



Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

November 30, 2022

Minutes

Via Zoom

in accordance with Massachusetts Gov. Charlie Baker's Executive Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, § 20 dated March 12, 2020.

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

MEMBERS PARTICIPATING REMOTELY: Committee Chair Madeline Landrau, Vice Chair Chris Montemayor, and Trustees Lydia Martinez-Alvarez and Dr. Gloria Williams

MEMBERS EXCUSED: Secretary Melissa Alvarado

TRUSTEE GUESTS PARTICIPATING REMOTELY: Trustee Dr. Robert Martin

Also participating remotely were Westfield State University President Dr. Linda Thompson, Vice President for Justice, Equity, Diversity, and Inclusion Dr. LaRue Pierce, Vice President for Enrollment Management Daniel Forster, Vice President for Institutional Advancement Lisa McMahon, Provost Dr. Juline Mills (joined at 11:21 AM), and Vice President for Administration and Finance Stephen Taksar.

The meeting was called to order at 11:03 AM by Committee Chair Landrau. A roll call was taken of the committee members participating as listed above and it was announced that the meeting was being livestreamed and recorded.

Committee Chair Landrau welcomed everyone to the first Trustee Justice, Equity, Diversity, and Inclusion (JEDI) Committee meeting. President Thompson stated the University will be held accountable for JEDI efforts at a state level and she appreciated everyone's involvement in this issue as it is part of her number one priority.

JEDI 2022-2024 Strategic Priorities. Dr. Pierce shared the strategic priorities for the division of JEDI. Based on themes from the University Efficiency Analysis Advisory Committee (UEAAC) report, Dr. William Lewis' 2018 Diversity Assessment, Dr. Leroy Walker's Recommendations for JEDI and Human Resources, the recent Culture Climate Survey results, and Student Leadership Summit, as well as conversations with faculty, staff, and students, he created the following six priorities for the division:

- Foundational Structure for Justice, Equity, Diversity, and Inclusion (JEDI) Division This division needs staff. He is working with Academic Affairs to create four faculty fellows. He will put together an advisory committee to help develop key performance indicators (KPI).
- Equity, Diversity, and Inclusion in the Student Experience
- Recruitment and Retention of Underrepresented Faculty, Staff, and Administrators
- Recruitment and Retention of Underrepresented Students

- Campus Culture
- Campus Climate and Responsiveness

Dr. Pierce stated the most critical priority is campus culture because if the culture is not changed, it will not accept any other work that is created. The committee requested to review the campus culture surveys and reports. [Provost Mills joined at 11:21 AM]

DHE Equity Agenda Framework. The Department of Higher Education (DHE) developed an equity agenda framework that includes mandates that institutions will be required to meet and data to be provided to the state. Discussion followed:

- Westfield State should get ahead of these mandates and have conversations now on how it will respond. They need to be in place by next year.
- Every institution in the commonwealth needs to look at diversity in connection with ethnic diversity. As a society, there is a need to increase the number of diverse students being retained and graduated. The diversity, equity, inclusion (DEI) lens needs to be added to all planning.
- We should embrace this framework now to embed into the next Strategic Plan.
- To become a Hispanic Serving Institution (HSI), we need to work more closely with those populations in this area and have an infrastructure in place once they arrive to campus to retain them. Dr. Pierce will work with Enrollment Management on this.
- We need to provide specific services to recruit, mentor, and retain students of color. This performance measurement will be used for our funding. Someone from the HSI committee needs to be represented on this JEDI committee.
- Students have great ideas to recruit other students like them, making them the best ambassadors.
- Curriculum is being developed on all aspects of training to be launched in January. SCORE will start curriculum development for general education. JEDI certificates can be created. Some institutions around the country are offering them for \$200-\$300 up to \$5,000. We already have the courses that would satisfy such a certificate.

ACE-Shared Equity Leadership Series. The documents provided are to guide conversations so the committee can collectively agree on the initiatives and accomplishments desired for this committee.

Development of Strategic Priorities for the Committee. The following priorities were suggested and will be discussed further at the December 20 committee meeting.

- Supporting and assessing the University’s progress toward its JEDI goals and the BHE equity agenda
- Supporting and assessing the University’s progress toward recruitment of faculty, staff, and students of color
- University climate and culture

Motion – Acceptance of Selected Committee Priorities. This agenda item was tabled until the December 20 committee meeting.

There being no further business, **MOTION** made by Trustee Martinez-Alvarez, seconded by Trustee Landrau, to adjourn.

There being no discussion, **ROLL CALL VOTE** taken:

Trustee Martinez-Alvarez	Yes
Trustee Montemayor	Yes
Trustee Williams	Yes
Trustee Landrau	Yes

Motion passed unanimously.

Meeting adjourned at 11:54 PM.

Attachments presented at this meeting:

- a. JEDI Strategic Priorities 2022-2024
- b. Academic and Student Affairs Committee PowerPoint Presentation February 17, 2022
- c. Massachusetts DHE Strategic Plan for Racial Equity
- d. ACE-Shared Equity Leadership Accountability
- e. Shared Equity Leadership Toolkit