



EAST TENNESSEE STATE  
UNIVERSITY

# Office of Equity and Inclusion Newsletter

April 1, 2021



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

### **“Countering Culture Shock: Developing an Appreciation for Arab Culture”**

Over 3.5 million Arab Americans call the United States home. April is when Americans observe National Arab Heritage Month. There are many countries that are represented when we celebrate the heritage of our Arab brothers and sisters including, but not limited to, Egypt, Algeria, Sudan, Iraq, and Saudi Arabia, to name a few. The Arab world includes 22 countries spanning from North Africa to the Arabian Gulf in the east. Like many of the other cultural heritage months, we celebrate their rich history, contributions, and cultural influences.

As a faculty member, I have had the opportunity to teach many of our students from several of the countries in the Arab world. Many of the students whom I have taught have remained in contact with me and have shared many of their life stories and achievements. I have had many wonderful opportunities to learn about different cultures while experiencing some of their favored dishes, including [Kabsa](#), which is a rice dish that makes use of the water that was used to cook fish or meat and re-used to cook the spiced, long-grain rice, perfectly blending all the flavors and spices. The dish is made with chicken and placed on top of a hefty serving of rice. It is delicious. Culturally, this dish is meant to be eaten by hands, though I still insist on using utensils.

~ continued on page 2 ~

الحركة بركة

**Literal translation:** Movement is a blessing.

**Explanation:** Action is better than inaction. In order to get things done, you need to act.

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## Continued ~ Message from Dr. Keith Johnson

On another occasion, my daughter and I were invited to the home of a Saudi Arabian couple who were both former students of mine for a home-cooked meal. They prepared a wonderful and delicious entrée. Their dish was a [“beef” Kabsa](#) that included lamb meat, basmati rice, onions, garlic, tomatoes, carrots, broth, and many spices. We could not wait. As we prepared our taste buds for an out of this world experience, my daughter and I quickly realized that there was no dining room table in sight. After much conversation about culture, life, and family, the couple began to prepare a place in the middle of the floor for dining. Obviously, a lot went through my mind, including whether or not the Pilates classes that I had been taking would kick in to allow me to sit upright with folded legs for the duration of a meal. I must say, not only was I able to get through the meal without my legs cramping, but we were also able to play “Timber Tower Wood Block Stacking” and have ongoing conversations after the meal.

The conversations that we had that evening were very inspiring and educational as I learned about the culture and lived experiences of people and places I have never visited. These wonderful people gave me the gift of inspiration and insight into their cultural heritage. They shared the contributions made by family members and other Arab Americans, and the aspirations that drove them to pursue an education at East Tennessee State University.

In the U.S., [Arab Americans have made significant contributions](#) in many areas including space, sports, science, and technology. For example, football star Doug Flutie is a former quarterback with the San Diego Chargers, Chicago Bears, Buffalo Bills, and New England Patriots. He was also a Heisman Trophy winner in 1984. Before there was a Tom Brady or Peyton Manning, Flutie was making lasting contributions in the National Football League. Doug Flutie has paved the way for many soon-to-be outstanding quarterbacks. His impact in the NFL has

served as a tremendous motivation for many young people of Arab descent who see Flutie as a role model.

Additionally, millions of Americans wake up to Hoda Kotb, who serves as a co-host on the award-winning Today Show on NBC. She has helped the country stay informed on many matters associated with art, politics, education, health, and the like. She, like so many other Arab Americans, are making undeniable contributions in this country that will last a lifetime.

On January 28, 1986, I was a college student on the campus of North Carolina A&T State University. It was on that special day that the university was celebrating the launch of the Space Shuttle Challenger that was caring one of its famous alums, Dr. Ronald McNair. Unfortunately, just 73 seconds into the flight, an explosion erupted. It was a disaster and all the shuttle’s passengers were fatally injured. In addition to Dr. McNair being a part of the crew, there were others including Ms. Christa McAuliffe, who was an Arab American. She was a teacher and astronaut. She taught in Concord, New Hampshire. She was chosen from more than 11,000 applicants to participate in the NASA Teacher in Space Project. Though she was not able to obtain the title of first teacher in space, she continues to inspire others to follow their dreams and establish greater goals and reach for greater heights.

As we celebrate Arab Americans during the month of April, accept my challenge of getting to know someone from one of the Arab countries and learn about their rich history and culture. What you will discover is that we have more in common than not. We share many of the same values, goals, and life experiences. As an Office of Equity and Inclusion and as a University, we strongly believe that **PEOPLE** come first, are treated with dignity and respect, and are encouraged to achieve their full potential.

## Meet ETSU Assistant Professor, Dr. Manar Jbara, Division of Cardiology, Quillen College of Medicine,

Dr. Jbara is an invasive cardiologist and assistant professor of medicine at East Tennessee State University. He is originally from Iraq. He completed his residency in Internal Medicine and his cardiovascular disease fellowship at ETSU in 2020. He is board certified in cardiology, internal medicine and nuclear cardiology imaging. Dr. Jbara has special interest in preventive cardiology and cardiac rehab besides the general diagnostic and therapeutic aspects of cardiology. Dr. Jbara is an active medical staff member at Johnson City Medical Center, Franklin Woods Community Hospital, and Sycamore Shoals Hospital. He performs multiple procedures including right and left heart catheterization, transthoracic and transesophageal echocardiography, electrocardiograms (ECG), holter monitoring, and stress testing. He has published in multiple scientific journals and participated in national clinical trials for the study of heart and vascular disease. He enjoys teaching his fellows, residents, medical students and clinical staff about medicine and cardiology. In his free time, he enjoys listening to music, following sports, working out, and riding his Kawasaki Ninja.



