



# Office of Equity and Inclusion Newsletter

September 2, 2022



## A Message from Dr. Keith Johnson, Vice President for Equity and Inclusion

### “Moon Shot to Success”

Dear Friends,

In recent years, colleges and universities across the country have experienced a significant decline in student enrollment, especially Black students. Many institutions, including East Tennessee State University have struggled to recruit and retain and graduate its Black student population. During the Jim Crow era, underrepresented racial and ethnic minorities faced many obstacles, including racism and bigotry that discouraged many students from being able to take advantage of higher education.

Also, during the late 1960’s many civil rights activities began to occur around the country to challenge and dismantle Jim Crow laws. These laws were considered the norm and woven tightly into the fabric of higher education, and other institutions. As a result many civil rights movements coupled with the distribution of federal dollars to subsidize tuition for low income students. The pendulum began to shift and significant numbers of new Black students began attending colleges like no other time in history.

~ continued on page 2 ~



Education is all a matter of  
building bridges.

~ Ralph Ellison ~

### Inside this issue

Message from Dr. Johnson.....	1-2
International Deaf Awareness.....	3
Community Voices Magazine.....	3
Women & Gender Resource Ctr....	4
Distinguished Faculty.....	5
Dr. Angela Lewis Award.....	5
Annual E&I Conference.....	6-8
Equity & Inclusion Open House.....	9
WGRC Open House.....	10
Upcoming Events.....	11-12

## Continued ~ Message from Dr. Keith Johnson

Though much progress has been made in the past, more is needed. However, in the last 10 years and especially during the pandemic, Black students' engagement and enrollment in higher education did not increase. It instead took a sharp downward turn.

In addition, White male students' participation in higher education also declined dramatically, leaving higher education officials wondering what could be done to increase participation. If diminishing college enrollment continues, this country will not be unable to meet the future job market demands. And this could directly threaten the U.S. economy.

ETSU spent nearly a year working through a new strategic vision to imagine and dream of what the future of the university could be. One of the focal areas was equity and inclusion. As the university strives to move from vision to action, ETSU will launch the Moon Shot for Equity initiative. This initiative is a public-private partnership focused on the elimination of equity gaps at ETSU by 2030.

As a strategy, the university will implement 15 research-backed best practices and policies proven to close the equity gaps. In addition, the university will embed changed management and implementation techniques in instructional transformation and deploying technology to advance equity and reduce bias.

The Moon Shot for Equity initiative is a regional effort that partners ETSU with community colleges that share entrance and transfer patterns. Together, the institutions will work to form an ecosystem. This initiative is an "all hands-on deck" approach to closing the equity gaps at ETSU. More details will be provided at a later date as the university builds its communication portal to keep the university community informed.

In the meantime, as ETSU continues to refine the Moon Shot for Equity your participation is essential to make it a success. As we strive to meet the challenges before us in higher education, we keep in mind that our core values remain the same:

- **PEOPLE** come first, are treated with dignity and respect, and are encouraged to achieve their full potential.
- **RELATIONSHIPS** are built on honesty, integrity, and trust.
- **DIVERSITY** of people and thought is respected.
- **EXCELLENCE** is achieved through teamwork, leadership, creativity, and a strong work ethic.
- **EFFICIENCY** is achieved through wise use of human and financial resources.
- **COMMITMENT** to intellectual achievement is embraced.

Sincerely,  
Dr. Keith Johnson

## International Week of the Deaf - September 19-25, 2022

Theme for 2022:  
Building Inclusive Communities for All

<https://wfdeaf.org/iwdeaf2022/>

<https://www.etsu.edu/crhs/aslp/sign-language.php>



INTERNATIONAL WEEK  
OF DEAF PEOPLE

Join the ETSU American Sign Language Honor Society for the following Deaf Awareness Week Events:



- ⇒ **Saturday, September 17th** - ASLHS Tailgate Party at 12pm in parking Lot A — Football Game at 7:30pm
- ⇒ **Monday, September 19th** - Deaf World in the Cave 4:30-6:30 pm
- ⇒ **Tuesday, September 20th** - Deaf Chat in the Sherrod Library 5:00-7:00 pm
- ⇒ **Wednesday, September 21st** - Meet the ASL Faculty in the Culp Food court 11:00 am-1:00 pm
- ⇒ **Friday, September 23rd** - CODA in the Martha Street Auditorium 7:00pm, doors open at 6:00 pm



## Community Voices Magazine



### COMMUNITY VOICES

Helping People Hear Each Other...  
One Story at a Time

[Click here](#) to read the second issue of the Office of Equity and Inclusion Community Voices Magazine.

