

Equity and Inclusion Advisory Committee

Minutes

December 19, 2019

Present – Felipe Fiuza, Amy Johnson, Keith Johnson, Kim Maturo, Jean Rushing, Joe Sherlin, Laura Terry, and Phyllis Thompson.

Not Present – Adrianna Guram, Mary Jordan, and Antonio Rusinol

- I. **Approval of Minutes, November 8, 2019 Meeting** – The minutes of the November 8, 2019 meeting were approved as distributed. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.

Old Business

- II. **Bylaws** - The committee discussed comments in the draft document. Items were addressed as follows:

- Delete “The” from the name of the council;
- Revise Article III. Goals with the updated “Be” verbs;
- Revise Article IV. Strategic Objectives, fifth bullet to state “including chairs, deans, and vice presidents
- Committee agreed not necessary at this time to include language related to a council member not serving well;
- Article V, Section 5.01, D. add “veteran status”;
- Article V, Section 5.01, E. add “All members shall have voting privileges.”
- Article V, Section 5.02, A. change phrase “not more than” to “at least or up to” three (3) members of the student body;
- Article V, Section 5.02, D. change liaison to “diversity champion”;
- Article V, Section 5.03, B. add link to policies;
- Article V, Section 5.03, H. change Tri-Cities to “region”; and
- Article V, Section 5.04, D. delete in its entirety “Repeated unexcused absences...”.

- III. **Recap Open House** - Dr. Keith Johnson commented that the open house was well attended. Attendees learned about the functions of the Office of Equity and Inclusion, its mission and strategic goals, and the multitude of services available at the University. He extended his appreciation to all the units that participated.

A brief discussion included the possibility of an outside open house in spring 2020 during unity fest or civility week to further promote equity and inclusion. Women’s Studies and Language and Culture Resource Center often attend festivals where the Office of Equity and Inclusion could share table space.

- IV. **Diversity Champions** - Dr. Keith Johnson asked the members to identify, and forward to him, names of individuals on campus who they think would be good committee members in the area of equity and inclusion.

New Business

- V. **Amy Johnson - Center for Teaching Excellence** – Dr. Amy Johnson gave a brief description of the background of the Center for Teaching Excellence. Halfway through the current year, the Center has worked with 244 faculty totaling over 1,800 hours of training. Thirty-five percent of these hours relate to equity and inclusion. Programs surrounding equity and inclusion include a faculty book club, numerous workshops, TED Talk lunch and learns, and website tips of the week. Upcoming events include developing a faculty civic engagement community, the 2020 Festival of Ideas that include an eclectic group of speakers, and an equity and inclusion workshop series for faculty and students. The purpose of this workshop series is to improve student work in the area of social justice and to improve faculty skills in working with diverse student populations in and out of the classroom. Dr. Keith Johnson remarked that being strategic about events and communicating this information across campus is very important.

Wanting to assist in the mission of equity and inclusion, Dr. Amy Johnson asked the committee members what else should we be doing and/or how can we learn more about what we should be doing. Dr. Keith Johnson responded by sharing that his goal is to get the HEED designation. The HEED award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Dr. Joe Sherlin spoke about engaging faculty and students jointly through the re-opening of the Culp Student Center such as a faculty/student book club. Discussion also included: the value of the Center for Teaching Excellence partnering with an entire college to reach, engage and affect change with those who don't necessarily attend workshops, etc. directly; informal learning opportunities that include faculty, staff, and students; best practices for the interview process; how to create partnerships across campus, tapping into the resources/expertise already on campus.

- VI. **It's Okay to be a Buc** - Dr. Keith Johnson shared with the members that a group of graduate students in the social work program contacted him regarding the November 2019 postings around campus. These students are proposing an event this spring called "It's Okay to Be a Buc". They feel there is a need to have some heartfelt discussions/presentations about the challenges of being a student at ETSU. This is a student-led event. A copy of their proposal will be forwarded to committee members. Ms. Laura Terry shared that one of the students attended a civility week meeting. Ms. Kim Maturo stated that the students are tentatively looking at the event to take place April 2, 2020, 5:00-7:30pm in the Culp Student Center.
- VII. **Lunch and Learn Series** - Dr. Keith Johnson indicated that human resources (employee learning and development) has placed the lunch and learn series on their scheduled class calendar to assist in encouraging attendance and aid in tracking attendees. Human resources asked if discussion leaders could submit a brief description of their topic to put with the

registration form. Dr. Joe Sherlin recommended intentionally inviting some academic and administrative leaders to the lunch and learns.

- VIII. Miscellaneous** - A list of upcoming events was added to the monthly meeting agenda; Dr. Keith Johnson has reached out to Representative G.K. Butterfield of North Carolina to visit campus as part of the Dr. Martin Luther King celebration.
- IX. Next Meeting Date** – January 16, 2020, 10:00am-11:30am

Respectfully submitted by: Kim Maturo