



## **Board of Trustees**

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

1:30 PM

February 7, 2023

Nettie Stevens Science and Innovation Center, Room 304

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

*For information about Westfield State's COVID-19 procedures, visit: [www.westfield.ma.edu/covid](http://www.westfield.ma.edu/covid)*

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**1. Call to Order**

Trustee Landrau

**2. Items for Information**

a) JEDI Updates

Dr. LaRue A. Pierce

**Attachment(s):**

a) Presentation of JEDI Updates



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

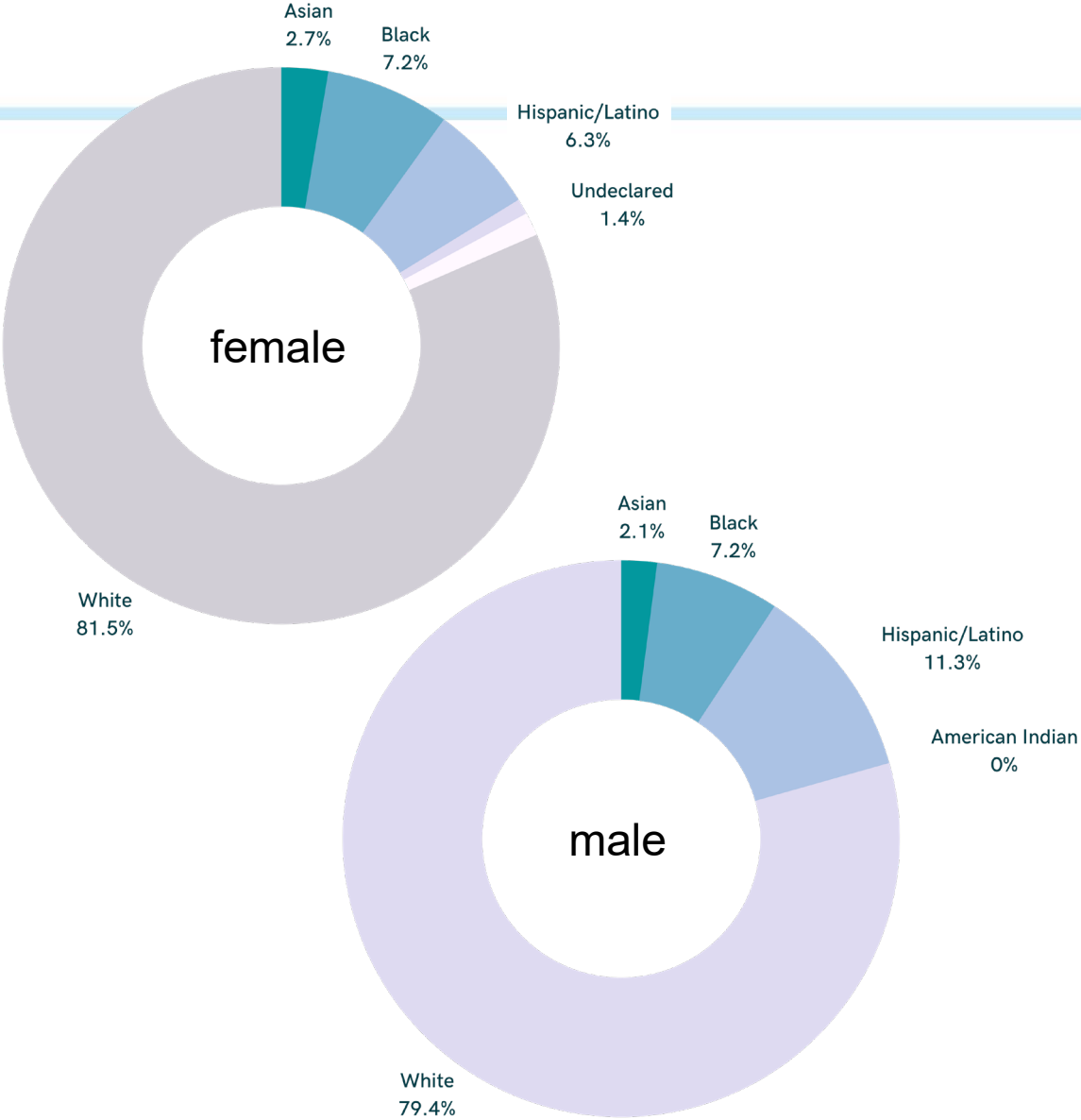
**Presentation to the  
Board of Trustees JEDI Committee**

