Women’s Studies Program Statement on Social Justice. February 23, 2021

The Women’s Studies Program at ETSU voices our support of our Black student-athletes and their decision to kneel for human rights, dignity, and justice.

In voicing our support, we the Women’s Studies Program at ETSU reaffirm our commitment to the mission of our program, which is to educate students to critically engage issues of gender, race, and sexual equity in the Appalachian South, the nation, and globally, and to the five pillars of equity and inclusion that ground our work:

1. **Promoting** a university culture where all students, faculty, staff, and community members feel welcomed, valued, affirmed, and encouraged.
2. **Allocating** resources that provide support for curriculum development, diverse teaching faculty, and expanding our students’ opportunities to engage beyond the university.
3. **Validating** the experiences of others and differences among us to make our community stronger, smarter, and more innovative.
4. **Affirming** the multiplicities of identity and advocating for inclusion. Engaging with a range of differences including age, race, nationality, gender identity/expression, physical and mental ability, sexuality, belief systems, socioeconomic status, and intellectual positions to foster **diversity**.
5. **Supporting** and encouraging college and university-wide strategies that promote free and open discourse and programming.

In voicing our support for our Black student-athletes, we the Women’s Studies Program at ETSU reaffirm our commitment to the core values of ETSU: that **PEOPLE** come first; **RELATIONSHIPS** are built on honesty, integrity, and trust; and **DIVERSITY** of people and thought is respected.

In voicing our support for our Black student-athletes, we the Women’s Studies Program at ETSU affirm the peaceful action of our student-athletes and recognize the historical significance and legacy of which they are now a part. We honor those who have come before and who also took a stand by taking a seat for justice—Rosa Parks, Claudette Colvin, the students at the sit-in in Greensboro, John Lewis, the Freedom Riders who travelled across the States, and those who taught classes and those who took them at Tennessee’s very own Highlander Center.

In voicing our support for our Black student-athletes, we the Women’s Studies Program at ETSU reaffirm our commitment to community, collaboration, and coalition. It is our hope that through seeing one another, actively listening to one another, amplifying one another’s voices, and lifting up one another we can continue to build a university community where each individual feels valued and knows they belong.

Signed,
*The Women’s Studies Steering Committee*

**Jamie Branam Brown, PhD, HS-BCP**
Professor, Human Services/Women’s Studies

**Pat Buck, ABD, MA**
Instructor, Literature and Language/ Women’s Studies

**Marquis Clark, MA, WGSS Graduate Certificate**
Instructor, Women’s Studies

**Jill LeRoy-Frazier, PhD**
Professor and Chair, Cross-Disciplinary Studies
Assistant Dean, Graduate and Continuing Studies

**Mickey E. White, PhD, NCC, BC-TMH**
Assistant Professor, Counseling and Human Services

**Heidi Marsh, MA**
Executive Aide, Women’s Studies
Instructor, Women’s Studies

**Jean Swindle, PhD**
Assistant Professor, Educational Foundations & Special Education

**Rebecca Tolley, MA**
Professor, Sherrod Library

**Dellene Watt, BA**
Tuition Scholar, Women’s Studies
Graduate Student, Speech-Language Pathology

**Phyllis Thompson, PhD**
Director, Women’s Studies
Associate Professor, Literature and Language