



Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

December 13, 2023

Minutes

President's Boardroom, Horace Mann Center

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

MEMBERS PRESENT: Committee Chair Chris Montemayor, Secretary Melissa Alvarado, Trustees George Gilmer, and Dr. Gloria Williams.

MEMBERS PARTICIPATING REMOTELY: Trustee Paul Boudreau, and Theresa Jasmin

TRUSTEE GUESTS PRESENT: Board Chair Ali Salehi, Trustees Daniel Currier, Dr. Robert Martin, Will Reichelt

Also present and participating were Westfield State University President Dr. Linda Thompson; Chief of Staff, Dr. Michael Freeman; Vice President for Justice, Equity, Diversity, and Inclusion Dr. LaRue Pierce; Vice President of Institutional Advancement, Lisa McMahon; Vice President of Enrollment Management & Student Affairs, Kevin Hearn; Vice President for Administration and Finance, Stephen Taksar; Temporary Provost, Dr. David Caruso; Director of Human Resources, Trish Bonica; Executive Director of Communication, Marketing, & Branding, Leslie Rice.

Committee Chair Montemayor called the meeting to order at 11:15 AM 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 Gilmer, seconded by Trustee Alvarado, to approve the minutes of the October 11, 2023, meeting. There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Alvarado, Gilmer, Williams, Montemayor, and Salehi.

Dr. Pierce shared that JEDI initiatives have become a central focus into all areas of the University, to enhance the overall student experience together with major indicators of aligning to the Strategic Plan. The next step is determining what disparities and barriers exist and why.

- Student Programming & Outreach
 - key priorities this year has been through strengthening our support and partnership with affinity student groups which plays a crucial role in promoting diversity and inclusion in our student body. This can be done by working closely with these organizations. We aim to create spaces and events that cater to the specific needs and interests of different student communities so that everyone feels welcomed and valued within the university
- Student EDI Training

- Student Diversity Inclusion belonging module on Vector Platform
 - Deepen their understanding of JEDI related concepts
- 8-part microaggression session series
- Working with Student leaders to campaign “Hate has no home here”
- Lectures and Presentations
 - Requests for a lecture series similar to a series conducted prior to pandemic.
 - Hosted a speaker recently regarding global significance (on going conflict between Palestine and Israel)
- Continued Strategic Efforts
 - Spring Student Climate survey – to understand the student experience to construct meaningful conversations
 - Launch a new series focusing on key aspects of student belonging
 - Workshop seminars and discussions
- Discussion on filling a JEDI advisory Board – faculty are pushing back on workload. Questions around how many committees and advisory boards are really needed. Trustee Gilmer suggested creating framework, bringing it to the university and obtaining feedback.

MOTION made by Trustee Alvarado, seconded by Trustee Williams, to recommend approval to the full Board:

To approve the university Student Preferred/Chosen Name policy 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 further business,

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

Meeting adjourned at 12:00 PM.

Attachments presented at this meeting:

- a. Draft Minutes of October 11, 2023
- b. JEDI Related Programing & Training Presentation
- c. Motion – Preferred/Chosen Name Policy (Student)

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 October 11, 2023.

Melissa Alvarado, Secretary

Date