February 7, 2023

Nettie Stevens Science and Innovation Center, Room 304

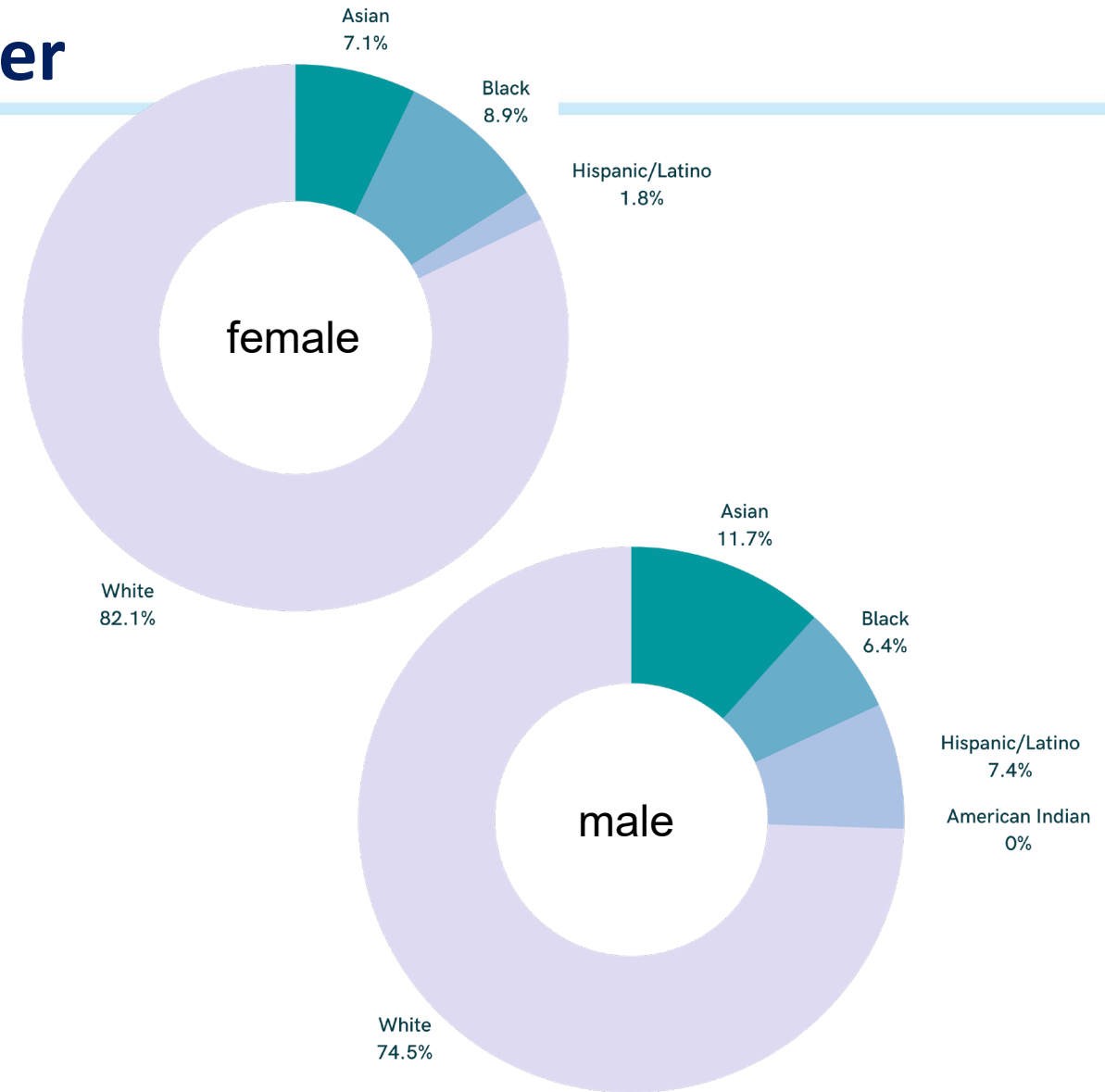
# Staff by Race / Ethnicity & Gender

	Female	Male
Asian	6	4
Black	16	14
Hispanic/Latino	14	22
American Indian	2	0
Undeclared	3	0
White	181	154
	<b>232</b>	<b>194</b>



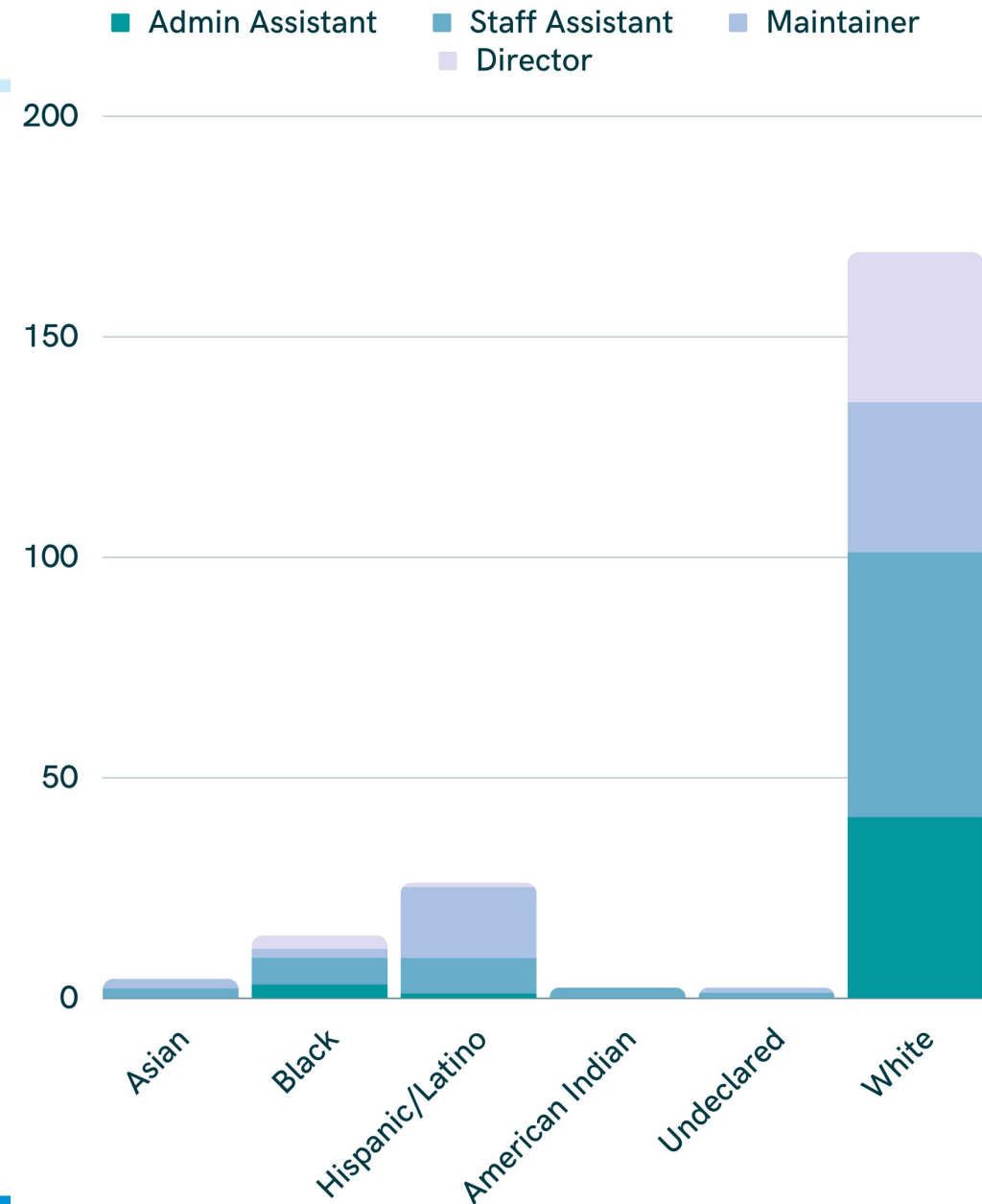
# Faculty by Race / Ethnicity & Gender

	Female	Male
Asian	8	11
Black	10	6
Hispanic/Latino	2	7
American Indian	0	0
Undeclared	0	0
White	92	70
	<b>112</b>	<b>94</b>