## Women and Gender Resource Center

The ETSU Women and Gender Resource Center (WGRC), is located in room 215 in the D.P. Culp Center. Center Director, **Dr. Michelle Hurley** (she/her) brings over 20 years of experience working with students, faculty, and staff and enthusiastically enjoys learning about diverse populations and the challenges that they face. The Center employs graduate assistants **Alison Dyer** (she/her) and **Liz Hemby** (she/her) who will work closely with the Director to deliver the most up to date information regarding women's issues, facilitate seminars, develop Center activities, and maintain the Center's library.



The WGRC serves students, staff, faculty and community members who identify as female. It's mission is to: ***“enhance the East Tennessee State University campus climate with respect to opportunities for women.”***

The Center serves as a focal point for services to women of the university campus and the larger community. The Center staff, and soon to be organized WGRC Advisory Board, in collaboration with the ETSU Commission on Women Standing Committee addresses policies and procedures which relate to equitable treatment issues, and make recommendations aimed at institutional effectiveness.

The Center provides a physical location to decompress, relax, fellowship, and learn. Center amenities include:

- Lounge and study area
- Women focused library (books available for check out)
- Information on campus and community resources
- Free menstrual products
- Free condoms and other safe sex items
- Helpful staff who are ready to serve, who respect your autonomy, your privacy, and your right to receive confidential services.

The Center's goal is to continue with familiar programming series while creating and offering new services that speak to women of all ages, races, nationalities, affectional orientation, sizes, religions, etc. such as:

- Women's Health Series
- Women's Personal Enrichment Series
- Women's Personal Financial Series
- Women's Professional Enrichment Series
- Book Club
- Programs dedicated to addressing domestic and sexual violence against women
- Programs dedicated to enhancing the campus climate with respect to opportunities for women

Please join us at **12pm on Wednesday, September 14th, 2022**  
for an open house and grand kick-off celebration. **ALL ARE WELCOME!**

For more information/questions, contact Dr. Hurley at [hurleym@etsu.edu](mailto:hurleym@etsu.edu) or 423-426-7989.

## Congratulations Distinguished Faculty

The Office of Equity and Inclusion extends congratulations to the 2022 Distinguished Faculty Award winners.



[Dr. Cerrone Foster](#)  
([Biological Sciences](#))  
Teaching Award



[Dr. Kate Beatty](#)  
([Health Services](#))  
[Management and Policy](#)  
Research Award



[Ashley Sergiadis](#)  
([Sherrod Library](#))  
Service Award

Dr. Foster, Dr. Beatty, and Ms. Sergiadis often partner with the Office of Equity and Inclusion to collaborate, promote, support, and advance the University's mission, vision, and values by guiding the development and implementation of proactive diversity, access, inclusion, research, and retention initiatives for all faculty, staff, and students.

## Dr. Angela Radford Lewis Inclusive Excellence in Diversity Award

The Office of Equity and Inclusion and the Office of the Provost are pleased to announce the development of the:

### ***Dr. Angela Radford Lewis Inclusive Excellence in Diversity Award***

The Dr. Angela Radford Lewis Inclusive Excellence Award will be a university wide award which recognizes a College, Department, or Individual who demonstrates a sustained commitment to the ideals of equity and inclusion through programming, culturally-competent instruction, research, and/or outreach initiatives.

Dr. Lewis began her career at ETSU in the College of Business and Technology serving as a department chair in the Department of Family and Consumer Science. She moved to the Clemmer College of Education where she served as Associate Dean and Interim Dean. Dr. Lewis transitioned to the Office of Academic Affairs to serve as Associate Vice Provost, Undergraduate Programs, Curricula, and Service. Prior to her passing in January 2019, Dr. Lewis was promoted to the role of Vice Provost and Special Assistant to the President for Strategic Initiatives. She was responsible to the Provost for leading the University's efforts in addressing the service mission; responsible to the President for championing diversity and inclusion best practices across the various stakeholders of the University.

