

Equity and Inclusion Advisory Council
Minutes
December 17, 2020

Present – Calvin Claggett, Chassidy Cooper, Felipe Fiuza, Adrianna Guram, Keith Johnson, Kim Maturo, Joe Sherlin, Phyllis Thompson., and Jessica Wang.

Not Present – Mary Jordan, Antonio Rusinol, and Laura Terry

I. Call to Order - Keith Johnson called the meeting to order.

II. Approval of Minutes – A motion was made by Felipe Fiuza, and seconded, stating, “I move that the minutes of the November 19, 2020 meeting be approved as distributed.” The motion carried. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.

III. Old Business

A. Keith Johnson shared that the Inclusive Excellence Training for fall 2020 has concluded. There was an overwhelming positive response. Participants identified projects regarding equity and inclusion they will be implementing. Keith Johnson noted that he is excited to see the impact, once implemented, it will have on specific areas on campus and in the classroom.

B. Adrianna Guram reported she was notified by ACPA (American College Personnel Association) that the ETSU Office of Equity and Inclusion was not selected as a recipient of the 2020 Voices of Inclusion Award. The selection committee did encourage the Office of Equity and Inclusion to continue adding to the work it is doing and to continue to apply. Keith Johnson thanked Adrianna Guram for submitting the nomination along with all the work involved in preparing the nomination.

IV. New Business

A. Commission for Women Standing Committee - Phyllis Thompson communicated that Chassidy Cooper has been appointed by President Noland to the ETSU Commission for Women Standing Committee. This committee: makes recommendations addressing policies and procedures which relate to equitable treatment issues involving university facilities and personnel; makes recommendations addressing enhancement of the campus climate with respect to opportunity for women; makes recommendations aimed at improving institutional commitment to include practices in recruitment, retention, and development of women; and requests and reviews data on reports pertaining to equal opportunity for women.

The Commission does a “lighting tour” each year. Phyllis Thompson invited members of the advisory council to join them in the spring to tour the campus at night looking for

any unsafe, dangerous spaces on campus where lights may need to be replaced or added. Jessica Wang offered to participate in the tour. Joe Sherlin added that new ETSU Police Chief Cesar Gracia toured the campus at night as well. A recommendation was made by Joe Sherlin to invite Chief Gracia to a future council meeting. Keith Johnson shared he has met with the Chief, working with him on de-escalation training and a workshop with one of the colleges on campus. An invitation will be extended so Chief Gracia can share his outlook on issues and how we can help support him. The strategic plan also includes some movement in public safety. Phyllis Thompson noted that a few years ago through a grant to change the narrative for gender-based violence on campus, two public safety officers were sent to a forensic experiential trauma-informed training for police officers.

B. Diversity Awards -

- a. **Dr. Patricia E. Robertson Diversity Leadership Award** - Each year a faculty or staff member and a student are recognized. The certificate issued is a hand-drawn/watercolor painting. Keith Johnson is not clear as to why the giving of this annual award stopped. He would like to review the award criteria and begin awarding again.
- b. **Angela Claxton-Freeman Award** - Chassidy Cooper spoke about establishing this new award. This award would not only celebrate diversity champions but incentivize it.
- c. **Angela Radford Lewis Award** - Keith Johnson noted that some preliminary criteria have been written for this award by Adrianna Guram and Phyllis Thompson. He will locate the information to share with Chassidy Cooper.
- d. **WRC Staff Woman of the Year** - Phyllis Thompson shared that the ETSU Commission for Women selects the recipient of this award. Not only is a plaque given, but there is an honorarium funded by the members of the Commission.

It was noted that both Angela Claxton-Freeman and Angela Lewis were civically engaged in the community. This is an opportunity to think about how people are making a difference in the Appalachia Highlands region and to celebrate their legacy. Discussion included possibly presenting awards at the Annual Equity and Inclusion Conference and/or hosting an Annual Equity and Inclusion Awards Banquet. Keith Johnson noted that there would be multiple awards given out each year and would like it to be a big event to celebrate the successes and accomplishments of the work being done in terms of equity and inclusion. Phyllis Thompson added that during the award presentation possibly showing a brief video of the award winner “doing their thing”.

