

UDIAC update to University Council

gabbi boyle (co-chair)
they/them/theirs

March 12th, 2021

UPDATES

SURVEY - Diversity Action Plan

73 responses (as of 3/9/2021) from campus

estimated ~50 are staff/faculty

currently trying to get more student responses

Intentions of the survey

Collect feedback broadly, from as many people as possible, so we may get a representative image of the community priorities.

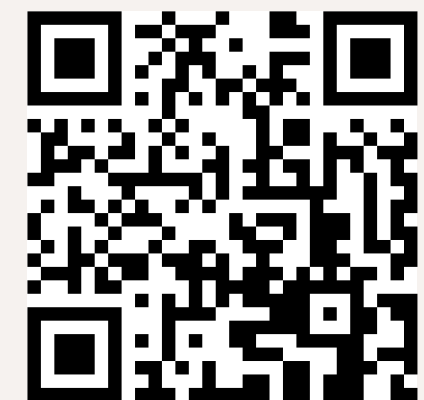


QR code to participate in Survey

Initial Observations

Diversity Action Plan campus survey

- Diversity Office (e.g. Executive Director of Diversity & Inclusion; Chief Diversity Officer; etc)
- Training Opportunities for ALL of campus (e.g. Cultural Competency trainings, Search Advocacy Training, Equity Lens/Pedagogy)



QR code to participate in Survey

Training-type stuff that's already happening:



Racial Understanding & Healing Training

With Monmouth/Independence local government and public service employees

SafeZone Trainings

9 1-hour trainings hosted over Winter Term.

U of Oregon Proposal

A group of WOU faculty/staff have submitted a proposal to host diversity-related trainings

Stuff that's already happening:

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What this means: WOU has the capacity to provide the education and training - just not the funding & institutional support.



Our Current Climate

the "Why" behind the need

"I have come to a point where I'm thinking of just transferring."

"We have to live that ALL THE TIME at WOU"

Unsafe . Afraid. Uncomfortable. Targeted. Disrespected.

As a precursor, I am white, however the following incident made me feel uneasy. It was also in a class that was very racially diverse. It was a communications class where the professor was very (VERY) openly conservative. (First day of class she told us how anti-abortion she was...) one day before class started she showed us a short video of a young woman delivering support of the pro-life video in a political environment. The professor made a comment to see a young black student to see a young black student continued with class. I had to bring up the fact frankly, it had no importance is the same professor pronouns for a student from

The university allowed a Proud Boys member to come speak in club meeting on campus. As a person of color this was an act of racism and discrimination allowed by the

I had a communications professor that was deliberately using incorrect pronouns for , was using them. She also operately talking specific topics

My freshman year (2017) I was in an ASL class with a very white blonde hair blue eyed professor. We had a group project & I was paired with another blonde hair blue eyed girl. We did the project & submitted the exact same thing. I got a C and she got an A. I didn't even realize until my partner had asked me because she heard from other students that the same thing happened to them.

I am a WOU employee and I want to say thank you for creating this space. There is a tremendous vacuum of leadership at WOU, in nearly all areas. Beyond that, my job is consistently made more difficult, not easier, by my VP. We need leadership who can address real student needs, or they need to step down. Please keep the pressure on; I and my other concerned colleagues are doing what we can to break through to some of these VPs, but there is no accountability. I was told on day 1 by my supervisor that he wouldn't have hired me for the job if he had any other choice. Some of these folks can't be saved, and I'd like to still be standing after he is gone, but also fear retaliation. #leadorleave

Does anyone else remember back in 2018 when the proud boys came out and tagged some street with swastika and the school didn't do anything or acknowledge the instant? Or when there was that guy who would drive though campus with his big white truck with two confederate flags on the back? How bout the fact there's no democrat club but there was an active republican club before Covid?

The club "CRU" got president of the club keeping her position her sexual orientation club and leave CRU herself or being out first to mem discrimination. A fa out necessa discrimination, but the university itself did not get back to her. The faculty did the most they could, the next step was to hear from the university with resources but she never did.

Wuhan China? I was very upset and appalled that someone just assumed since I was Chinese that I was automatically associated with the COVID virus.

at feminists are destroying have never ed. Same ents of color education student not because of systemic racism but because of their biology.

My first year at WOU (2015) I was in a Being the only LGBTQ POC in the ha me. I felt like I needed to make Asian my white hallmates wouldn't feel like racist or being hateful. When in a making it okay for them to laugh a queerness/culture. Being out numbe of course I let that happen to survive uncommon environment. Reflecting allowed that kind of energy around me still 4-5 years later. I wish I had s out on my shit and I wish I calle friends/professors that made rasc comments throughout my years at W USA reminding us of it's true colors. let people make fun of my queerness again.

