

**Equity and Inclusion Advisory Council**  
Minutes  
August 18, 2020

**Present** – Chassidy Cooper, Keith Johnson, Mary Jordan, Kim Maturo, Antonio Rusinol, and Phyllis Thompson.

**Not Present** – Felipe Fiuza, Adrianna Guram, Jean Rushing, Joe Sherlin, and Laura Terry

- I. **Call Meeting to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – Due to lack of quorum, approval of the July 16, 2020 minutes was tabled to the next meeting. Once approved they will be uploaded to the Office of Equity and Inclusion website.

**Old Business**

- III. **2<sup>nd</sup> Annual Equity and Inclusion Conference** - Chassidy Cooper provided an update on the conference, sharing that Dr. Yvette M. Alex-Assensoh, Vice President of Equity and Inclusion at the University of Oregon will be the opening session keynote speaker. A few diversity champions have volunteered to serve as admins during the conference. Zoom webinar training is scheduled for August 28<sup>th</sup> at 1:00 pm. Cheatsheets are being created for the session moderators.
- IV. **Diversity Champions** - Chassidy Cooper reminded advisory council members we are always recruiting diversity champions. These individuals will not only be recruited to assist with the annual conference, but can assist with future diversity training.
- V. **Strategic Plan** - Chassidy Cooper thanked everyone for their feedback on the strategic plan. The plan is being reviewed by University administration before it is presented to others across campus.

**New Business**

- VI. **Evaluation of Events** - Chassidy Cooper shared that there were 22 attendees at the Lunch and Learn Session on August 11th presented by Michele Williams titled “Supporting Underrepresented Learners in an Online Environment.” The session was good and interactive in the sharing of best practices. The session focused mainly on ESL/ELL (English second language/English language learners) students. Attendees commented that they would like to hear more about other underrepresented student groups. Chassidy Cooper recommends doing this type of session again, modifying the title and content to other underrepresented student populations such as first-generation non-traditional students.
- VII. **19<sup>th</sup> Amendment** - Phyllis Thompson noted that today marks the 100<sup>th</sup> anniversary of the 19<sup>th</sup> Amendment, the day the words “the right of citizens of the United States to vote shall

not be denied or abridged . . . on account of sex” were added to the U.S. Constitution. For more information, Phyllis Thompson directed members to the email she sent with a seven-minute video from the American Law Institute, a link to a two-hour reenactment of the vote in Tennessee, and information about a Women on Wednesdays talk on August 26<sup>th</sup> called *Suffrage in Southern Appalachia* by Rebecca Proffitt.

Phyllis Thompson added that the fall 2020 lineup for the Women Studies lectures includes a lecture by Chassidy Cooper on *Supporting African American Women Student Leaders*.

- VIII. Sexual Assault Initiatives** - Phyllis Thompson spoke about creating a culture of care on the campus. Fall is known as the red zone on campus as gender minority, sex minorities are more at risk for sexual assault. A card was created with input from a group of staff, faculty, and students on campus that includes useful strategies in helping someone recover from the trauma of sexual assault. The card lists several resources such as the counseling center, medical centers, compliance office, and student life and enrollment. Cards are being distributed across campus with a PDF version available soon. Infographics/options posters have been placed in classrooms, residence halls, etc. as well. Phyllis Thompson commented that new Title IX rules went into effect recently. Among other things, the new rules narrow the definition of what conduct is covered by Title IX, permits schools to use informal resolution, and does not require a specific timeline to resolve a Title IX sexual harassment report. ETSU Compliance Office communicated with members of the University community that ETSU will continue its commitment to approach sex discrimination and response in an equitable manner that priorities the dignity and care of all parties involved.

Chassidy Cooper recommended that council member Jean Rushing discuss the challenges that may arise at the next meeting. Phyllis Thompson added that there is new form for reporting sexual violence and sexual harassment that Jean Rushing would likely want to discuss.

- IX. Upcoming Events** - September will be a full month with lunch and learn sessions, a women’s lecture, and the conference. Chassidy Cooper encouraged council members to provide feedback after attending any of the events.
- X. Next Meeting Date** – Thursday, September 24, 2020, 2:30-4:00 pm, via zoom.
- XI.** Meeting adjourned at 3:20 pm.

**Respectfully submitted by: Kim Maturo**