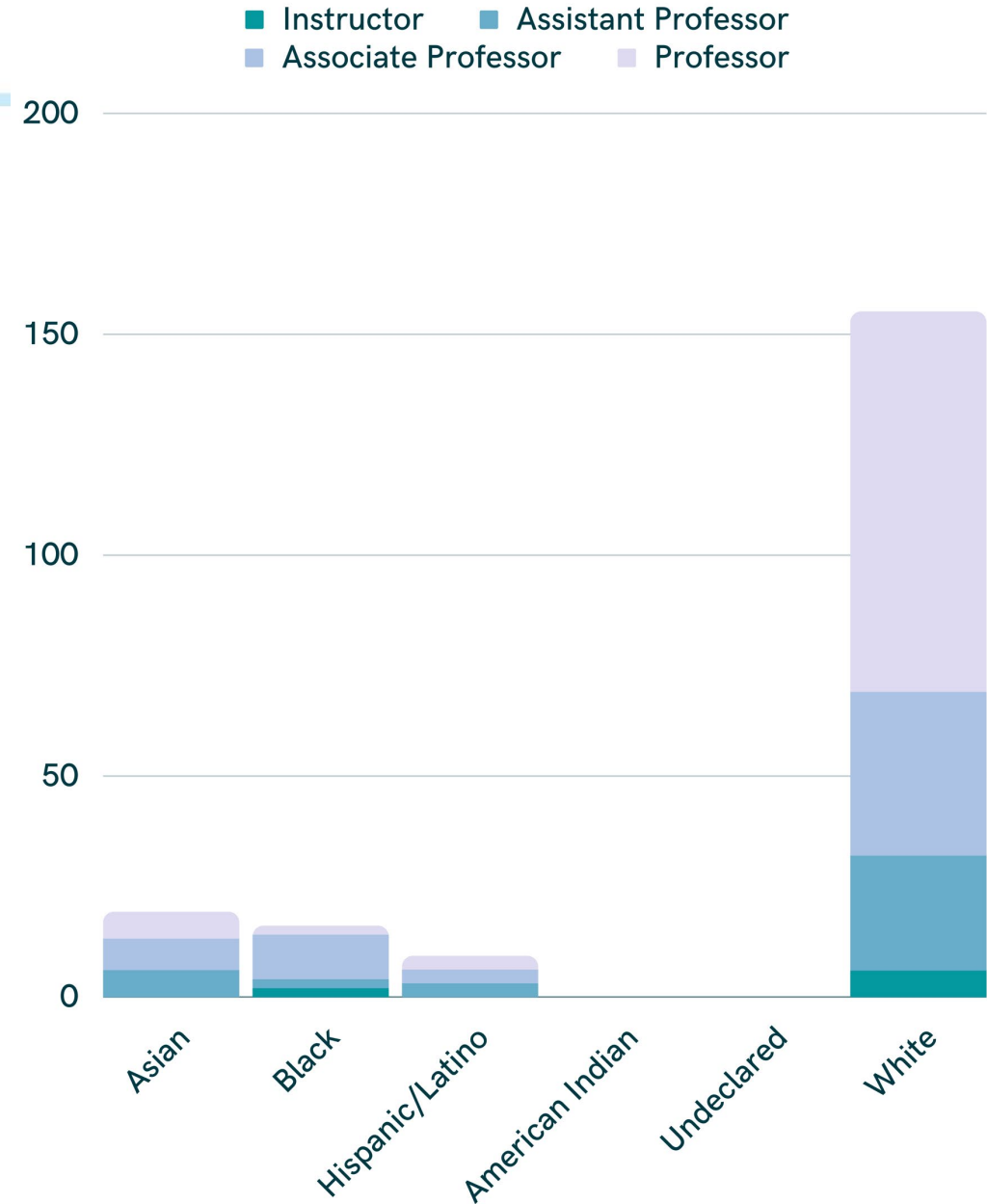
# Staff by Race / Ethnicity & Select Titles

	Admin Assistant	Staff Assistant	Maintainer	Director
Asian	0	2	2	0
Black	3	6	2	3
Hispanic/Latino	1	8	16	1
American Indian	0	2	0	0
Undeclared	1	1	1	0
White	41	60	34	34
	<b>46</b>	<b>79</b>	<b>55</b>	<b>37</b>



# Faculty by Race / Ethnicity & Rank

	Instructor	Asst Prof	Assoc Prof	Professor
Asian	0	6	7	6
Black	2	2	10	2
Hispanic/Latino	0	3	3	3
American Indian	0	0	0	0
Undeclared	0	0	0	0
White	6	26	37	86
	<b>8</b>	<b>37</b>	<b>57</b>	<b>97</b>