Iceberg before it got worse. Then she asked about my parents professions. I mentioned that my mom is a house-mom (obviously meaning she stayed home to raise her kids). This lady said "ohh I thought you meant that she would go to people's houses to clean" In other words, she thought my mom was a maid. It hit me that she stereotyped my mother bc of being Hispanic. Then when she heard that my father works in labor, working 12+ hrs shift 5-6x a week. She was SHOCKED, and said "Your father were able to raise you?" How is that an appropriate question to ask.

and I am a student worker in to say I am so sorry that this at I am hearing of this event. I am appalled that this k in. I was wondering if you message to the student who y would be willing to speak t this event such as when it e speaking to. I want to be hat no person feels this way s is not representative of the er that clearly was in the ze and be corrected for the ade about this student

Ok so I'm white but I did want to bring up a few things that I feel like students, especially BIPOC, students at WOU should know. My freshman year I took a com111 class with Professor Emily Plec. She was always nice and I'd sometimes go to her office hours for help with my speeches. During the last class of the term, she said the hard r n-word. I reported her to the school but nobody got back to me. In my sophomore year I took a social problems class with Dean Braa. He also said the hard r n-word in class, as well as LGBTQ+ slurs. I reported him, but again, WOU never got back to me. As far as I know, there has been no action taken against either professor. I no longer go to WOU because honestly the majority of the faculty, especially admins, don't give a shit about the students. They made it even more clear when COVID hit that all they really care about is money, and they aren't even trying to hide it anymore.

As someone else mentioned in a post before, when the University bro Un besid counte this p hav happ vist c prop to real at Univer extre

In one of my classes we were assigned groups for our upcoming project. We spent some time introducing ourselves and talking. One of my groupmates asked me about my friend who was also in the class but not in our group, long story short I

uch as possible. Even my RA who is white s that make me uncomfortable or downplay how I felt about ons. It's emotionally draining where you have to suppress how able being ignorant. I have come just transferring. I haven't been because I don't know any other s, thank you for this.

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activity, and I still get chills thinking how uncomfortable they must have been. A white Peer Mentor leader asked why white people could experience racism, and there were one person in particular that kept talking about white supremacist ideologies. There should have been more accountability for those people's actions. To the POC in that session, I am so sorry for not saying something, and I'm sorry for how uncomfortable you all were.

A professor disrespected my pronouns in front of the class.

those" referring to student pronouns. These are the people in power who make bad cops. I was embarrassed to have her representing the CJ department especially embarrassed that some in my hall had to hear this person in power disrespect them in front of their peers. Third, I am embarrassed that I

