



Board of Trustees

Justice, Equity, Diversity, and Inclusion (JEDI) Committee

10:00 to 11:00 AM

June 13, 2023

Tilia Fantasia Student Lounge, Woodward Center

A live stream of the meeting for public viewing will also take place at the following link: <https://www.westfield.ma.edu/live>

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|--|---------------------|
| 1. Call to Order | Trustee Landrau |
| 2. Approval of Minutes
a. Draft minutes of April 25, 2023 | Trustee Landrau |
| 3. Items for Information
a. Bias Education Support Team (BEST)
b. Preferred and Chosen Name Committee | Dr. LaRue A. Pierce |
| 4. Item for Action:
a. Motion – Approval of JEDI Committee Charter | Trustee Landrau |

Attachment(s):

- a. Draft Minutes of April 25, 2023
- b. Presentation: Bias Education Support Team & Preferred and Chosen Name Committee
- c. Motion – Approval of JEDI Committee Charter
- d. Draft JEDI Committee Charter



Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

April 25, 2023

Minutes

Scanlon Banquet Hall A

A live stream of the meeting for public viewing also took place on YouTube.

MEMBERS PRESENT: Committee Vice Chair Chris Montemayor, Trustees George Gilmer and Dr. Gloria Williams, and Board Chair Dr. Robert Martin, ex-officio member

MEMBERS PARTICIPATING REMOTELY: Secretary Melissa Alvarado

MEMBERS EXCUSED: Committee Chair Madeline Landrau

TRUSTEE GUESTS PRESENT: Trustees Theresa Jasmin, William Reichelt, and Ali Salehi

Also present and participating were Westfield State University President Dr. Linda Thompson, Vice President for Justice, Equity, Diversity, and Inclusion, Dr. LaRue Pierce, Veteran and Military Services Associate Justin Marques, Director of Banacos Academic Center Sarah Lazare, and Assistant Director of TRIO Student Support Services Program Charlotte Capogna-Amias.

The meeting was called to order at 1:35 PM by Committee Vice Chair Montemayor and a roll call was taken of the committee members participating as listed above. It was announced that the meeting was being livestreamed and recorded.

MOTION made by Trustee Williams, seconded by Trustee Martin, to approve the minutes of the November 30, 2022, meeting. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Gilmer, Williams, Montemayor, and Board Chair Martin.

MOTION made by Trustee Alvarado, seconded by Trustee Williams, to approve the minutes of the December 20, 2022, meeting. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Gilmer, Williams, Montemayor, and Board Chair Martin.

MOTION made by Trustee Williams, seconded by Trustee Gilmer, to approve the minutes of the February 7, 2023, meeting. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Gilmer, Williams, Montemayor, and Board Chair Martin.

Student Voices

As a follow-up to the April 25 meeting where Dr. Pierce stated that students did not feel safe or heard, he introduced the following five BIPOC students who shared their experiences at Westfield State with the committee.

- Iyana Gordon
- Hyacinth Osei
- Rodney Duteau, the Vice President of Student Equity in the SGA
- Naomi Britto
- Joseph Bonilla, president of the Class of 2026 and Vice President-elect of Student Equity in the SGA

Discussion followed on the need to focus on the culture of the campus and using learned experiences instead of training to teach about bias and diversity. The students are excited that they can help make campus culture better through the collaboration which took place at the Student Leadership Summit.

Hidden Diversity

The University must broaden its resources to create a more equitable University to provide support to underrepresented members of the institution. Colleagues who support students from different areas on campus shared the resources they provide to students.

- Ms. Capogna-Amias of the Campus Pride Committee
 - Education – LGBTQIA+ training is offered in the fall and spring semesters and at summer orientation for RA's, orientation leaders, counseling center and student affairs staff
 - Advocacy – gender inclusive restrooms
 - A new committee to develop policy and protocol for name changes in all University systems
 - Programming – rainbow graduation and pride events in surrounding communities
 - Overnight travel and study abroad processes to keep students safe
- Mr. Marques of Veteran and Military Services
 - They are connected to entire University to support veterans and families of veterans
 - Staffing the Military Community Excellence Center
 - Examples were given of successful initiatives and future plans
- Ms. Lazare of the Banacos Academic Center
 - Currently serving 931 students
 - Learning Disabilities Program, Disability Services, Academic Strategies
 - Shared outcomes for students in the learning disabilities program

First-year student Trevor Pluff spoke about issues and complications of intersectionality.

