



Board of Trustees

Justice, Equity, Diversity, and Inclusion Committee

December 20, 2022

Minutes

Dower Center for the Performing and Fine Arts, Room 127

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

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

MEMBERS EXCUSED: Trustee Lydia Martinez-Alvarez

TRUSTEE GUESTS PRESENT: Trustees Ali Salehi, and Theresa Jasmin and William Reichelt joined the meeting toward the end.

TRUSTEE GUESTS PARTICIPATING REMOTELY: Trustee Dr. Robert Marti 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.

MOTION made by Trustee Alvarado, seconded by Trustee Montemayor, to approve the minutes of the November 30, 2022, meeting. [Although no objections, an actual vote was not taken. The November 30, 2022 minutes will be approved at a future meeting.]

Statewide Strategic Framework for MA Public Higher Education. Dr. Pierce stated that the three priorities for the committee identified at the last meeting are embedded in the Department of Higher Education (DHE) Strategic Plan for Racial Equity and proposed that the committee have one priority -- to advance the DHE Strategic Plan for Racial Equity -- with an action plan incorporating the following five key goals:

Policy Audit
Student Experience
Data and Evidence
Building a Community of Practice
Sustaining Transformation

The campus should focus on competency (at an individual level) and compassion (at an institutional level). Trustees are responsible at the institutional level by placing infrastructure and policies in place to follow the plan.

Committee Priorities. Dr. Pierce stated that once the committee's priority and goals are adopted, systems will be created to perform audits. In addition to supporting students, the goals also address recruiting and sustaining marginalized faculty and staff. Discussion of the proposed priority and goals followed.

- They are focused on students, community, and data.
- In implementing the goals, work collectively with the DHE mandates to determine measurements.
- Instead of defining and restricting the institution solely in what the DHE mandates, define the committee's goals and priorities relative to the institution to make impactful change.
- It is the responsibility for the institution, from the Board of Trustees to each department, to follow the mandates.
- The five goals are all encompassing but will take some time to incorporate within the University to meet its needs.
- The framework of the goals will be built specifically on our policies and students and will be integrated into an approach the University can adapt.
- Part of the plan will be creating a strategy for educating and engaging the entire campus community and developing a method for evaluating and measuring outcomes on a year-by-year basis.
- Implementing the priorities and goals needs to be an inclusive process. This committee can support the work by talking with constituents about the JEDI work to be done and by supporting campus events.
- The committee charter will be discussed at future meetings and will define the responsibilities of this committee. It was suggested to include the wording from the first few sentences of the committee priority and goals document.

MOTION made by Trustee Montemayor, seconded by Trustee Williams, to accept the priorities and goals of the Justice, Equity, Diversity, and Inclusion (JEDI) Committee as presented. There being no further discussion, **Motion passed unanimously.**

There being no further business, **MOTION** made by Trustee Alvarado, seconded by Trustee Montemayor, to adjourn. There being no discussion, **Motion passed unanimously.**

Meeting adjourned at 1:53 PM.

Attachments presented at this meeting:

- a. Draft Minutes of November 30, 2022
- b. Statewide Strategic Framework for MA Public Higher Education
- c. Draft Committee Priorities
- d. Motion – Committee Priorities