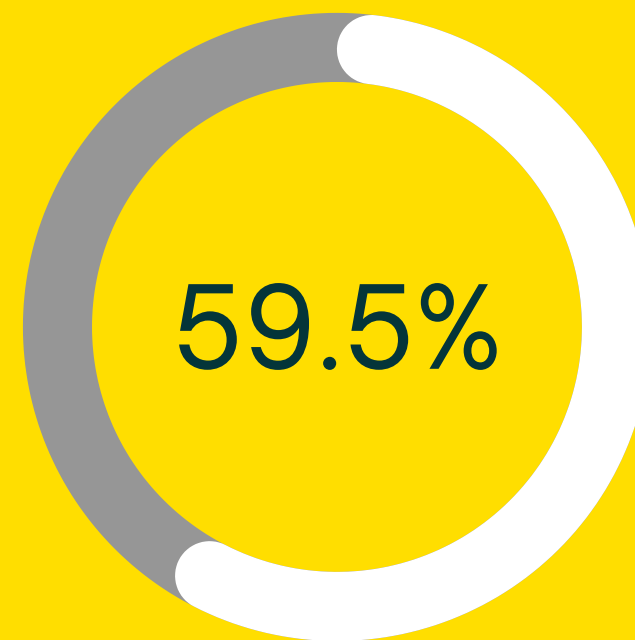
NEED



Let's Re-evaluate!

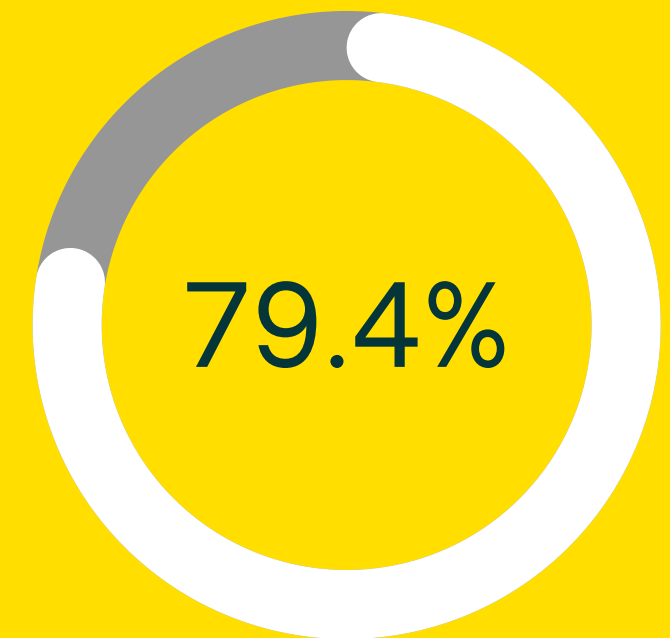
Western Oregon University emphasizes the importance of diversity and respect within the values of the institution. However...