The following three items were tabled until the June committee meeting.

Preferred and Chosen Name Committee

BEST-Responding to bias incidents

Motion: Committee Charter

Trustee Gilmer stated that the JEDI program needs to be supported and cemented in the campus and requested the following:

- Investigations of complaints concerning public safety staff.

- The training given to student public safety officers and how retention is affected by those students.
- To hire diverse public safety staff.

There being no further business,

MOTION made by Trustee Williams, seconded by Trustee Gilmer, to adjourn. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Gilmer, Williams, Montemayor, and Board Chair Martin.

Meeting adjourned at 2:44 PM.

Attachments presented at this meeting: Draft Minutes of November 30, 2022; Draft Minutes of December 20, 2022; Draft Minutes of February 7, 2023; PowerPoint Presentation; Draft Committee Charter; Motion – Committee Charter.

Secretary's Certificate

I hereby certify that the foregoing is a true and correct copy of the approved minutes of the Westfield State University Board of Trustees Justice, Equity, Diversity, and Inclusion Committee meeting held on April 25, 2023.

Melissa Alvarado, Secretary

Date

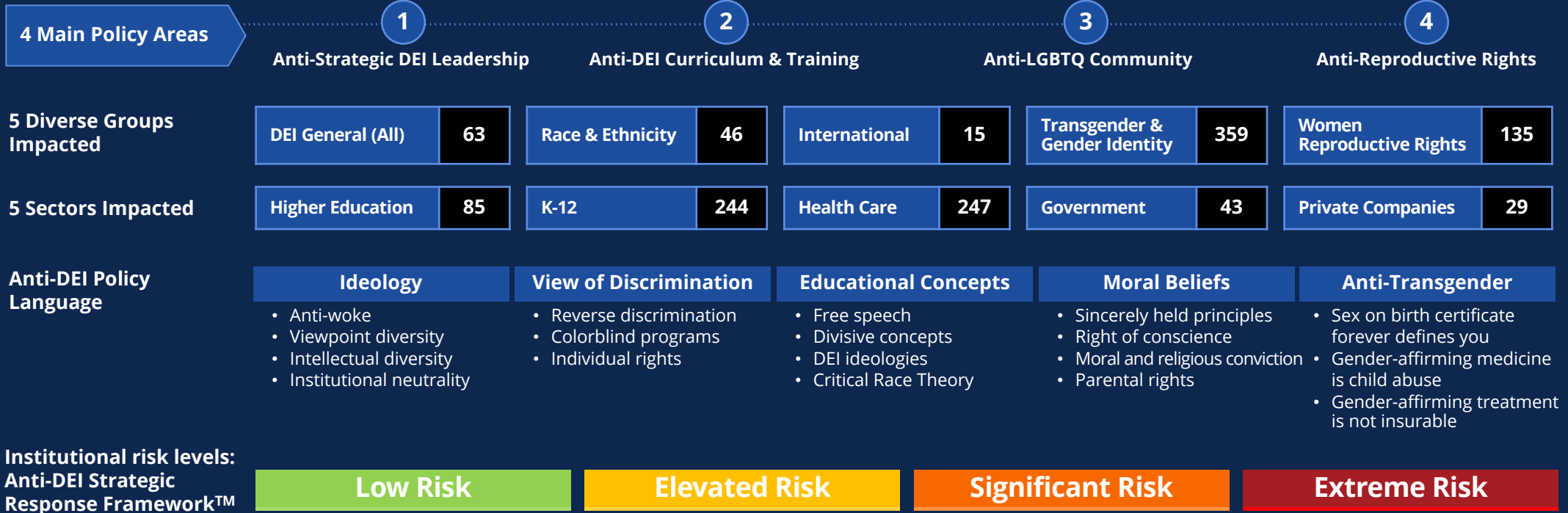
What is the Anti-DEI Legislative Movement?

