

Equity and Inclusion Advisory Council
Minutes
March 24, 2022

Present - Chassidy Cooper, Calvin Claggett, Felipe Fiuza, Adrianna Guram, Keith Johnson, Kim Maturo, Joe Sherlin, Rachel Walden, and Jessica Wang

Not Present - Amyre Cain, Mary Jordan, Laura Terry, and Phyllis Thompson,

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – A motion was made by Adrianna Guram, and seconded, stating, “I move that the minutes from the February 24, 2022 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.

III. **Old Business**

A. **Student Member** - Chassidy Cooper presented Gladstone Gunn, a graduate student, to the council to be invited to join the council as a student member. He was recommended by Adrianna Guram. Adrianna Guram shared that Gladstone Gunn is a resident director, a master's candidate in social work, has a personal interest in equity and inclusion, was very active at ETSU as an undergraduate student in intramurals, and several other student organizations. She added that he wants to go into higher education and this would assist in his professional development. Calvin Claggett added he 100% supports his nomination. Jessica Wang shared that having another student representative on the council is important so that students have a voice. The council members unanimously approved Gladstone Gunn be asked to join the council. Chassidy Cooper will contact him.

B. **Women’s Resource Center** - Keith Johnson shared that the Women’s Resource Center has relocated from the Campus Center Building to the Culp Center in the former location of the Dr. Patricia Robertson Pride Center (Room 215). The Center has also been renamed the Women and Gender Resource Center to make it more appropriate for the individuals that we serve. Currently, a graduate student is working in the Center. Keith Johnson stated that he is looking to fill an interim director position at the Center by the fall. He is hoping to do more student engagement activities, programs, and events. An official open house will take place in the fall.

Joe Sherlin shared that he is aware of some funding resources that would be appropriate for Women and Gender Resource Center events. Keith Johnson commented that possibly a speaker could be brought in through that resource for the open house.

C. **Community Voices Magazine** - The first edition of the digital magazine should be ready by the end of April. The managing editor Elizabeth Cloyd, is a former editor and writer for journals and newspapers. Several staff writers will be covering equity and inclusion in medicine, athletics, academics, etc. The magazine will not be an academic journal, it is intended to get the attention of

many people and talk about things we normally do not talk about. If we get a funding source in the future, the goal is to have some printed copies too.

D. Office of Equity and Inclusion - The Office of Equity and Inclusion is relocating at the end of the month to the first floor of Burgin Dossett Hall. There will be five offices, a small conference room, and a main entry/guest area. The space provides for all staff to be together. There is now an office for Chassidy Cooper, the graduate assistant, and space for the magazine editor to work. Clear glass doors are on backorder and will be installed when received.

IV. **New Business**

A. Committee for 125 Chapter II - The report on the committee's findings does not describe what the university will be doing regarding equity and inclusion. One of the new initiatives is called Moon Shot. Moon Shot is to help shore up some of the processes on campus so we can better serve our students. The desire is to improve persistence, retention, and graduation among all students and especially underrepresented students. The Office of Equity and Inclusion will take the lead on this initiative as well as some other new initiatives such as black male student success. Funding has also been secured for some of these initiatives.

B. Funding Opportunities - Keith Johnson noted that funding opportunities have been outlined in the Office of Equity and Inclusion monthly newsletter. He has also organized a grant review committee to provide critical feedback to make grant proposal stronger before it is submitted.

C. ETSU Commission on Women - Tabled to next meeting for comments from Phyllis Thompson. It was noted that nominations for the Staff Women of the Year award are currently being accepted by the Commission.

D. Open Discussion Items - Keith Johnson spoke about HB2670, which has been causing anxiety among many in public higher education. The divisive concept policies bill, if passed, will affect all public higher education institutions in Tennessee. Consequences of violation of the policies outlined in the bill for faculty could include termination. Keith Johnson encouraged all council members to review the proposed bill. The bill also talks about trainings. For example, if the Inclusive Excellence Workshop is construed that the workshop is trying to convince a person to take on their views, thoughts and theories there could be consequences. Attendance at the workshop is not a requirement, the Office of Equity and Inclusion makes it available to staff and faculty. The bill does address that an institution post every two-year climate survey data, which is currently being done by the university. Keith Johnson noted that section seven of the bill states you can have required training, if it is an accreditation requirement.

Calvin Claggett shared that he is resigning from ETSU to take a position at Yale University effective April 12th. He expressed his deep gratitude in serving on the council and working with everyone. Calvin Claggett stressed that we hopes that someone from the athletic department will continue to serve on the council.

It was noted that several council members term would expire on June 30th. These members (Fiuza, Guram, Jordan, Sherlin, Terry, and Thompson) have the opportunity to end their term or renew for an additional three years.

Felipe Fiuza shared that there were over 300 students from 13 different high schools in attendance at the Hispanic Student Day.

Felipe Fiuza reported that he, Dr. Mildred Maisonet, Asst. Professor, College of Public Health, and six student went to Washington DC recently. The students did some lobby training and then actual lobbying in congress for changes in immigration law specifically to open a path to citizenship for undocumented and DACA students.

IV. Next Meeting Date – April 28, 2022, 2:00-3:00 pm, via zoom.

Meeting adjourned at 2:50 pm.

Respectfully submitted by Kim Maturo