



# Office of Equity and Inclusion Newsletter

May 1, 2024



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

**“To Our Graduates.....”**

Dear Friends,

April showers bring May flowers, as they say. As the air fills with the fragrance of blooming flowers and the warmth of the sun embraces us, our graduates find themselves at the threshold of exciting new adventures. Graduation season is upon us, marking the end of one journey and the unforeseen beginning of another. When our graduating class stepped foot on the campus of East Tennessee State University for the first time, many didn't realize that the faculty and staff almost immediately began preparing them for careers that had not come into existence.

Some of those careers include, but are not limited to TikTok Marketer, Esports Coach, Drone Operator, Telemedicine Physician, Social Media Manager, Uber Driver, App Developer, Driverless Car Engineer, and the list goes on.

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***“You are not alone. You are seen.  
I am with you. You are not alone.”***  
***~Shonda Rhimes~***

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## Continued ~ Message from Dr. Keith Johnson

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On occasions, I communicate to students that they should graduate from the university with the expectations of mastering the following: a solid fundamental knowledge base (regardless of major), strong critical thinking skills, effective problem-solving skills, dynamic leadership abilities, an appreciation and understanding of cultural differences and an ability to be a lifelong learner. These skill sets will carry our graduates far in an everchanging world, where new knowledge travels at the speed of light, and being a lifelong learner is ever paramount.

To all the graduates stepping onto the stage of accomplishment, congratulations! Your hard work, dedication, and resilience have paid off, and now you stand on the cusp of endless possibilities. But this isn't just about crossing the stage; it's about stepping into the vast expanse of the unknown with courage and conviction.

As you embark on your new adventures, remember that the path ahead may be filled with twists, turns, unexpected detours, and yes, even delays. Embrace them all with an open heart and an open mind, for it is through challenges that we grow, learn, and ultimately thrive.

In the fabric of your careers, there will be threads of triumphs, setbacks, lessons learned, and dreams fulfilled. Each experience will shape you, mold you, and propel you forward toward the extraordinary.

So, let us raise our glasses to the graduates, the architects of their destinies, and the pioneers of tomorrow. May your journey be filled with boundless opportunities, profound discoveries, and moments that take your breath away.

Congratulations, Class of 2024! Your future awaits, adorned with the promise of greatness and the brilliance of your dreams. Go forth and conquer the world with the unwavering spirit of determination and the unyielding belief in yourself. As you depart from this university, let us not forget the core values that have been woven into your spirit.

- 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; and
- COMMITMENT to intellectual achievement is embraced.

Sincerely,

Dr. Keith V. Johnson

## Mental Health Month

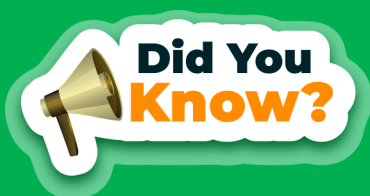
→ WHERE TO START ←

# May is Mental Health Month

WANT TO IMPROVE YOUR MENTAL HEALTH  
BUT DON'T KNOW WHERE TO START?

GET INFORMATION AND RESOURCES AT

**MHANATIONAL.ORG/MAY**



- 1 in 6 children aged five to 16 were identified as having a probable mental health problem in July 2020.
- Less than 1 in 3 young people with a mental health condition get access to NHS care and treatment.
- 80% of young people with mental health needs agree that the Covid-19 pandemic has made their mental health worse.

Click for: [more facts and report](#)

***“The advice I’d give to somebody that’s silently struggling is, you don’t have to live that way. You don’t have to struggle in silence. You can be un-silent. You can live well with a mental health condition, as long as you open up to somebody about it, because it’s really important you share your experience with people so that you can get the help that you need.” ~ Demi Lovato ~***

## Continued ~ Mental Health Awareness

Mental health awareness is crucial for promoting understanding, support, and access to resources for individuals dealing with mental health challenges. It involves educating people about different mental health conditions, reducing stigma and discrimination, and encouraging open conversations about mental well-being.