More information and award details to be announced later this fall.



EAST TENNESSEE STATE  
UNIVERSITY

OFFICE OF  
Equity & Inclusion



4th Annual  
*Equity and  
Inclusion*  
CONFERENCE

**Creating a Culture of Belonging:**  
Building Capacity, Partnerships, and  
Opportunities for Progress

**SEPTEMBER**  
**27-29, 2022**

## CONFERENCE KICK-OFF



### Yona FrenchHawk

**Date:** Monday, September 26

**Time:** 9:00-10:00 am

**Location:** Culp Center Ballroom

**Topic:** "Storytelling and Telling  
Our Own Stories"

## PRECONFERENCE KEYNOTE SPEAKER



### Dr. Michael Eric Dyson

**Date:** Monday, September 26

**Time:** 7:00-9:00pm

**Location:** Martin Center for the Arts

**Topic:** "Race, Racism &  
Race Relations in America"

## CONFERENCE KEYNOTE SPEAKERS



### Crystal Dawn Good

**Date:** Wednesday, September 28

**Time:** 3:00-4:30 pm

**Location:** Culp Center Ballroom

**Topic:** "Data Dignity:  
Everyone Counts"



### Bryan Terrell Clark

**Date:** Wednesday, September 28

**Time:** 7:00-8:00 pm

**Location:** Culp Center Ballroom

**Topic:** "Finding Your Purpose:  
From Baltimore to Broadway's Hamilton"



**FREE FOR FULL-TIME  
ETSU STUDENTS!**

**Register at Martin Center or  
online:**  
[etsu.edu/equity/](https://etsu.edu/equity/)





EAST TENNESSEE STATE  
UNIVERSITY

OFFICE OF  
Equity & Inclusion



4th Annual

*Equity and  
Inclusion*  
CONFERENCE

**Creating a Culture of Belonging:**  
Building Capacity, Partnerships, and  
Opportunities for Progress

## STUDENT TRACK SEPTEMBER 28-29, 2022

### PRECONFERENCE KEYNOTE SPEAKER



#### **Bryan Terrell Clark**

**Date:** *Wednesday, September 28*

**Time:** 7:00-8:00 pm

**Location:** Culp Center Ballroom

**Topic:** "Finding Your Purpose:  
From Baltimore to Broadway's Hamilton"

### STUDENT TRACK PANEL FEATURING

East Tennessee State University,  
Northeast State Community College,  
Middle Tennessee State University, and  
Motlow College students

**Date:** *Thursday, September 29*

**Time:** 12:15 pm-1:30 pm

**Location:** Virtual and  
East Tennessean Room

**Title:** "Full Disclosure:  
Speaking Your Truth Student Panel"

\*\* Lunch is proudly provided by Buctainment  
for all ETSU students attending this session in person.

### CONFERENCE KICK-OFF



#### **Crystal Dawn Good**

**Date:** *Thursday, September 29*

**Time:** 9:45-11:00 am

**Location:** Virtual and  
East Tennessean Room

**Topic:** "Folk Reporters  
Reporting for Duty!"

**FREE FOR FULL-TIME  
ETSU STUDENTS!**

For more information, please visit  
[www.etsu.edu/equityconference](http://www.etsu.edu/equityconference)

Register here:



## Thank You 2022 Equity and Inclusion Conference Sponsors!

The Office of Equity and Inclusion would like to thank the following colleges, departments, and area businesses for their support of the 4th Annual Equity and Inclusion Conference:

Buctainment  
 Clemmer College  
 College of Arts & Sciences Office of Equity & Inclusion  
 College of Business and Technology  
 College of Clinical Rehabilitative Health Sciences  
 College of Nursing  
 Department of Appalachian Studies  
 Department of Digital Media  
 Department of Engineering, Engineering Technology, and Surveying  
 Department of Sociology and Anthropology  
 Eastman Chemical Company  
 Educational Foundations and Special Education  
 Mary V. Jordan Multicultural Center  
 New Student and Family Programs  
 Nuclear Fuel Services  
 Office of the Provost  
 Sodexo  
 Student Life and Enrollment

*Thank You!*

## 4th Annual Equity and Inclusion Conference - Call For Volunteers

The 2022 ETSU 4th Annual Equity and Inclusion Conference Planning Committee is looking for volunteers to serve in the following roles:

- **Physical Room Hosts**
- **In-Person Moderators**
- **Virtual Zoom Host**
- **Virtual Moderator**
- **Zoom License Holder—Wrangler**
- **Whova Community Builder**



Full descriptions can be found on the [conference website](#).

