

**Equity and Inclusion Advisory Council**  
Minutes  
January 20, 2022

**Present** - Chassidy Cooper, Calvin Claggett, Felipe Fiuza, Keith Johnson, Mary Jordan, Kim Maturo, Joe Sherlin, Laura Terry, Phyllis Thompson, Rachel Walden, and Jessica Wang

**Not Present** - Amyre Cain and Adrianna Guram

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – A motion was made by Keith Johnson, and seconded, stating, “I move that the minutes from the October 26, 2021 meeting be approved as written.” The motion carried. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.

The Advisory Council did not convene in November or December 2021.

- III. **Old Business** - None at this time.

- IV. **New Business**

**A. Annual Review/Approval of Bylaws** - The council reviewed the current Equity and Inclusion Council Bylaws. No changes were discussed or recommended. A motion was made by Kim Maturo, and seconded, stating, “I move that the Equity and Inclusion Council Bylaws be approved as written.” The motion was unanimously approved.

**B. HEED Award** - Chassidy Cooper shared that the Office of Equity and Inclusion intends to submit a HEED Award application by the application deadline of June 30, 2022. A HEED Award Application Committee has been formed. The Advisory Council will be asked to review the application.

**C. Inclusive Excellence Workshop** - Chassidy Cooper reported that the March 2022 workshop facilitators have been identified as Patricia Amadio, Roger Blackwell, Chelsie Dubay, Susan Kellogg, Shara Lange, and Lee Ann Rawlins Williams. Pamela Scott will serve as an alternate facilitator. Keith Johnson shared that the training will be virtual. He hopes in the future it could be in-person as he feels it would be more fruitful.

Keith Johnson reported that a unit on campus approached him about having a whole unit go through the workshop together. He recommended that members of the unit be assigned to different cohorts. The beauty of the experience last year had to do with the fact that the individuals did not know each other. They brought stories to the table and then having to work through the differences was better.

Keith Johnson would also like to work on a shortened version of the workshop to add to the onboarding process when someone is hired by the university. He would like the process to be spread out through an employee's first year of employment as employees can feel overwhelmed when initially hired.

**D. Community Voices Magazine** - The next level of communication for the Office of Equity and Inclusion will be a magazine. The magazine is intended to capture equity and inclusion throughout the region in areas such as diversity, equity, and inclusion in athletics and medical education. The inaugural issue is scheduled for publication in April 2022. Faculty and staff have been recruited as writers. The managing editor will also look to recruit student writers. The magazine is about stories. The Office of Equity and Inclusion has retained a graduate assistant from the digital media program to work on the project.

**E. Equity and Inclusion University Networking Meetings** - Keith Johnson noted that he has set up a network of people on campus who represent each academic area and some non-academic areas. The purpose of this group is to gain knowledge about all equity and inclusion efforts taking place across campus. The group is benefiting from meeting as they are beginning to share resources. Instead of there only being one location for equity and inclusion, we are changing the philosophy. Equity and inclusion is spreading across campus as units collaborate with each other in their DEI efforts.

**F. 4<sup>th</sup> Annual Equity and Inclusion Conference** - The 4<sup>th</sup> Annual Equity and Inclusion Conference will be held September 27-29, 2022. The conference theme is "*Creating a Culture of Belonging: Building Capacity, Partnerships, and Opportunities for Progress*". Co-chairs are Adrianna Guram and Stacy Onks. Again this year, the conference will feature a student track day. The student track is co-chaired by Jay Guillory and Stephen Hendrix. Rachel Walden is one of the co-chairs of the logistic and technology subcommittee. Keith Johnson emphasized that without the help and support of the campus the conference could not take place. Beyond the financial resources provided by the colleges, there is the people resources. The over 55 individuals who assisted before, during, and after the conference makes it a huge success.

The conference leadership is strong and fearless as they follow up on a movie screening that originated in the 3<sup>rd</sup> annual conference. The film event *I'm Not Racist...Am I?* will take place on February 3, 2022, as a hybrid event.

**G. Open Discussion Items** - Keith Johnson shared that Jessie Wang has been named the Assistant Dean for Equity and Inclusion and Student Success in Clemmer College. Rachel Walden has been named as the Director of Diversity, Equity, and Inclusion at Quillen COM. Colleges are taking responsibility and setting goals regarding equity and inclusion.

Calvin Claggett has a dotted reporting line to Keith Johnson. They have been working on developing an equity and inclusion strategic plan for athletics parallel to what is being done for the rest of the university.

Keith Johnson is also working with Kelvin in Sodexo to be inclusive in terms of special things that can be done in dining services.

A recording of an Inclusive Teaching Practices through the Syllabus Challenge workshop is available upon request to Kim Maturo in the Office of Equity and Inclusion.