WHITE



Student Population

WHITE

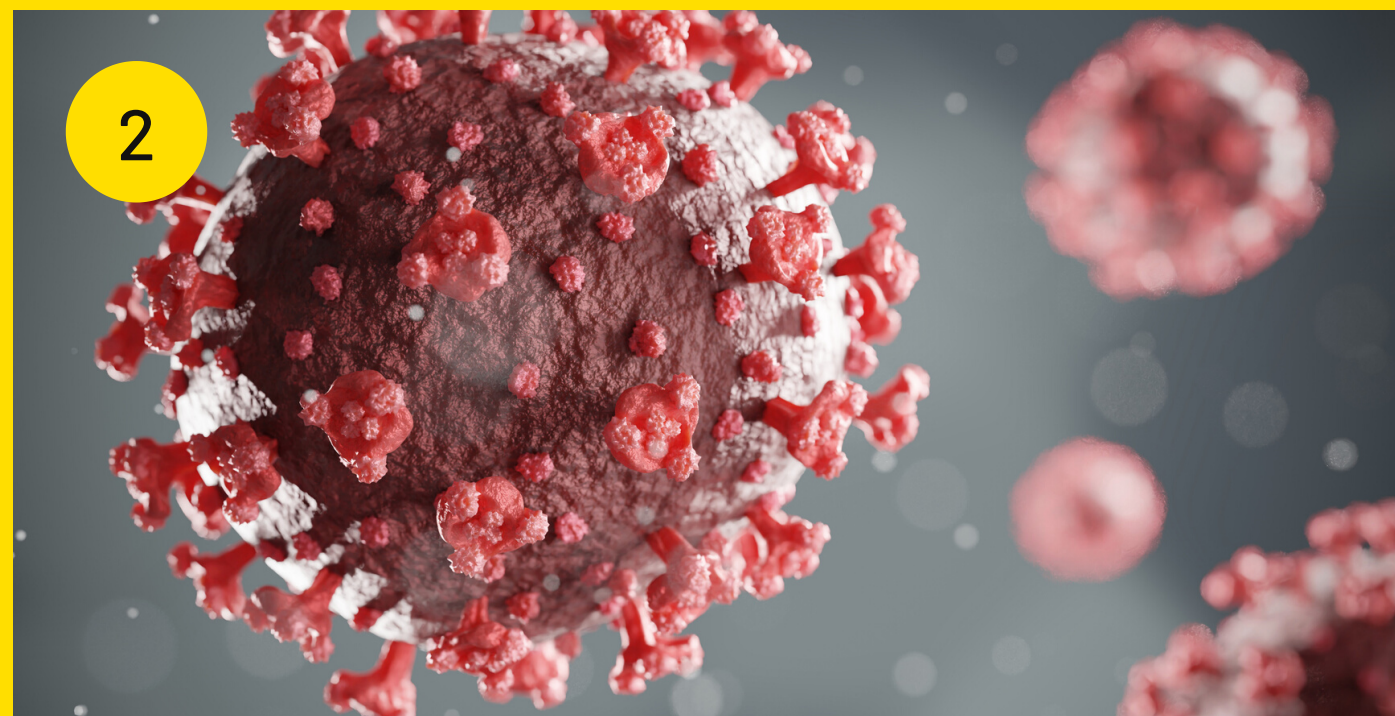


Faculty Population

New Priorities

- New Hiring Policy and Executable Plan
- Student Health in a Pandemic over Profit
- Transparency and Accountability

How do we achieve that?

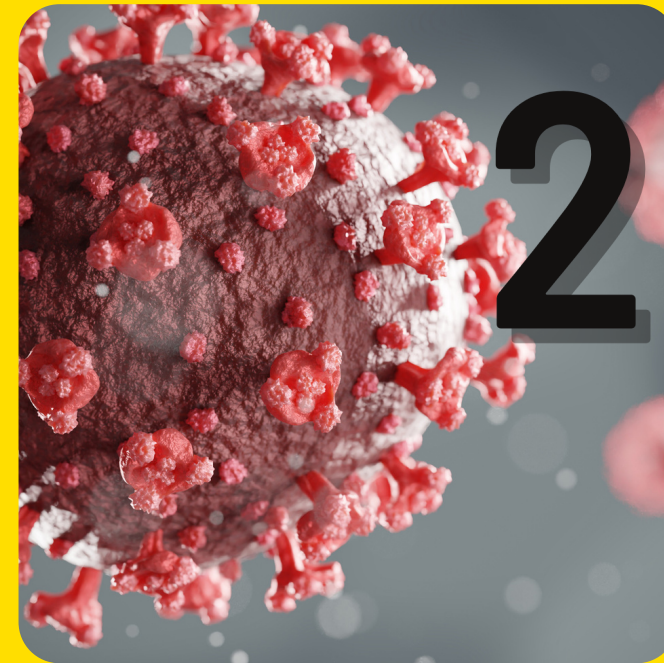




President Fuller to have a plan to set a new policy around hiring faculty and staff positions.

For the makeup of the hiring committees to include representation from :

- no less than one BIPOC student
 - no less than one BIPOC faculty member
 - no less than one BIPOC staff member
- by the next BOT meeting



President Fuller to have a plan to set a new policy around hiring faculty and staff positions.

