State University of New York
College of Environmental Science and Forestry
Board of Trustees Diversity, Equity, and Inclusion Committee Meeting
February 19, 2026 - 1:30 pm
24 Marshall Hall & Zoom

MINUTES

Voting Committee Members of the Board of Trustees in Attendance:
Co-Chair John Bartow, Trustee Daniel Vera, Dereth Glance.

Absent:
Co-Chair Linda Brown-Robinson

Non-Committee Members of the Board of Trustees in Attendance: Trustee Fedrizzi, Trustee DeMarchi.

College Personnel and Students in Attendance:
Nichole Dougherty, Heather Engelman, Emily Friden, Mark Lichtenstein, Seth Thompson.

1. Call to Order:
Chair Bartow called the meeting of the ESF Board of Trustees Diversity, Equity, and Inclusion Committee to order at 1:30 PM. With three voting members of the Committee present, a quorum was confirmed.

2. Approval of the Agenda: Chair Bartow called for a motion to approve the agenda. Trustee Vera motioned to approve the agenda. D. Glance seconded, all approved.

3. Approval of the Minutes from September 18, 2025: Chair Bartow called for a motion to approve the minutes from the September 18, 2025, Committee meeting. Trustee Vera motioned to approve the minutes. D. Glance seconded, all approved.

4. Update from Chief Diversity Officer – *Seth Thompson*
- ESF Strategic Plan
- Living Document
- Sustainability Action Plan
- Student and Staff Campus Climate Assessment Executive Summary

S. Thompson reported that he has been reviewing the Diversity, Equity, Inclusion documents that ESF has and has reviewed the recommendations from the Climate Survery. He noted that there was a good level of response to the survey from faculty and staff. He also noted that he has been reviewing policies.
The Committee discussed additional members.

After discussion of needs of the CDO, Trustee Vera motioned to go into Executive Session to discuss personnel matters related to needs of the CDO. Trustee DeMarchi seconded. All approved. The meeting went into Executive Session.

Chair Bartow noted that the Board would like a strategic plan for DEI.

Adjournment:
Chair Bartow motioned to adjourn. All approved. Meeting adjourned at 3:15 PM.

Minutes Respectfully submitted by Nichole Dougherty.