Potential volunteers should contact Rachel Walden via [waldenrr@etsu.edu](mailto:waldenrr@etsu.edu) and indicate which type of volunteer role they are interested in and the dates/times they are available to volunteer.



EAST TENNESSEE STATE  
UNIVERSITY

Office of  
Equity & Inclusion

# OPEN HOUSE

Date: Friday, September 9, 2022

Time: 11:30 a.m. - 1:30 p.m.

Location: 109 Burgin E. Dossett Hall

Join us in our mission to build awareness of equity and inclusion at ETSU. Come meet the office staff and other campus units we partner with to learn how we promote an environment where people come first, are treated with dignity and respect, and are encouraged and supported to achieve their full potential.

Enjoy light refreshments and giveaways.

For more information,  
contact the office of Equity and Inclusion at  
[maturo@etsu.edu](mailto:maturo@etsu.edu) or call 439-4445



# *The Women and Gender Resource Center*

Meet Center Staff

Browse the Women & Gender Resource Center Library



ICONS

Visit representatives from the ETSU Commission on Women

Refreshments Available!

**Grand Re-opening and Open House!**

*All are Welcome!*

**Wednesday, September 14<sup>th</sup>, 2022 ~ 12:00pm-3:00pm**

Ceremony will be held from 12:00-12:30pm ~ Tours of Center will be available until 3:00pm

**Culp Center, Room 215/2<sup>nd</sup> Floor Lobby**

## Upcoming Events

### September 2022

Tuesday	September 6th	Lunch and Learn Series <b>Mental Health, Counseling, Trauma and Well-being</b> Discussion Lead: Kate Emmerich, LCSW, Mental Health Counselor, Quillen College of Medicine	12:00-1:00pm	<a href="#">Via Zoom</a>
Friday	September 9th	Office of Equity and Inclusion Open House	11:30am-1:30pm	109 Burgin Dossett Hall
Tuesday	September 13th	Lunch and Learn Series <b>Neurodiversity</b> Discussion Lead: Audry Beach, Clinical Instructor, Dept. of Counseling and Human Services	12:00-1:00pm	<a href="#">Via Zoom</a>
Wednes.	September 14th	Women and Gender Resource Center Open House	12:00-3:00pm	215 D.P. Culp Ctr.
Tuesday	September 20th	Nikki Giovanni <i>Affrilachian Poetry Reading and Q&amp;A</i>	6:00pm	Powel Recital Hall, Martin Center
Monday	September 26th	4th Annual Equity and Inclusion Pre-Conference Event Dr. Michael Eric Dyson <b>Race, Racism &amp; Race Relations in America</b> <a href="#">Purchase Tickets</a>	7:00-9:00pm	Martin Center for the Arts
Tuesday-Wednes.	September 27th-28th	4th Annual Equity and Inclusion Conference <i>Creating a Culture of Belonging: Building Capacity, Partnerships, and Opportunities</i>	8:00am-4:30pm	Hybrid Event
Thursday	September 29th	4th Annual Equity and Inclusion Conference <i>Student Track Day</i>	9:30am-5:15pm	Hybrid Event

### October 2022

Tuesday	October 4th	Lunch and Learn Series <b>Multiraciality</b> Discussion Lead: Dr. Nicholas Wright, Director of Student Accessibility Services, St. Cloud State Uni.	12:00-1:00pm	<a href="#">Via Zoom</a>
Tuesday	October 18th	Lunch and Learn Series <b>Diversity, Equity, and Inclusion Doesn't Have to be Honest Acceptance Grace</b> Discussion Lead: Christine D. Lewis Pugh, PhD, LPC (MS), NCC, NCSC, Assistant Professor, School Counseling Concentration Coordinator, Department of Counseling & Human Services, Clemmer College	12:00-1:00pm	<a href="#">Via Zoom</a>

