

**Equity and Inclusion Advisory Committee**  
Minutes  
February 13, 2020

**Present** – Felipe Fiuza, Adrianna Guram, Keith Johnson, Kim Maturo, Joe Sherlin, and Phyllis Thompson.

**Not Present** –Mary Jordan, Jean Rushing, Antonio Rusinol, Laura Terry

- I. **Call Meeting to Order** - Keith Johnson called the meeting to order.
- II. **Approval of Minutes, January 16, 2019 Meeting** – A motion made by Felipe Fiuza, and seconded, stated “I move that the minutes of the January 16, 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**

- III. **New Members** - For the long term stability of the council, Keith Johnson spoke about instituting a formal protocol for adding new members. Developing a questionnaire and/or application for those individuals who are currently seen as diversity champions as well as providing a means for those unknown diversity champions, those who contribute but are unseen, to apply. Council members present submitted names of faculty, staff, students, and community members for Keith Johnson to consider. Council members are encourage to continue to submit names to Kim Maturo.
- IV. **Search Update - Office of Equity and Inclusion Coordinator Position** - Keith Johnson shared that on campus interviews were conducted with three candidates during the week. The search committee will meet next week to review the committee's assessment of each candidate. The goal is still to hire someone as soon as possible.

**New Business**

- V. **Pride Resource Center** - Keith Johnson shared that discussions began years ago with Dr. Pat Robertson about creating a center for the LGBTQ+ campus community. Diversity on the ETSU campus has expanded making this the right time for such a center. Space has been designated in the newly renovated Culp Student Center for this resource center. The plan is to name the Center after Dr. Patricia E. Robertson. A soft opening of the Center will take place soon. Bethany Novotny will be the faculty coordinator for the Center at this time with support from a graduate assistance and volunteers. Bethany Novotny will coordinate events and the longer term programs for the Center.
- VI. **Women's Resource Center** - The WRC has been rejuvenated with the moving around of furniture to make it friendlier. Phyllis Thompson has taken over leadership of the area as a short term solution. Over time the goal is to have a director for the WRC and to develop

some sustainable programming. Phyllis Thompson shared that the WRC is getting more warm and welcoming, and has been open between 4-6 hours/day, Monday-Friday. The ETSU Commission on Women also works through the WRC. The Commission has been responsible for lactation suites, gender neutral bathrooms, campus lighting, etc. Phyllis Thompson sees the WRC as a home away from home for students, faculty and staff offering mentoring opportunities and a safe place during a crisis with many resources and guidance. Keith Johnson has requested space in the Culp Student Center for the WRC to increase visibility especially for the students. He added that the goal is to heighten student awareness and access to the WRC. The WRC is currently used mainly by staff. The current location does not seem to lend itself to student exposure and interaction with the WRC.

Keith Johnson commented that he would like there to be an advisory group for the Women's Resource Center as well as the Pride Center with the Equity and Inclusion Advisory Council being the advisory group for the entire University regarding inclusion related activities.

- VII. **HEED Designation** - Before applying for the award, Keith Johnson shared that he would like the award to be a by-product of what we do not the goal. The culture of ETSU needs to evolve to where the kinds of things we do support those activities that get HEED recognition; that is, these things we do become a part of the fabric of the institution. The goal is to be recognized for what we do, not for checking off things on an application.
- VIII. **Language and Culture Resource Center** - Felipe Fiuza shared that he has been working with Carshonda Martin to discuss the possibility of a booth/small space in the Culp Student Center for students to access information about the LCRC. Having representation in the Culp Student Center will help direct students to the LCRC where they can connect with faculty and others to meet their needs such as translation and interpretation.
- IX. **Advisory Council Bylaws** - The bylaws state that co-chairs be identified. Keith Johnson stated that these individuals will work directly with him to develop meeting agendas and be more actively engaged in driving the meetings. Council members are asked to consider if they would like to be a co-chair. Secondly, Keith Johnson stressed the need to get students on the council as soon as possible. Community people on the council is also needed.
- X. **Upcoming Activities/Announcements** - Keith Johnson shared that a group of middle/high school girls will be on campus attending a STEMPosium on campus March 12<sup>th</sup>. Providing them an opportunity to meet with admissions to discuss educational opportunities and tour the campus will be part of the day's agenda. Phyllis Thompson shared that these students may also be interested in attending the play about Dr. Mary Edwards Walker, first female surgeon/second female doctor that is being held that evening.

Felipe Fiuza reported that he will be heading to Brazil to promote his book *Ucideia* that has won a literary award. He will also be teaching a class in the PhD/master's program at the Federal University of Espirito Santo who is publishing his book. Felipe Fiuza is also looking to do a local book release.

Adrianna Guram shared that Housing and Residence Life held a Festival of Ideas window art event in the marketplace/main dining hall asking students to answer on a post-it note

“What can a Buccaneer’s do to make a change in the world?”. The response by students was overwhelming.

The National Society for Black Engineers (NSBE) won an ETSU elevate grant. This grant will be used to work with girls from the local Girls, Inc. organization twice a month over the course of a year to bring them to campus to teach them about robotics and 3-D printing. Keith Johnson will also involve admissions to introduce them to the all aspects of the University.

Felipe Fiuza gave an update on the Corazon Latino Fest. He met with organizers from the city for the Umoja Fest. Corazon Latino/LCRC will be a sponsor/partner with Umoja. This will send a great message to the community about inclusiveness and working together. The festival will take place September 4-5, 2020. Marlow Rosado, two time Grammy winner will teach a music class and perform with students at the festival.

Felipe Fiuza shared that he will apply for an ETSU elevate grant partnering with Olson’s Martial Arts. The idea is to have martial arts instructors come into ETSU language classes and talk about how marital arts philosophy can help them learn a language. The Spanish students will also attend taekwondo classes at the martial arts studio two times/week which will be given in Spanish.

Adrianna Guram invited the council members to a Governor’s Afternoon Tea on February 24<sup>th</sup>. 3:30pm-5:00pm at Governor’s Hall. The principle behind this event is to have students socialize with faculty and staff. The long term hope is to get students to interact with faculty and staff outside of the classroom and get to know each other.

Joe Sherlin discussed organizing a meeting with Keith Johnson, Felipe Fiuza and the admissions team members to discuss how we are working together to recruit students. There is a need for both side to build a stronger connection, brainstorm, how to reach out and work with faith based communities, how to operationalize our commitment, etc. Discussion also led to the importance of retention as well as recruitment.

- XI. Next Meeting Date** – Thursday, March 11, 2020, 9:30-11:00am, 303 Nicks Hall. Future meetings will try to be scheduled in various locations across campus to assist in contact with equity and inclusion across campus.

**Respectfully submitted by: Kim Maturo**