



## Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

October 11, 2023

Minutes

President's Boardroom, Horace Mann Center

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

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**MEMBERS PRESENT:** Committee Chair Chris Montemayor, Vice Chair Madeline Landrau, Trustees George Gilmer and Dr. Gloria Williams, and Board Chair Ali Salehi, ex-officio member

**MEMBERS PARTICIPATING REMOTELY:** Secretary Melissa Alvarado

**TRUSTEE GUESTS PRESENT:** Trustees Daniel Currier, Theresa Jasmin, Dr. Robert Martin

Also present and participating were Westfield State University President Dr. Linda Thompson, Vice President for Justice, Equity, Diversity, and Inclusion Dr. LaRue Pierce, and Associate Vice President of Human Resources Trish Bonica.

Committee Chair Montemayor called the meeting to order at 3:40 PM and a roll call was taken of the committee members participating as listed above. It was announced that the meeting was being livestreamed and captured as recorded.

**MOTION** made by Trustee Landrau, seconded by Trustee Williams, to approve the minutes of the June 13, 2023, meeting. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Landrau, Alvarado, Gilmer, Williams, Montemayor, and Salehi.

JEDI FY23 University Strategic Priorities. Dr. Pierce shared a framework to embed JEDI into all areas of the University, together with major indicators of aligning to the Strategic Plan. The next step is determining what disparities and barriers exist and why.

- There are 662 minoritized students on campus. This is comparable to 2019 (676), was down in 2020 and 2021, but an increase in fall 2022 for full-time undergraduates. These figures include race and ethnicity. Enrollment Management uses other socio-economic criteria for reporting. The committee requested to be provided hard numbers and percentages of each group presented and their graduation rates. It was also questioned what the proportion of the four minority groups is in the population of western Massachusetts.
- These numbers represent one-fourth of the University population which presents a big opportunity for retention. Categorize exit interviews, pick the top three, and incorporate how to close those loops into the Strategic Plan. Data was requested to see how we are doing in reaching out to students.
- There have been monthly meetings with SCORE to add JEDI principles into the curriculum.

- The diversity plan will be started before the end of the academic year containing metrics and outcomes. Data presented today will be built upon to create action steps.
- A campus climate survey will be conducted next semester. The committee requested to see the results at the April or June meeting.

Investigations Data - EO Plan & Other Policies Governing Conduct. Ms. Bonica presented an overview of FY23 claims and investigations as well as the values-based approach to complaint resolution. The collaborators to investigations were shared, together with the roles and responsibilities of Human Resources staff. The state- and University-mandated criteria for administrative investigations, together with the investigative process, were discussed. It was asked if cross tabs could be added to the data and be broken down by student, faculty, staff, race, and ethnicity. That may potentially present the opportunity to reveal a person in the situation, but Ms. Bonica will research.

University JEDI Statement. Individuals at the institution have discussed a more comprehensive statement around diversity and inclusion and a new University JEDI statement is being presented for approval.

**MOTION** made by Trustee Landrau, seconded by Trustee Gilmer, to recommend approval to the full Board:

To approve the University Justice, Equity, Diversity, and Inclusion statement as presented to the Board of Trustees, acknowledging its significance in advancing our institution's commitment to Justice, Equity, Diversity, and Inclusion. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Landrau, Alvarado, Gilmer, Williams, Montemayor, and Salehi.

There being no further business,

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

Meeting adjourned at 4:33 PM.

Attachments presented at this meeting:

- Draft Minutes of June 13, 2023
- JEDI University Strategic Priorities Presentation
- Investigations Data
- FY23 Complaints and Investigations Presentation
- Current Diversity and Inclusion Statement
- JEDI University Statement
- Motion – JEDI University Statement