Dr. Damon A. Williams, Chief Catalyst DrDamonAWilliams.com | @dawphd
National Inclusive Excellence Leadership Academy

A total of 519 pieces of 2022-2023 legislation were analyzed from all 50 states as well as relevant literature and insights from dozens of leaders to develop the **Anti-DEI Strategic Response Framework™** to help leaders in colleges/universities, K-12, government, and health care to steward their institutions through these challenging times.

Definition: Anti-DEI Legislative Movement

A highly coordinated legislative effort to limit diversity, equity, and inclusion freedoms, definitions, programs, funding, strategies, and approaches that benefit women, LGBTQ, racial, ethnic, disability, and other diverse communities, and DEI champions by changing laws, policy, and language in public and by extension, private institutions.



Selected sample action steps that we recommend organizations put into place, based on their risk level

General Strategy	Legislative	Presidents & Senior Leaders	DEI Officers
Shift to the language and philosophy of Inclusive Excellence, 21st-century leaders and leadership skills, talent and workforce development of underutilized communities, and supporting all communities. ●●●●	Consult political strategists and DEI consultants to build the Inclusive Excellence Viewpoint Diversity Framework and to lobby on behalf of the institution. ●●●●	Advocate for even stronger DEI expectations by accrediting agencies as well as support from higher education strategic partners like ACE, ASCU, NCAA, and others. ●●●●	Move in strategic alignment with your organizational leadership team, sharing the challenge of strategic response to anti-DEI legislation. ●●●●
Integrate conservative viewpoint perspective into DEI strategy, speakers, and programs, building inclusivity of programming, as part of a deep commitment to free speech, intergroup dialogue, and academic freedom. ●●●●	Regularly conduct business case for IE/DEI impact reporting with legislators and government officials. ●●●●	Scenario-plan for worst-case legislative impacts. Define which DEI programs must be retained even if paid for through private funds if possible. ●●	Shift all sensitive strategic communication to face-to-face and/or phone, limiting creation of new digital records. ●●

To learn more of our ability to support leaders with strategy, assessment, and leadership development efforts, please contact us at: Info@DrDamonAWilliams.com



**Division of
Justice, Equity, Diversity, and Inclusion (JEDI)**

**Presentation to the
Board of Trustees JEDI Committee**

June 13, 2023

Tilia Fantasia Student Lounge, Woodward Center

JUSTICE

in eliminating
barriers & oppression

EQUITY

in policy, practice,
position, & opportunity

DIVERSITY

of people,
perspectives

INCLUSION

via power, voice, &
institutional culture

What do we need to do?

- Challenge and dismantle discriminatory behaviors.
- Ensure policies and practices adhere to JEDI principles.
- Promote and provide education, awareness, and resources.
- Foster open dialogue and be receptive to feedback and change.

Current Issues We Face

During the 2022-2023 Academic Year at WSU...

- Allegations of discrimination
- Disparaging remarks
- Microaggressions
- Racial slurs
- Dismissal of concerns

Essential Resources

Bias Education Support Team (BEST):

- Promotes a safe and inclusive university environment.
- Responds to bias incidents.
- Provides support to affected individuals.
- Educates the university community.
- Fosters dialogue and understanding.

Essential Resources

Preferred and Chosen Name Committee:

- WSU recognizes that members of the university community use names other than their legal names.
- We promote the comfort and safety of students, staff, and faculty members by using chosen/preferred names (except where the use of the legal name is required by university business or legal need).

The process of fostering and nurturing an authentic culture of justice, equity, diversity, and inclusion within an institution is a journey that requires resources, effort, commitment, and consistency to be successful.

How will we know?