- ## **C. Upcoming Cultural Competency Workshops** - Two cohorts with 20 participants each will take place in March 2021. Four facilitators have been identified. The spring workshops will be run similar to the fall cohort. There are funds remaining from fall to give a small stipend to the spring participants. The current model for the workshops is ‘train the trainer’ with the hope that 20-25 of these participants will become future

workshop facilitators for when the plan is rolled out to the entire campus. The frequency of training is yet to be determined. Like compliance training, it may or may not be done every year. Research suggests that inclusive excellence training coupled with other things such as the conference, lunch and learns, etc. is very effective. Keith Johnson added that he is beginning to see the fruits of the labor with some of the colleges starting equity and inclusion committees.

D. Equity and Inclusion Advisory Council Bylaws - An annual review of the bylaws is customary. This ensures that the council's actual activity and structure match what is outlined in the document. Discussion included adding an article/responsibility in the document that it is to be reviewed annually; review the process for election of members and term limits/renewable term limits; determine if there are any missing processes; and move forward with adding students to the council membership. In was noted by Keith Johnson that in addition to student recommendations from council members, requests for students to join the advisory council can be done through the monthly Equity and Inclusion newsletter and the President's weekly update.

E. Other Items Discussed -

- a. Adrianna Guram shared that TBR announced that in mid to late January applications will be open for the 2021-2022 SERS (student engagement, retention, and success) grants. Keith Johnson noted that the Office of Equity and Inclusion along with the Office of Research and Sponsored Programs will review the proposals before submission. An internal timeline will be set before the TBR submission deadline. These grants have to be sustainable after the grant period ends and currently awards can be up to \$50,000.
- b. Phyllis Thompson spoke about a free online event on January 10th and 11th from the Institute for Trauma-Informed Approaches to Teaching and Learning. She shared that this training can be pivotal to how you think, live, and reflect on your own life experiences. Dr. Janice Carello, Asst. Professor and MSW Program Director at Edinboro University was selected to facilitate because she takes an equity approach to trauma-informed approaches to teaching and learning.
- c. Equity and Inclusion Monthly newsletter - Advisory council members were encouraged to submit events; faculty, staff, and student names to spotlight; articles for publishing; etc. Upcoming issues will feature Black History Month; Women's History Month, Women's Studies, and the Women's Resource Center; and equity and inclusion in the ETSU athletic department possibly spotlighting student Atlantis Warren and staff member Autumn Lockwood.
- d. Felipe Fiuza shared that he has finished his second book. There will be about 30 poems in both English and Portuguese and about 10 in Spanish. The idea of the books is to celebrate the Spanish language. Keith Johnson suggested that maybe Felipe Fiuza could do a lunch and learn centered around his books.

V. **Next Meeting Date** – January 28, 2021, 1:00-2:00 pm, via zoom.

Meeting adjourned at 3:30 pm.

Respectfully submitted by: **Kim Maturo**

ACTION Items			
Status	Action to be taken	Responsible	Due Date
12/17/20 Pending	Annual Review of Bylaws	All Council Members	February 2021
12/17/20 Awaiting notification from TBR Office of Organizational Effectiveness	SERS grant proposals for 2021-2022 review	Keith Johnson and ORSPA	Spring 2021
12/17/20 Pending	Re-establishment of Dr. Patricia E. Robertson Diversity Leadership Award; Review award criteria.		October 2021?
12/17/20	Re-establishment ETSU Staff Woman of the Year Award	ETSU Commission for Women Standing Committee	March 2021 ?
12/17/20	Dr. Angela R. Lewis Award - presented to department/unit/individual	Keith Johnson to locate criteria previously prepared by Adrianna Guram and Phyllis Thompson	
12/17/20	Angela Claxton Freeman Award		
12/17/20	Invite Chief Gracia to attend an E&I Council Mtg	Kim Maturo	2/25/2021
	Voices of Inclusion Award		Due October/November 2021
	HEED Award		