### November 2022

Wednes-day	November 9th	Lunch and Learn Series <b>Health Equity in the Curriculum</b> Discussion Lead: Dr. Patricia Amadio, Course Director, QCOM, Dr. Brian Cross Assistant Vice-Provost IPERC, and Dr. Kiana Johnson, Associate, Professor of Pediatrics	12:00-1:00pm	<a href="#">Via Zoom</a>
Tuesday	November 15th	Lunch and Learn Series <b>Making Sense of American Fragmentation: Race, Class, and Politics in the early 2022</b> Discussion Lead: Dr. Daryl Carter, Assoc. Dean Equity & Inclusion, College of Arts & Sciences, Dir. of Black Studies Program, and Professor of History	12:00-1:00pm	<a href="#">Via Zoom</a>



# NIKKI GIOVANNI

Affrilachian Poetry Reading and Q & A

September 20, Tuesday, 6 p.m., Powell Recital Hall, Martin Center

In conjunction with Y'all Don't Hear Me: Black Appalachian Creatives exhibition

Opening Reception: September 2, First Friday, 6-8 p.m., Tipton Gallery  
 Film Showing of RaMell Ross' Hale County, This Morning, This Evening: September 14,  
 Wednesday, 7 p.m., Ball Hall Auditorium, reception at 6 p.m., Slocumb Galleries  
 Closing Reception with Hair Demo: October 7, First Friday, 6-8 p.m., Tipton Gallery



*Presented by ETSU Department of Art & Design and Slocumb Galleries, with Black American Studies, Student Activities Allocations Committee, Bert C. Bach Writers Initiative, College of Arts & Sciences' Office of the Dean, Mary V. Jordan Multicultural Center, Department of Appalachian Studies, Language & Culture Resource Center, Black Faculty & Staff, Langston Centre, Black Writers Series, UMOJA, Film & Media Studies, Radio, TV & Film, Office of Equity & Inclusion, East Tennessee Foundation's Arts Fund and Tennessee Arts Commission's Arts Project Support (APS) Grant*



## Equity and Inclusion Diversity Champion Spotlight



*Hey Everyone! My name is Jonathan Carmichael, I was born and raised in The Queen City, Charlotte, NC. I earned my BA in Pan African Studies and M.Ed. in Counselor Education degrees from Clemson University. I have a passion for diversity, equity, inclusion and an even bigger passion in helping*

*students. I currently serve as an Admissions Counselor for Diversity Recruitment here at ETSU. Outside of work I enjoy spending time with friends and family, playing video games, and watching sports. My preferred pronouns are he/him/his.*

*The purpose of the Equity and Inclusion office is to make sure that all students on campus feel that they have a place to go on campus. A place to feel safe and a place to feel heard. The equity and inclusion advisory council's role should be to advocate to higher administration on behalf of these students.*

*Diversity to me is having a variety of heard and utilized ideas, viewpoints, and people. I had an opportunity to teach BUCS Academy this*

*summer. During my classes I was constantly reminding my students that there are a variety of ways to complete a task and that by listening to each other you may find an even better way to complete your tasks.*

*My approach is to remove my personal bias before going into these conversations. This allows me to learn and grow in my own mindsets. During this past election season I was constantly faced with differing mindsets from social media and other students in my graduate program about who should be the next president. I was really forced to listen and try to understand their viewpoints so that I was able to make an informed decision.*

*In my role as an Admissions Counselor for Diversity Recruitment, I will continue to do all that I can to bring students to this university that challenge our "normal". The students that we have on our campus impact the university and city as a whole. They will be able to cause change and encourage growth of mindset from everyone that is around them. On a personal level I want to continue to be the best advocate for students and build more community for professionals who are passionate about diversity, equity, and inclusion work.*

*~ Mr. J. Carmichael, M.Ed*

---

**Office of Equity and Inclusion**  
 109 Burgin E. Dossett Hall  
 P.O. Box 70705  
 Johnson City, TN 37614  
 P 423-439-4445  
 F 423-439-4543

**Webpage:** <https://www.etsu.edu/equity/>  
**Facebook:** <https://www.facebook.com/etsuequity/>  
**Instagram and Twitter** - [etsu\\_equity](https://www.instagram.com/etsu_equity)

**We would like to  
 hear from you.**

If you have an announcement, event, accomplishment, etc. you would like to have published in the newsletter send them to Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).

To add a name to our mailing list, please email Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).