LOOKING BEYOND THE NUMBERS

General Metrics

Numbers/percentages:

- representation
- retention
- completion
- advancement
- dedication of resources
- accessibility measures
- closed equity gaps
- trainings delivered
- and more based on Strategic Plan

Beyond the Metrics

Improved climate & culture

- sense of belonging
- inclusion and equity in pedagogy
- inclusion and equity within all policies and procedures
- a sense of thriving together in difference
- ongoing responsive improvement
- changes in documented issues

Questions?



Board of Trustees

June 13, 2023

MOTION

To approve and adopt the Westfield State University Board of Trustees Justice, Equity, Diversity, and Inclusion (JEDI) Committee Charter, as presented.

Robert A. Martin, Ph.D., Chair

Date



**BOARD OF TRUSTEES
JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI) COMMITTEE
CHARTER**

I. Mission

The Board of Trustees, Justice, Equity, Diversity, and Inclusion (JEDI) Committee (hereafter referred to as the JEDI Committee) shall work with the Board and the JEDI Division to advance justice, equity, diversity, and inclusion principles and initiatives at Westfield State University (WSU).

II. Authority and Responsibilities

Policies

The JEDI Committee of the Board of Trustees, in concert with the JEDI Division, ensures that transparency and excellence remain at the forefront of JEDI endeavors and projects at WSU. The JEDI Committee supports, monitors, and provides guidance as WSU develops the appropriate means to address equity, diversity, and inclusivity strategic priorities. The JEDI Committee leads the Board's engagement on JEDI issues and helps trustees gain the skills necessary to meet the needs of and reflect the diverse University community they serve. Other activities of this committee are listed below.

- (1) Connect JEDI principles to the WSU mission within its larger governing responsibilities as a committee of the WSU Board of Trustees.
- (2) Provide input into initiatives led by the JEDI Division.
- (3) Define institutional-level JEDI priorities, goals, and action steps.
- (4) Ensure that JEDI initiatives are well integrated across campus.
- (5) Help assess, create, refine, and institutionalize policies rooted in JEDI principles at WSU.
- (6) Adopt specific initiatives to champion and oversee.
- (7) Play an active role in internal and external events with the JEDI Division (i.e., Host and/or attend JEDI-related informational, educational, and awareness events and activities.)
- (8) Embody and advocate for JEDI principles.

Oversight of Implementation

Recognize the role and responsibilities of the JEDI Division Vice President in developing and implementing programs/initiatives that promote a thriving, diverse, multicultural, equitable, ethical, and inclusive campus.

Evaluate Performance

Monitor, review, and evaluate the progress and process of the JEDI Committee and the broader JEDI efforts into which the committee provides oversight and input.

Educate the Board

- Understand the campus-wide JEDI plan and the relationship among its components.
- Communicate JEDI Committee activities and all other relevant JEDI information, concerns, and recommendations to the Board.
- Leverage their positions as committee members to involve and engage other trustees and community leaders in resource development, fundraising, relationship cultivation, and recognition events.
- Actively promote and support WSU's JEDI initiatives.

III. Organization

Review of Charter

This charter shall be reviewed and reassessed by the JEDI committee annually, and any proposed changes shall be submitted to the Board for approval.

Membership/Structure/Quorum

The JEDI Committee shall consist of at least five members. The committee chair shall be appointed by the Board chair.

Staff Liaison

The president shall designate a member of the University's senior administration to serve as liaison to the committee.

Meetings

The JEDI committee shall meet in advance of each Board of Trustees meeting unless the committee chair and Board chair determine that a meeting is not necessary. A quorum of any meeting of the JEDI committee shall consist of a majority of its voting members. Committee members may participate by teleconference as permitted by state laws. All meetings will conform to Massachusetts open meeting laws.

Agenda, Minutes, and Reports

The chair, in collaboration with the staff liaison, shall be responsible for establishing the agendas for meetings. An agenda, together with relevant materials, shall be provided to committee members at least five days in advance of each meeting. Minutes for all meetings shall be drafted by the staff liaison or designee, reviewed by the committee chair, and approved by committee members at the next meeting. Meeting materials will be posted on the University's website within 14 days after each committee meeting.