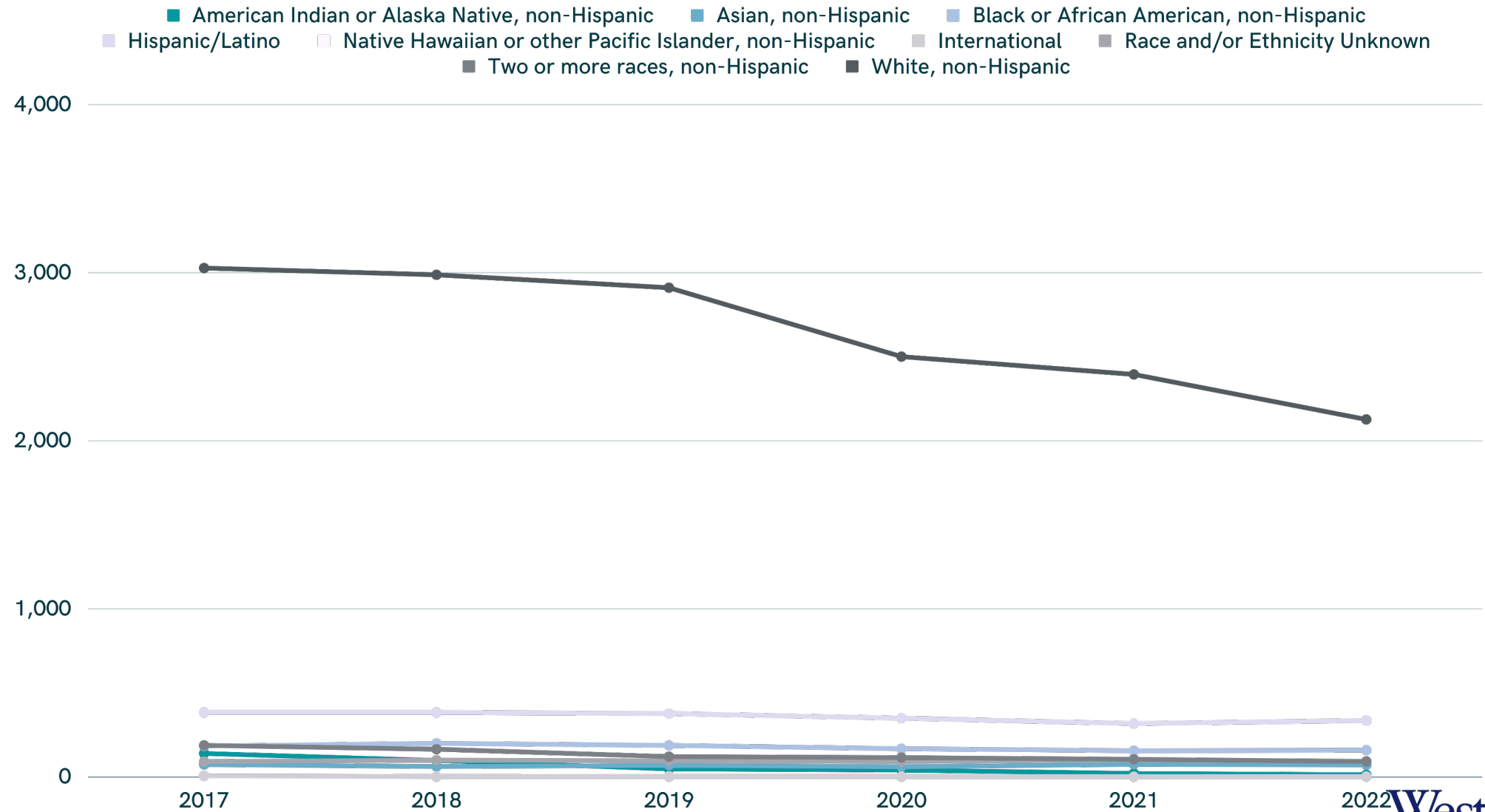
# Undergraduate Full Time

## 6-YEAR SUMMARY REVIEW

	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
American Indian or Alaska Native, non-Hispanic	138	3.38	96	2.41	46	1.21	39	1.18	19	.60	11	.38
Asian, non-Hispanic	72	1.76	60	1.51	67	1.76	59	1.78	73	2.31	70	2.43
Black or African American, non-Hispanic	182	4.46	198	4.97	186	4.90	166	5.01	154	4.88	157	5.45
Hispanic/Latino	382	9.35	382	9.59	375	9.8	348	10.50	315	9.97	334	11.6
Native Hawaiian or other Pacific Islander, non-Hispanic	3	0.07	1	0.03	2	0.05	1	0.03	0	0.00	1	.03
International	5	0.12	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Race and/or Ethnicity Unknown	90	2.20	98	2.46	94	2.47	89	2.68	100	3.17	91	3.16
Two or more races, non-Hispanic	186	4.55	163	4.09	119	3.13	113	3.41	103	3.26	90	3.13
White, non-Hispanic	3027	74.1	2987	74.96	2910	76.60	2500	75.41	2394	75.81	2126	73.8
<b>Total</b>	<b>4085</b>	<b>100%</b>	<b>3985</b>	<b>100%</b>	<b>3799</b>	<b>100%</b>	<b>3315</b>	<b>100%</b>	<b>3158</b>	<b>100%</b>	<b>2880</b>	<b>100%</b>

# Undergraduate Full Time

6-YEAR SUMMARY REVIEW





# Undergraduate Part Time

## 6-YEAR SUMMARY REVIEW

	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
American Indian or Alaska Native, non-Hispanic	4	0.76	3	0.62	4	0.80	3	0.62	4	0.89	3	0.85
Asian, non-Hispanic	4	0.76	6	1.24	9	1.80	7	1.44	9	2.01	6	1.70
Black or African American, non-Hispanic	33	6.31	33	6.85	34	6.81	36	7.42	25	5.58	27	7.67
Hispanic/Latino	66	12.62	63	13.07	55	11.02	60	12.37	63	14.06	50	14.20
Native Hawaiian or other Pacific Islander, non-Hispanic	1	0.19	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
International	0	0.00	1	0.21	0	0.00	0	0.00	0	0.00	0	0.00
Race and/or Ethnicity Unknown	82	15.68	63	13.07	66	13.23	49	10.10	44	9.82	23	6.53
Two or more races, non-Hispanic	11	2.10	13	2.70	13	2.61	13	2.68	10	2.23	14	3.98
White, non-Hispanic	322	61.57	300	62.24	318	63.73	317	65.36	293	65.40	229	65.05
<b>Total</b>	<b>523</b>	<b>100%</b>	<b>482</b>	<b>100%</b>	<b>499</b>	<b>100%</b>	<b>485</b>	<b>100%</b>	<b>448</b>	<b>100%</b>	<b>352</b>	<b>100%</b>