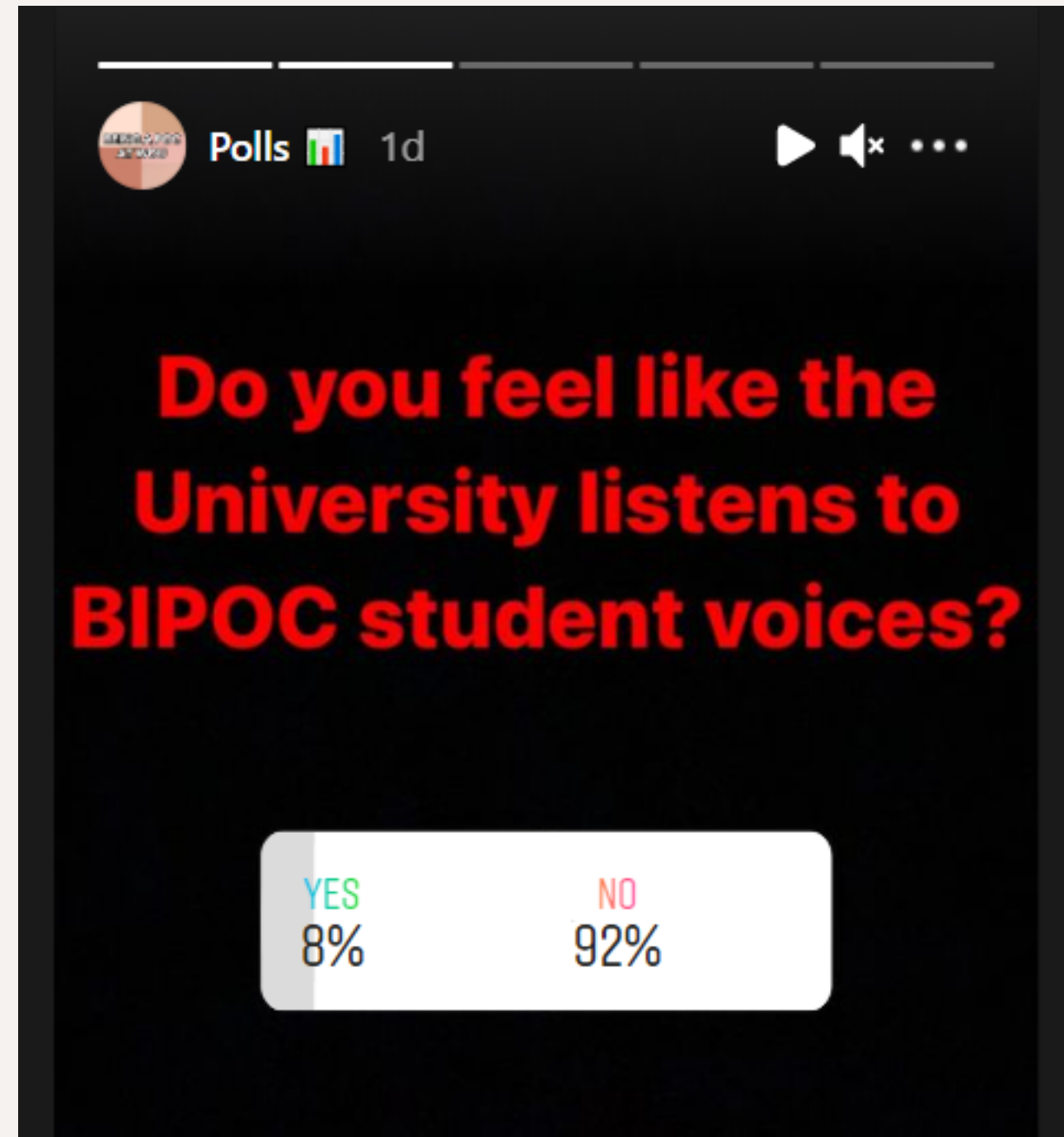
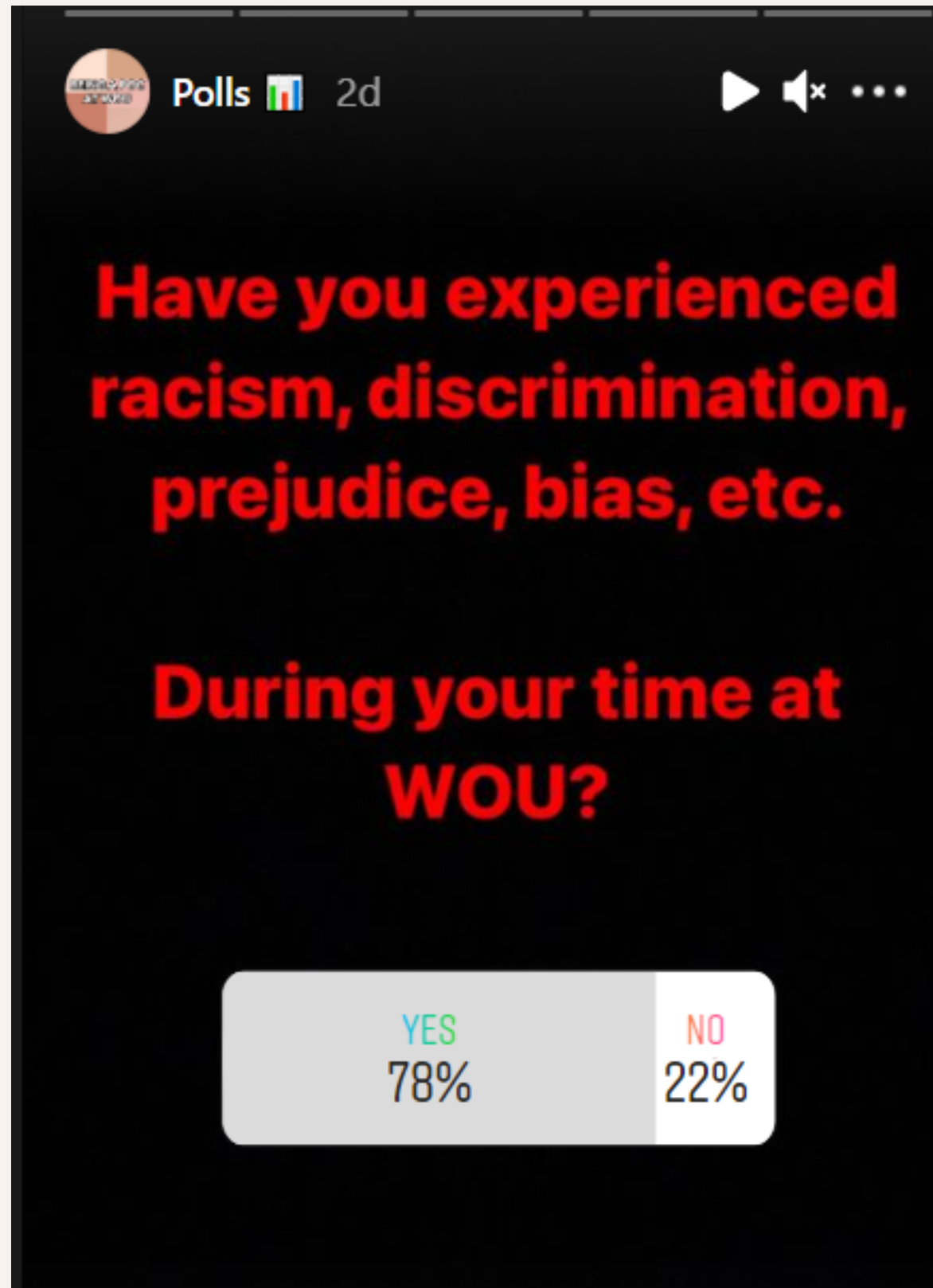
that they don't seem racist. It's all about appearances and doing just enough to act like they're progressive and care about students of color. The reality is that the University, Student Leadership departments, University Housing,