### Here are some key points about mental health awareness:

**Education:** Understanding what mental health is and recognizing common mental health disorders like depression, anxiety, bipolar disorder, and schizophrenia is fundamental. Education helps dispel myths and misconceptions surrounding mental illness.

**Stigma Reduction:** Stigma often prevents individuals from seeking help or disclosing their struggles. By promoting awareness, we can challenge stigma and create a more supportive environment for those dealing with mental health issues.

**Early Intervention:** Awareness campaigns can highlight the importance of early intervention and seeking professional help when needed. This can lead to better outcomes and improved quality of life for individuals living with mental health conditions.

**Promoting Wellness:** Mental health awareness goes beyond just addressing illness; it also emphasizes the importance of overall well-being and self-care practices. This includes activities like exercise, mindfulness, adequate sleep, and maintaining healthy relationships.

**Access to Resources:** Awareness efforts should also focus on making mental health services and resources more accessible and affordable. This may involve advocating for better healthcare policies and increasing funding for mental health programs.



**Community Support:** Building supportive communities where individuals feel safe discussing their mental health challenges is crucial. This can be achieved through peer support groups, community events, and initiatives that foster inclusivity and understanding.

## Continued ~ Mental Health Awareness

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**Workplace and School Initiatives:** Promoting mental health awareness in workplaces and educational settings can create environments that prioritize mental well-being. This can include training programs, mental health days, and policies that support employees and students.

Overall, mental health awareness is about creating a culture that values and supports mental well-being, where individuals feel empowered to seek help without fear of judgment or discrimination. It's an ongoing effort that requires collaboration across communities, healthcare systems, and policymakers.



# Accessing Mental Health Support at ETSU

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## BucsPress 2

24/7 mental health helpline for ETSU students only. Provides free, confidential crisis counseling over the phone. Call **423-439-4841**, then press 2.



### [ETSU Counseling Center](#)

Staffed by licensed professional counselors. Visit [www.etsu.edu/students/counseling/](http://www.etsu.edu/students/counseling/) for more information about getting started with services or drop by the Center located in the Culp Student Center, 3rd Floor.

### [Behavioral Health and Wellness Clinic](#)

Staffed by graduate student clinicians in the Psychology Doctoral program. Call **423-439-7777** to determine needs. The clinic is located in Lucille Clement Hall, 1st floor, room 139.

### [University Health Center](#)

Provides medical and behavioral health services. Call **423-439-4225** for appointments located in Roy Nicks Hall, room 160.

### [ETSU Undergraduate Student Success Specialists](#)

Provide help in resolving issues and locating resources for overcoming the challenges of day-to-day life, including food assistance and resources, housing, childcare, academic support, and counseling. Call **423-439-8777** or email [undergradsuccess@etsu.edu](mailto:undergradsuccess@etsu.edu). Located in the Sherrod Library, room 452.

[ETSU Graduate Student Success Specialist](#) Confidential service to assist graduate students with Setting realistic personal and academic goals, addressing obstacles in day-to-day life, resolving problems and providing support, and finding services on campus and in the community. Call **423-439-7062** or email [gradsuccess@etsu.edu](mailto:gradsuccess@etsu.edu). Located in the Sherrod Library, room 453.

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## History and Meaning of Memorial Day



[Memorial Day](#), originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. It's difficult to prove the origins of this day as over two dozen towns and cities lay claim to be the birthplace. In May 1966, President Lyndon Johnson stepped in and officially declared Waterloo N.Y. the birthplace of Memorial Day.

Regardless of the location of origins or the exact date, one thing is crystal clear – Memorial Day was borne out of the Civil War (which ended in 1865) and a desire to honor our dead. On the 5th of May in 1868, General John Logan who was the national commander of the Grand Army of the Republic, officially proclaimed it in his [General Order No. 11](#).

Part of the history of Memorial Day meaning will show that in the Order, the General proclaimed, "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land." Because the day wasn't the anniversary of any particular battle, the General called it, The date of Decoration Day.