# Undergraduate Part Time

6-YEAR SUMMARY REVIEW



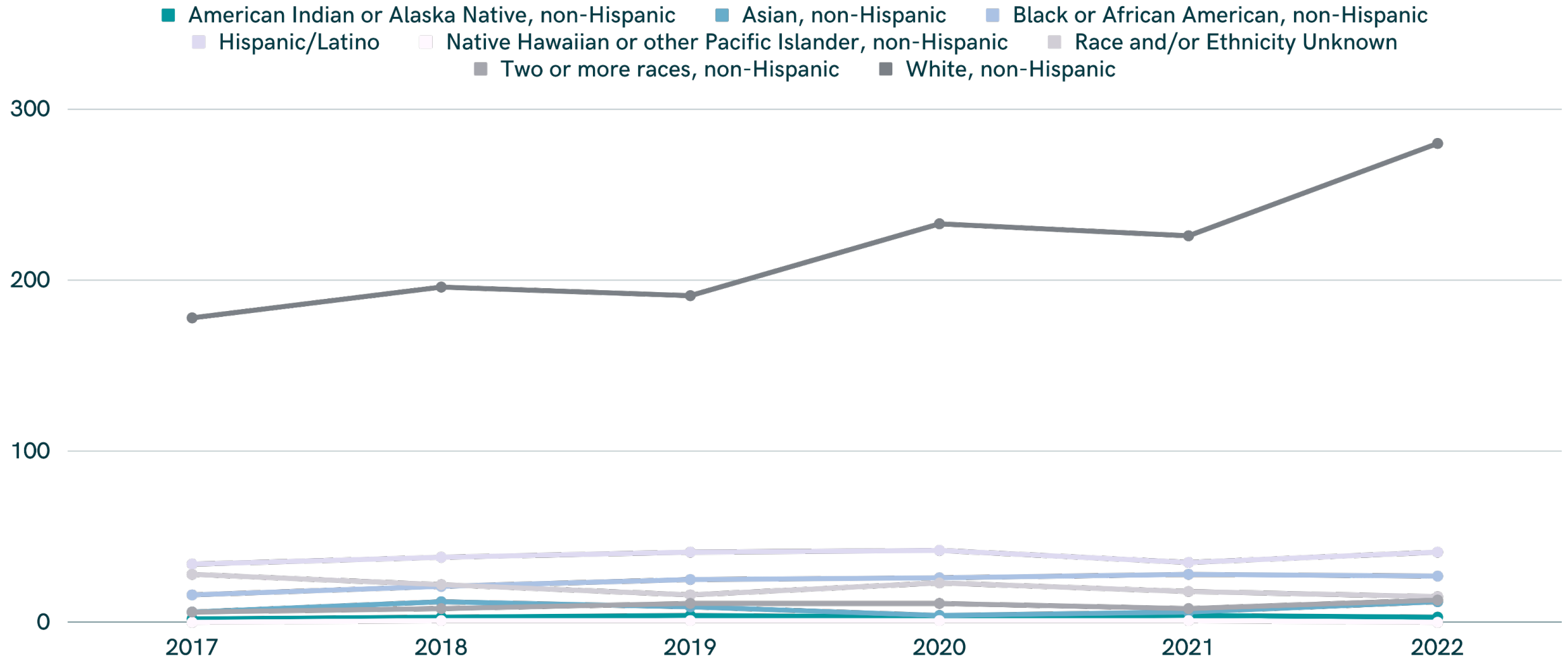
# Graduate Full Time

## 6-YEAR SUMMARY REVIEW

	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
American Indian or Alaska Native, non-Hispanic	2	0.74	3	1.00	4	1.34	3	0.87	4	1.23	3	0.77
Asian, non-Hispanic	6	2.22	12	3.99	9	3.02	4	1.17	6	1.84	12	3.07
Black or African American, non-Hispanic	16	5.93	21	6.98	25	8.39	26	7.58	28	8.59	27	6.91
Hispanic/Latino	34	12.59	38	12.62	41	13.76	42	12.24	35	10.74	41	10.49
Native Hawaiian or other Pacific Islander, non-Hispanic	0	0.00	1	0.33	1	0.34	1	0.29	1	0.31	0	0.00
Race and/or Ethnicity Unknown	28	10.37	22	7.31	16	5.37	23	6.71	18	5.52	15	3.84
Two or more races, non-Hispanic	6	2.22	8	2.66	11	3.69	11	3.21	8	2.45	13	3.32
White, non-Hispanic	178	65.93	196	65.12	191	64.09	233	67.93	226	69.33	280	71.6
<b>Total</b>	<b>270</b>	<b>100%</b>	<b>301</b>	<b>100%</b>	<b>298</b>	<b>100%</b>	<b>343</b>	<b>100%</b>	<b>326</b>	<b>100%</b>	<b>391</b>	<b>100%</b>