For the makeup of the hiring committees to include representation from :

- no less than one BIPOC student
- no less than one BIPOC faculty member
- no less than one BIPOC staff member by the next BOT meeting

For the Board of Trustees to formally reconsider our plan around campus reopening for fall term at our next board meeting.

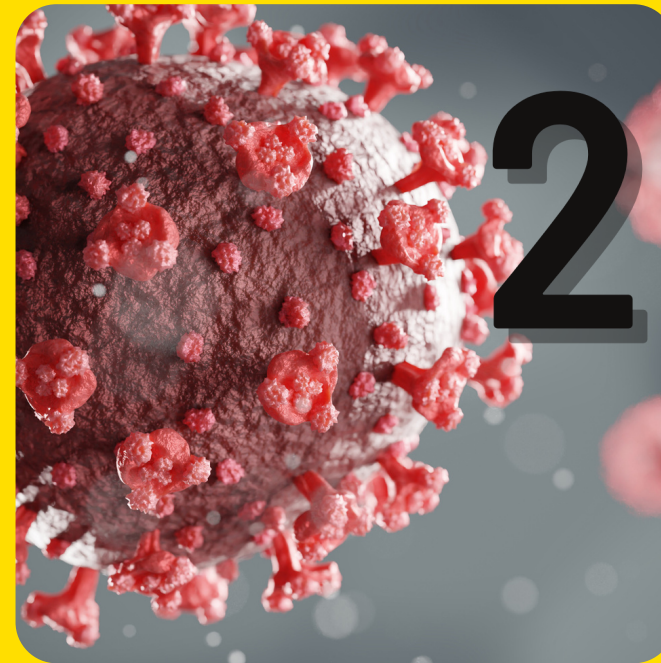
- A dedicated agenda item
- 30 minutes of public comment on the matter



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For the makeup of the hiring committees to include representation from :

- no less than one BIPOC student
- no less than one BIPOC faculty member
- no less than one BIPOC staff member by the next BOT meeting



For the Board of Trustees to formally reconsider our plan around campus reopening for fall term at our next board meeting.

- A dedicated agenda item
- 30 minutes of public comment on the matter



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:

1. Campus Public Safety
2. Faculty Racism in the Classroom
3. Student Health & Counseling Center
4. Instituting a first year cultural competency and systematic racism class for all WOU students
5. Cultural curriculum into all classes offered, in consultation with the Director of Equity and Inclusion.
6. COVID-19 Response

How Can You Help?

As members of Western Oregon University's Board of Trustees, you have the power and the responsibility to address the needs of the WOU student body. We are trusting and counting on you to act in support, as we know you want to work with us to make this the best campus it possibly can be. You can act now to make a world of difference for us and show you are listening and care by making and approving the following motions. We are calling upon you hear our needs and make the change!



Action Items

Make the following motions to show students here at WOU that you support them!

1. I move to allocate the \$1 Million from the Online Course fee offered but not used by the IFC, for the following items as outlined in the Budget Proposal set forth by IFC Chair Waikiki: Freedom Center, IFC funded programs, IFC reserves, Student Athletes and hiring a Director of Equity and Inclusion.
2. I move for the 2021-2022 academic year, WOU will hire a Director of Equity and Inclusion, for which the hiring committee shall be comprised of:
 - 1 BIPOC student appointed by ASWOU
 - 1 BIPOC student appointed by BSU
 - 1 BIPOC student appointed by MSU
 - 1 BIPOC staff member appointed by staff union
 - 1 BIPOC faculty member appointed by faculty union
 - 1 administrator appointed by WOU President
3. I move that this board 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.
4. I move to direct President Fuller to come to our next BOT meeting 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.
5. I move that the board will collaborate with ASWOU to hold a series of public forums in 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
 - Institution of a first year cultural competency and systematic racism class for all WOU students
 - Cultural curriculum into all classes offered, in consultation with the Director of Equity and Inclusion.
 - COVID-19 Response

More Info

Please visit these links for a more in depth layout of the student need proposal

[Freedom Center Proposal Link](#)

[Full Proposal Link](#)

[Fiscal Budget Link](#)

Student Proposal to the Western Oregon University's Board of Trustees

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.