



Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

February 7, 2023

Minutes

Nettie Stevens Science and Innovation Center, Room 304

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

MEMBERS PRESENT: Vice Chair Chris Montemayor, Secretary Melissa Alvarado, and Trustee Dr. Gloria Williams

MEMBERS PARTICIPATING REMOTELY: Committee Chair Madeline Landrau

MEMBERS EXCUSED: Trustee George Gilmer

TRUSTEE GUESTS PRESENT: Trustees Dr. Robert Martin Ali Salehi, and Chloe Sanfacon

Also present and participating were Westfield State University President Dr. Linda Thompson and Vice President for Justice, Equity, Diversity, and Inclusion Dr. LaRue Pierce.

The meeting was called to order at 1:30 PM 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.

JEDI Updates. Dr. Pierce provided an update on campus JEDI. He has been meeting with students to discuss recent police brutality and stated that some students do not feel safe on campus. He stated the campus needs to come together more and shared the possibility of weekly unity sessions for the campus community to discuss what they are experiencing. He shared a presentation on JEDI statistics on campus, which included:

- Staff and faculty numbers by race, ethnicity, gender, and rank.
- A six-year summary of students by ethnicity. A retention plan has been started.
- A focus on Strategic Plan goals two and three to make the University more diverse.
- JEDI initiatives in progress to address individual competency and institutional capacity.
- Conversation Series being offered to faculty, staff, and students.
- Vector software being implemented for EDI online training modules for faculty, staff, and students.
- Climate surveys which will show gaps that need to be addressed. The University would need 1,000 students on campus to become a Hispanic Serving Institution (HSI).
- An update on the status of the following advisory committees:
 - Board of Trustees JEDI Committee
 - JEDI Internal and External Advisory Committee
 - Racial Equity Justice Institute (REJI)

- HSI Community Advisory Committee

Chair Martin stated that in the future it would be helpful to understand our diversity figures in relation to where we think we should be, for example, as compared to Hampden County or Massachusetts. It is important that the vice president of JEDI have a role and voice in hiring, recruitment, admissions, and curriculum.

A discussion took place on why students feel unsafe and/or uncomfortable. Dr. Pierce shared that students feel uncomfortable because of microaggressions from other students and faculty. It was emphasized that students need to know and understand what resources are available to them. Student safety is paramount to the Board and University. President Thompson has had zero tolerance for bias and we are making progress on becoming more inclusive.

There being no further business, **MOTION** made by Trustee Alvarado, seconded by Trustee Montemayor, to adjourn. **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Martinez-Alvarez, Montemayor, Williams, and Landrau.

Meeting adjourned at 2:14 PM.

Attachments presented at this meeting:

- a. Draft Presentation of JEDI Updates