The Office of Equity and Inclusion will be relocating to the first floor of Burgin Dossett Hall. Renovations include glass windows/entrance, additional offices, kitchenette, and restroom.

With the new office space, Keith Johnson is planning on developing a faculty fellowship program for equity and inclusion. A place where faculty can devote time to doing research in equity and inclusion focusing on some of the big issues, data collection, and grant writing.

Keith Johnson has submitted a space request to relocate the Women's Resource Center to the Culp Student Center. Phyllis Thompson has played a key role in running the WRC and has suggested some individuals to help in that role as her responsibilities at the university have grown. This new individual will assist with programming that supports not only faculty and staff, but also push a student agenda.

At the end of 2021, the university received \$92,000 from a donor to be used as scholarship dollars for the diverse population of students.

Keith Johnson added a caveat that across the state there has been a lot of push back against equity and inclusion at other state universities. In particular, there has been push back at UT about starting a social justice center. The state officials have been very vocal about the matter.

Felipe Fiuza shared that the Hispanic Student Day will take place on March 9<sup>th</sup> and the Corazón Latino Festival will be in Johnson City on April 8<sup>th</sup>.

Felipe Fiuza has also been working with others on campus on the creation of a new interdisciplinary minor called Linguistic Awareness and Cultural Competency.

The Language and Culture Resource Center has initiated a grant opportunity for all ETSU faculty, staff, and students. Three \$500 travel grants for anyone presenting at a conference related to language and culture and three \$500 research grants that focus on equity and inclusion through the lens of language and culture. Felipe Fiuza shared that his goal is to have these grants available each semester as well as be able to increase the dollar amount. Funding is coming from translations and interpretations that the LCRC does in the community.

An announcement will be made in February regarding the 125 Chapter II efforts, which include equity and inclusion. Additionally, the university is exploring an initiative by EAB called Moon Shot for Equity, which focuses on equity gaps in higher education.

Rachel Walden shared that Dr. Dorothy Roberts will speak virtually at the COM event on February 22<sup>nd</sup>. She has a legal background and talks a lot about race and racism in medicine in the U.S. through a civil rights perspective.

Rachel Walden noted that the COM is working on reforming some pathway/pipeline programs to try and diversify their student body. There are also some promising partnerships developing including one with the College of Arts and Sciences to support ETSU undergrads on a path to Quillen COM. COM will participate in the American Association of Medical Colleges new initiative on advancing diversity. The AAMC will provide the COM with a climate survey/inventory for medical colleges to

look at themselves and answer standardized questions. Rachel Walden is hopeful this will give Quillen some good baseline data about where they are today compared to the national organization standards and other medical institutions.

Laura Terry stated that the Multicultural Center is hosting a Dr. Martin Luther King, Jr. event, Soundtrack of the Civil Rights Movement, featuring Jonathan Blanchard on the evening of January 20<sup>th</sup>. There are also several Black History Month events scheduled in February.

Joe Sherlin shared that Steve Ellis is serving as the interim director of the Multicultural Center. Former director, Carshonda Martin resigned at the end of 2021 to take a position at Belmont University. Jay Guillory has stepped in as the assistant director who is actively planning the summer Bucs Academy program. A search for a new director has not yet been started as discussions are taking place about the role and the massive amount of responsibility the position holds. Work has begun on reviewing and updating the job description.

Joe Sherlin stated that some student success initiatives are moving forward that he feels will be impactful. With the support of all the university's deans, first-year students will participate in a first-year experience course specifically designed to support their success. The biggest portion will be in the ETSU1020 course, which, with input from equity and inclusion, will have a diversity, equity, and inclusion focus. A proposal is also moving forward to ensure undergraduate graduation across all academic colleges. This will provide students more support, more outreach, more connection across the institution. A third initiative for students is a 24/7 university chat box. This will support both current and prospective students and their families. Other institutions have had real success with this service, in particularly with the first generation students.

Calvin Claggett shared that the Women's Basketball team is looking for some community service opportunities.

Phyllis Thompson noted that Chelsea Wessels, Interim Director of Women's, Gender, and Sexuality Studies would be doing a "Desserts with the Experts" event on February 1. She will talk about the direction of the WGSS program. Women on Wednesday will continue this semester. Phyllis Thompson also shared that Clemmer College received a building strong brains grant with the state of TN to do trauma-informed work with the teacher prep programs across this region. This is an important marriage of diversity, equity, and inclusion with trauma-informed care finding resilience in the community, classroom, and within yourself.

V. **Next Meeting Date** – February 24, 2022, 2:00-3:00 pm, via zoom.

Meeting adjourned at 2:55 pm.

**Respectfully submitted by Kim Maturo**