# Graduate Full Time

## 6-YEAR SUMMARY REVIEW



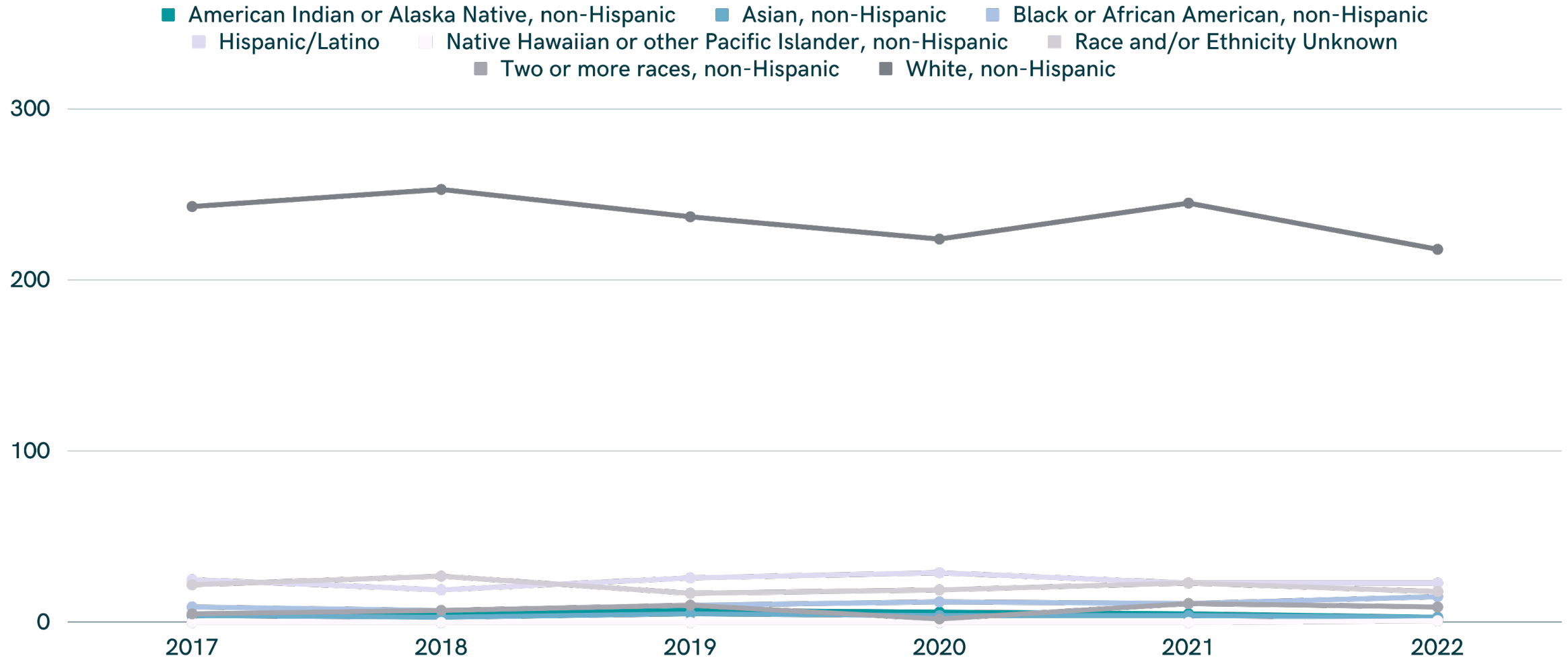
# Graduate Part Time

## 6-YEAR SUMMARY REVIEW

	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
American Indian or Alaska Native, non-Hispanic	4	1.28	5	1.56	7	2.24	6	2.03	5	1.55	3	1.03
Asian, non-Hispanic	4	1.28	3	0.93	5	1.60	4	1.35	4	1.24	3	1.03
Black or African American, non-Hispanic	9	2.88	7	2.18	10	3.21	12	4.05	11	3.42	15	5.17
Hispanic/Latino	25	8.01	19	5.92	26	8.33	29	9.80	23	7.14	23	7.93
Native Hawaiian or other Pacific Islander, non-Hispanic	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.34
Race and/or Ethnicity Unknown	22	7.05	27	8.41	17	5.45	19	6.42	23	7.14	18	6.21
Two or more races, non-Hispanic	5	1.60	7	2.18	10	3.21	2	0.68	11	3.42	9	3.10
White, non-Hispanic	243	77.88	253	78.82	237	75.96	224	75.68	245	76.09	218	75.17
<b>Total</b>	<b>312</b>	<b>100%</b>	<b>321</b>	<b>100%</b>	<b>312</b>	<b>100%</b>	<b>290</b>	<b>100%</b>	<b>322</b>	<b>100%</b>	<b>290</b>	<b>100%</b>

# Graduate Part Time

6-YEAR SUMMARY REVIEW




# Strategic Priorities

## WSU STRATEGIC PLAN ALIGNMENT



Westfield State University  
**STRATEGIC PLAN**  
2019–2024

SETTING THE ROAD MAP WITH A FOCUS ON:

 THE STUDENT EXPERIENCE	 ENROLLMENT	 CULTURE	 RESOURCES
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## Recruitment

### GOAL 2:

ENROLLMENT: PREPARE TO RECRUIT, WELCOME, AND SUPPORT STUDENTS IN AN INCREASINGLY COMPETITIVE ENVIRONMENT

PRIORITY 2.1 ENGAGE THE ENTIRE CAMPUS IN THE WORK OF RECRUITMENT, RETENTION, GRADUATION

PRIORITY 2.2 SUPPORT STRATEGIC ENROLLMENT MANAGEMENT TO REACH A MORE DIVERSE POPULATION OF STUDENTS

## Culture

### GOAL 3:

CULTURE: CONSISTENTLY LIVE OUR INSTITUTIONAL VALUES

PRIORITY 3.1 CREATE A COLLABORATIVE, TRANSPARENT AND COMMUNICATIVE ENVIRONMENT THAT CELEBRATES ACCOMPLISHMENT AND INSTILLS PRIDE IN THE INSTITUTION

PRIORITY 3.2 ENACT INSTITUTIONAL VALUES IN EVERYDAY COMMUNICATION

PRIORITY 3.3 ADOPT *INCLUSION EVERYDAY* AS AN INSTITUTIONAL FRAMEWORK

# Strategic Priorities

## ADDRESSING THE CLIMATE SURVEY

Only half perceive a sense of justice and equity on campus  
More than half disagree on fair and equitable treatment for all employees

Thoughts on JEDI in their own words:

### More needs to be done

Open-ended responses

Question text: Please use this space to provide your own thoughts about the issues of justice, equity, diversity, and inclusion that may not have been captured in the preceding questions.