is story because this will be my first anyone but my parents. My first year ort I ended up having a stalker that says afraid to go out. I stayed in my her or not I wanted to go to Public nt of being a Person of Color. When y stalker, I knew I had to talk with e meeting, even with a white friend dings, and fear were dismissed, and d screenshot any messages from em. That was the last person I spoke with Public Safety, and I left the uilding feeling more scared because even Public Safety wasn't going help me. I think if it had been a white person, real action would have been taken. I didn't do well academically that term, and I still have trouble sleeping at night.

Alumni post: When I was an RA I sat down next to person from another staff hoping to get to know him more during fall training. He stood up and moved. Throughout the rest of the year I had racial microaggressions from him. I wasn't selected as ARA for the following year but 4 white staff were. I later heard he only applied for the resume boost. After Charlottesville he reached out apologizing for his own treatment of me and how the national events were hurting Black people and other POC. I accepted his apology and asked how he was...he never replied. Current students, the discrimination you face is sadly not new. But you have a community of alum who got your back. I'm so glad this page was made

I was an RA my junior year of college and when we got back from winter break I was talked to about me and some other RA's smoking marijuana. The information that was given was me and the listed RA's have been smoking weed but they didn't mention a time or a place just that we were. Everyone listed was a POC and I felt very very uncomfortable with the fact that this person targeted only POC RA's. This was not the only time something like this had happened. The only person that stood by our side was the only POC advisor and I felt like everybody else in housing didn't care to check in or support us.

@beingaPOC at WOU



@beingaPOCatWOU

These are not the stories that belong at an HSI

**How much "evidence" is needed before
we commit real financial resources and
get out of our own way?**

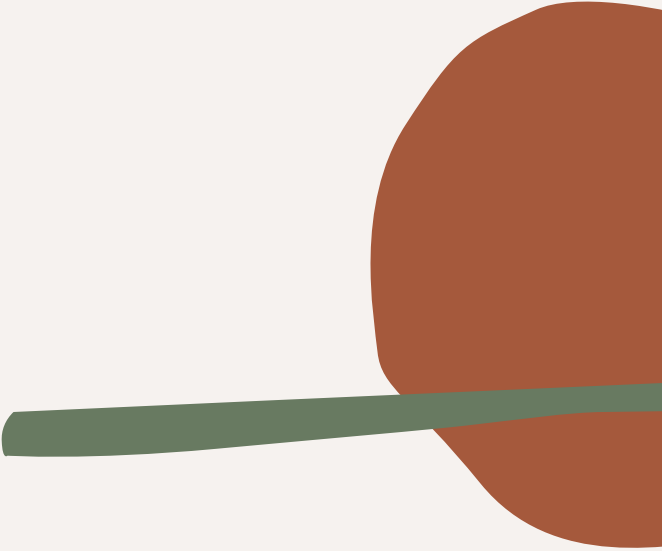




The Bottom Line

We have done what we can with our current capacity. If we don't take action NOW - it will be devastating to WOU as an institution. We should not have to "justify" serving our students.

Hiring someone to coordinate diversity/inclusion/equity at WOU is not an "one-and-done" solution, but we NEED someone to manage these efforts, full-time.





WHAT ACTIVELY ANTI-RACIST
PRACTICES CAN YOU DO
TODAY?