[Read More](#)



# Upcoming Events

May 2024				
Wednesday	May 1st	Multicultural Center Celebration	7:00 - 9:00pm	Culp Center Ballroom
Wednesday	May 1st	Staff Woman of the Year Award Reception	4:00 - 5:00pm	Culp Center, East TN Room 272
Thursday	May 2nd	LET'S TALK - Veterans and Military-Affiliated Students	11:00 - 12:00pm	MARC located in Yoakley Hall room 005
Thursday	May 2nd	Lavender Celebration	6:00 - 8:00pm	Culp Center, East TN Room 272
Friday	May 3rd	2024 ETSU Buc Battalion Spring Commissioning Ceremony	1:00 - 2:00pm	Brown Hall Auditorium/ Room 112
June 2024				
Wednesday	June 19th	Juneteenth University Closed		
July 2024				
Thursday	July 4th	Independence Day University Closed		
September 2024				
Thursday and Friday	Sept.26-27	6th Annual Equity and Inclusion Conference	All Day	D.P. Culp Student Center







East Tennessee State University  
Commission on Women cordially invites you to honor

*Staff Woman of the Year*

Ms. Kim Maturo

**Wednesday, May 1  
4:00 p.m.**

East Tennessee Room  
D.P. Culp University Center

Contact [wrcetsu@etsu.edu](mailto:wrcetsu@etsu.edu) for more information.



You are cordially invited to a



**May 2, 2024**

**Forum, D.P. Culp Center**

**Doors open at 5:30**

**Event begins at 6:00 PM**

*Light Refreshments Provided*



EAST TENNESSEE STATE  
UNIVERSITY

Dr. Patricia Robertson  
Pride Center



EAST TENNESSEE STATE  
UNIVERSITY

Women and Gender  
Resource Center

# Summer STEM Opportunities for High School Students

## Applied STEM Foundations – June 3 - 21, 2024

Applied STEM Foundation is a **3-week** experiential program that covers, computing, digital media, engineering, and other STEM concepts. The program is for high school students interested in a STEM major. The focus will be on ETSU's programs (new and existing), Mechatronics, Digital Development (TBD), Engineering Technology, Digital Media, and Computing. The three-week programs will expose students to selected STEM-related programs offered at ETSU. Each week students will be given the opportunity to explore areas and careers in STEM through the use of classroom lectures, various field trips, and speaker presentations.

## Environmental Health Lab Experience – June 3 - 7, 2024

Students will work with two of the department's outstanding faculty to explore concepts in environmental and occupational health and safety science. The program offers students the opportunity to conduct, well water simulation and stream water sampling and characterization; measurement of indoor air quality; and other hands-on activities in the lab; as well as learn how environmental health impacts what we eat and drink.

### Program Objectives

- Facilitate students' understanding of the skills needed to succeed in a STEM major.
- Promote student exploration of STEM concepts, careers, and major development in STEM.
- Facilitate students working collaboratively in diverse teams, valuing and leveraging individual strengths to achieve common goals.
- Help students develop personal and professional goals, identifying potential career paths within STEM and mapping out steps to achieve them.

### Scan QR Code to Register



Or at [www.etsu.edu/applied-stem](http://www.etsu.edu/applied-stem)

- \* Cost - \$25/program
- \* Lunch Provided
- \* For more info email:  
Dr. Evelyn Roach - [roache@etsu.edu](mailto:roache@etsu.edu)  
Dr. Keith Johnson - [johnsonk@etsu.edu](mailto:johnsonk@etsu.edu)

→ **WHERE TO START** ←

*five mental health tips for the week*

**Monday**

Make a list of 5 things you're grateful for today.



**Tuesday**

Practice positive affirmations.



**Wednesday**

Start a conversation about mental health.



**Thursday**

Stay hydrated!



**Friday**

Take a break from screens (phone, computer, etc).



Explore free Mental Health Month resources and learn more at [mhanational.org/may](https://mhanational.org/may).

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Facebook: <https://www.facebook.com/etsuequity/>  
Instagram and Twitter - [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).