[24]

“ I feel that the University has been quick to embrace the concepts of justice, equity, diversity, and inclusion, **we have been non-responsive to implementing the changes.** And students notice this more than we realize.

“ I think the **training provided by the Campus Pride Committee could serve as a model** for other types of diversity training on campus. It is community, rather than HR, led, and produces meaningful engagement and discussion.

“ There is a practice of **always catching up and never taking the initiative.** We have done this with race and social justice on campus.

“ There is a core group of people on campus who show up for equity and justice work but **it's hard to reach those who don't show up and it seems that there are not enough showing up to change the culture.** Leadership could better prioritize issues of equity and support grassroots movements. Our efforts are often disjointed and rarely concerted.

“ These terms are always used in terms of race, not so much disability. Those with disabilities are invisible to the upper admin (Academic Affairs leadership) on this campus.



## Three quarters of employees witnessed or experienced some form of discrimination, harassment, or mistreatment

Nearly one-in-three personally experience workplace harassment



# Overview of JEDI Initiatives in Progress

## Individual Competency

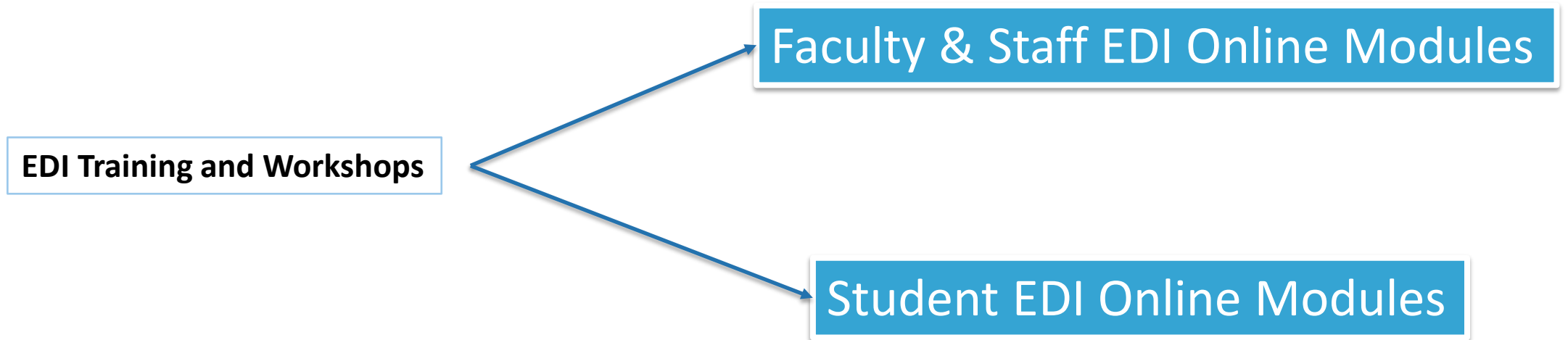
- Departmental EDI Initiatives
- Lecture Series
- Special Engagement Events
- JEDI Conversation Series
- EDI Training Modules and Workshops for Faculty/Staff and Students

## Institutional Capacity

- Bias Education Support Team (BEST)
- JEDI Fellows (Faculty and Student)
- Truth, Racial Healing, and Transformation (TRHT) Campus Center

