

Equity and Inclusion Advisory Council
Minutes
May 18, 2020

Present – Chassidy Cooper, Felipe Fiuza, Adrianna Guram, Keith Johnson, Mary Jordan, Kim Maturo, Jean Rushing, Laura Terry, and Phyllis Thompson.

Not Present – Antonio Rusinol and Joe Sherlin

- I. **Call Meeting to Order** - Keith Johnson/Chassidy Cooper 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 April 20, 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.

Old Business

- I. **Co-chairs Advisory Council** - Keith Johnson noted that he will be in contact with an individual who had previously expressed interest in serving as a co-chair to serve along with Chassidy Cooper. An update will be provided at the next meeting.
- II. **2nd Annual Equity and Inclusion Conference** - The conference planning steering committee approved that the conference be moved from an on-ground conference to a fully virtual conference. Keynote speakers are being contacted to determine availability and costs. The conference planning committee is hoping to possibly have two keynote speakers if fees are within conference budget. Registration costs have been determined and the registration site should be open soon with early bird rates to encourage participation. Space will remain reserved in the Culp Student Center to allow for professional backgrounds/settings during presentations/sessions. Phyllis Thompson added that possibly University Relations could help design an ETSU equity and inclusion virtual background that could be used for presenters. Keith Johnson spoke about some of the disparities individuals are now experiencing due to covid-19 and how the planning committee will respond to this when selecting speakers and topics for sessions. Laura Terry added that mental health and self-help topics would be beneficial to all.
- III. **Development of Questionnaire** - Keith Johnson shared that he wants to ensure that present and future council members truly take ownership of the environment the Office of Equity and Inclusion is creating on the campus of ETSU. The council members reviewed the results of the survey of top questions to be completed by a potential council member. It was agreed that 3-4 questions would be an appropriate number for a potential council member to answer. A motion was made by Chassidy Cooper, and seconded, stating “I move that only the questions with the highest number of recommendations be considered and include the new question submitted by Adrianna Guram (What do you feel is the purpose of the Office of Equity and Inclusion at ETSU? Given what you just shared, what do you

believe the role of the Advisory Council should be in meeting that purpose?)”. Discussion after the motion included modifying the questions so they apply to all types (student, faculty, staff, or community) of members. Based on the discussion, Adrianna Guram assembled a list of four questions. Keith Johnson called for a vote on using the following questions for the questionnaire:

1. What do you feel is the purpose of the Office of Equity and Inclusion at ETSU? Given what you just shared, what do you believe the role of the Advisory Council should be in meeting that purpose?
2. What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual? Please provide a specific example.
3. What is your approach to dealing with discussions about potentially difficult topics, such as race, religion, politics, or sexual orientation? Please provide a specific example.
4. How will you contribute to ETSU’s efforts to enhance diversity, equity, and inclusion in a meaningful way? Please discuss this within your context at ETSU (faculty, staff, student).

The council members unanimously approved the four questions. An electronic form will be created to be accessed through the Equity and Inclusion website for potential members to complete and submit to the advisory council for consideration of membership.

New Business

- IV. **Hate Speech Incident** - Keith Johnson reported on a recent incident that occurred in the millennium center parking garage. ETSU public safety discovered some hate speech and swastika that was spray painted on a wall in the parking garage. Public safety had the area painted over and there is an on-going investigation. Keith Johnson wrote a general response to the incident which was distributed through social media.
- V. **Summer 2020 and Fall 200 Lunch and Learn Series** - Chassidy Cooper thanked Phyllis Thompson, Felipe Fiuza, Adrianna Guram, and Keith Johnson for leading lunch and learn discussions in spring 2020. Distribution of an evaluation after a session began in April 2020. There has been great feedback from attendees. She informed the council that sessions for summer and fall 2020 have been scheduled and will be held via zoom, from 12:00-1:00pm. The flyers for both series will be sent to council members for distribution within their areas.

The summer lineup includes: Dr. Amy Johnson, The Culturally Responsive Classroom; Mary Little, Reframing Disability; and Michele Williams, Supporting Underrepresented Learners in an Online Environment.

Chassidy Cooper encourages all members to attend these sessions. Keith Johnson also stated that the local D&I Alliance is interested in attending these sessions as well as possibly leading a future session.

- VI. Speaker's Bureau** - The Office of Equity and Inclusion has begun developing a speakers bureau to bring in individuals from the outside that are authorities in their field, book authors, etc. such as Angela Webster, Associate Vice President of Diversity, Equity and Inclusion at University of Central Arkansas and Yvette Alex-Assensoh, Vice President for Equity and Inclusion at University of Oregon.
- VII. Newsletter** - Council members are encouraged to contribute to the monthly Equity and Inclusion Newsletter by way of writing an article, providing a topic to include, sharing best practices and highlights of what working they are accomplishing, etc. Highlighting members in the newsletter puts the deserving individual's work on the forefront so it doesn't go unnoticed and fosters an encouraging environment.
- VIII. Social Media** - Social media accounts are: Facebook: ETSU Office of Equity & Inclusion, Instagram and Twitter: @etsu_equity.
- IX. Next Meeting Date** – Thursday, June 17, 2020, 2:30-4:00pm, via zoom.
- X.** Meeting adjourned at 3:50pm.

Respectfully submitted by: Kim Maturo