JEDI Conversation Series





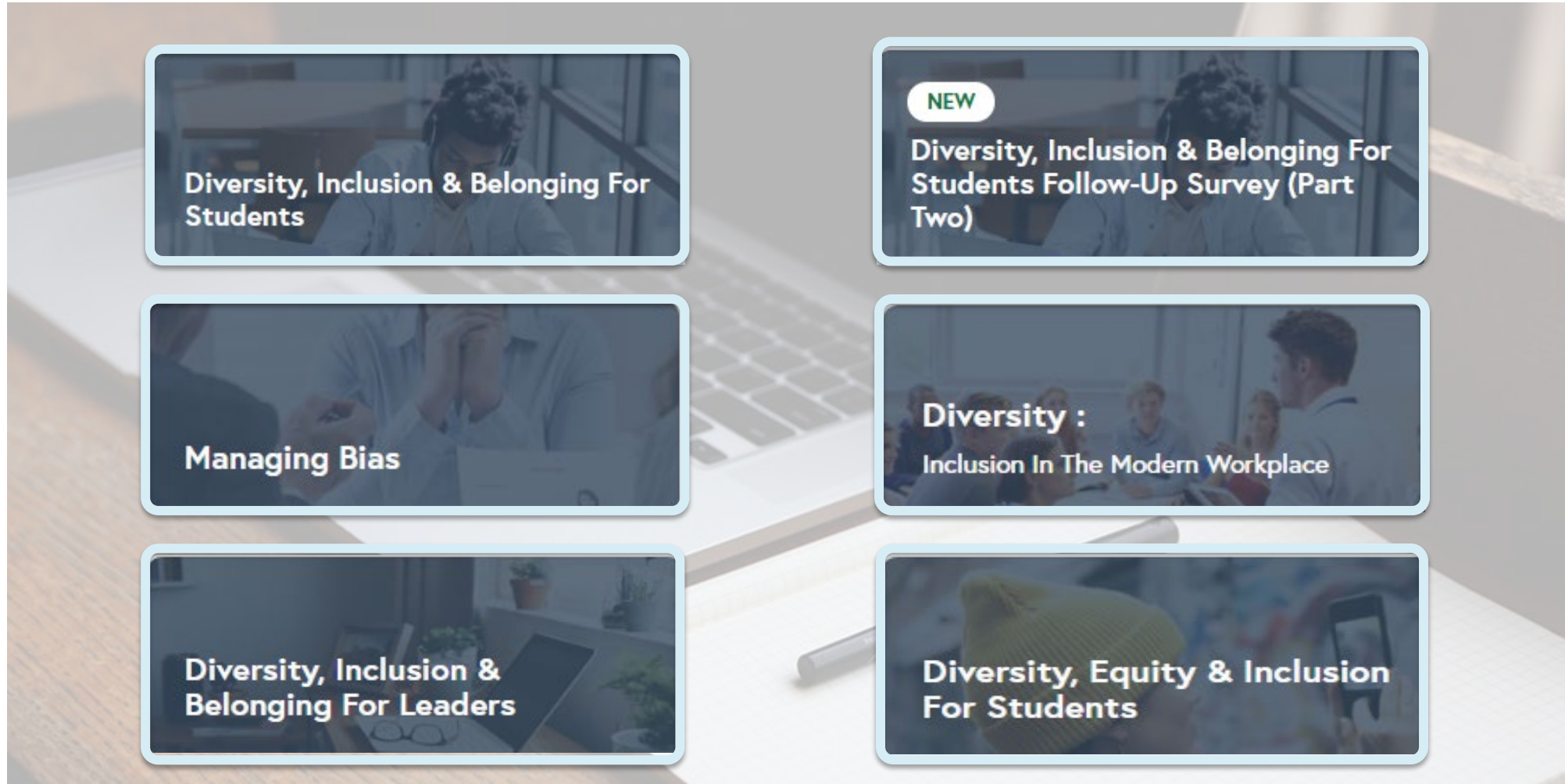
# Faculty & Staff EDI Online Modules

**Addressing the Individual:**  
awareness, empathy, action, competency



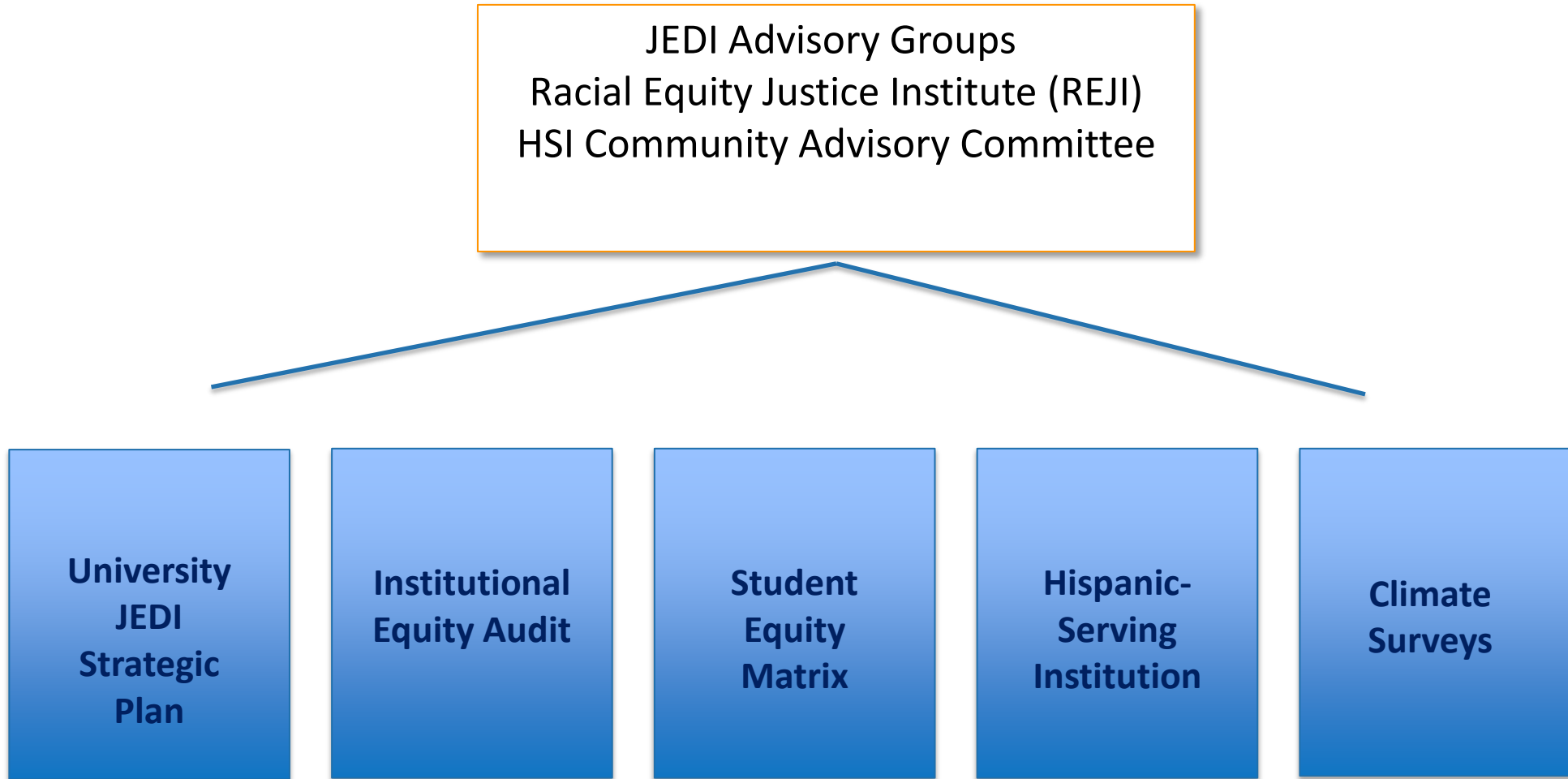
# Student EDI Online Modules

Addressing the Individual:  
awareness, empathy, action, competency



# Institutional Capacity

Addressing Institutional Capacity:  
employee satisfaction, retention, productivity



# Advisory Committees

## Status

### Board of Trustees JEDI Committee

✓ formed

✓ purpose

✓ goals

### JEDI Internal and External Advisory Committee

in progress

✓ purpose

### Racial Equity Justice Institute (REJI)

✓ formed

✓ purpose

✓ goals

### HSI Community Advisory Committee

in progress

✓ purpose

**Questions?**