*when I was a child to provide for our family and to send me to the best schools. My mother taught me the value of caring for others especially with heart disease as she worked as a nurse aid in a cardiac intensive care unit after college. She always instilled in me a strong value for helping the poor and the sick and giving back to the community. With those values, she also conveyed the importance of contributing to the betterment of all*

*humanity. I knew that my parents' hard work and sacrifices committed me to a life of service. All of these values gave me strength and determination to be the first in my family to go to medical school and become a cardiologist.*

*I have always been proud of my culture and heritage. Being proud means knowing who you are, where you come from, and having a strong sense of purpose in your life. Being proud also means being compassionate, caring, respectful to all human beings, and it also means building strong relationships with others alike and from different backgrounds and walks of life. Carrying those values made me realize the importance of being culturally competent, respecting the background of all people including the patients I care for. Part of my work is to educate and teach young minds about caring for all patients of all backgrounds. I am humbled and honored to be able to serve the Appalachian community in East Tennessee. It is the beauty of this region and its people that made me decide to make it my home. I am one of those lucky people who has the best of many worlds and I am proud of my identity and culture including being an American.*

*Finally, as a heart doctor who wants to reduce the burden of the disease in our community, I strongly recommend heart healthy diet, exercise, healthy habits, and regular checks to reduce the risk of cardiovascular disease in East Tennessee.*

*~ Dr. Manar Jbara ~*

### **Dr. Jbara's Shares About His Heritage**

*Born in Mesopotamia (modern day Iraq), also known as the cradle of civilization and the birthplace for many great inventions like hand-writing, the wheel, first code of law, literature and the epic story of Gilgamesh and a number system on which time in the modern world is based upon. This area of the world witnessed and was influenced by many great civilizations and cultures including Arabian culture. Arabians are hard-working people with strong family values, deep traditions, and of great compassionate faith. As a child growing up, I was fortunate to be immersed in a strong culture and community that is rich and colorful and focuses on family, generosity, and giving back. I watched my father and mother work long hours*

## Meet ETSU Undergraduate Student Hebah Al-Khateeb



Living in the United States as an Arab American is an evolving sense of identity. Arabs are people from predominately Arabic-speaking nations that comprise the Middle East and

parts of Northern Africa. Religion is deeply rooted in Arab culture with the majority practicing Islam and Christianity. As a Muslim Arab American, my family traces their roots back to Palestine and Jordan. Despite the road of assimilating to American norms and professional success, like most Arab families, my parents embedded the value of my Palestinian roots and culture in my upbringing while at the same time growing and adapting to where I live. One aspect of being Arab American that I admire is that we are family-oriented, and we always have each other's support. We have a strong sense of family and place a heavy emphasis on the family unit where it would be common to see children living with their parents well into their 20s or families living with their relatives in one big home. Living alone is not readily embraced because of the community mentality, so

keeping contact with family and extended relatives is a standard. I believe this has translated to the Arab American community to be known for their loyalty, respect, and generosity not only to family and close friends but anyone from the get-go. Bringing a gift when invited somewhere or fighting to pay the bill on behalf of your friends is a common part of Arab culture and values. Another salient feature in the Arab world is getting an education. Like many Arab parents, my parents push and support my siblings and me to constantly excel in our studies. By attaining professional success, we would have given back a small part compared to the sacrifices our parents did for us. Hearing the word Arab often gets diminished to a terrorist or a refugee image, but we are exactly opposite to what you might see in the mainstream media. The Arab American community consists of active citizens that are proud to showcase their skills, knowledge, culture, and stories for everyone in this country. We are a complex culture that can't be reduced to a single image, we have a myriad of features that makes a prepossessing culture and alluring people. To combat stereotypes and educate people how our culture has been appropriated, I appreciate this month for shining a light on who we truly are and what we represent to the United States.

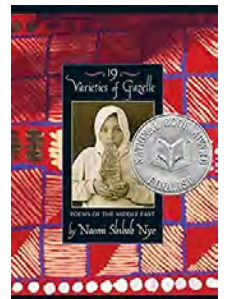
~ Hebah Al Khateeb ~

## Arab American Literature

Palestinian-American [Naomi Shihab Nye](#) is a writer who affirms and gives voice to Arab culture and tradition while at the same time making space for change. Nye, daughter of a Palestinian Muslim father and an American Christian mother, is one of the most well-known of Arab-American authors. From her earliest publications Nye has suggested that Arab-American identity is not something to be preserved or denied or escaped or romanticized: it is just another way of being human. In language that is readily accessible

to a mainstream U.S. readership, Nye creates spaces in which Arab and Arab-American experiences can be articulated, not through nostalgic reclamation, but by honoring the diversity of experiences and the necessity of change.

[Read more](#) about Arab-American Literature in the American Studies Journal.





## Reclaiming My Identity by ETSU Alum Rana Zakaria

Growing up as a first generation Arab American in Northeast Tennessee has been an experience that has shaped me into the woman I am today. I have encountered many obstacles throughout my life that have made it challenging for others to relate to my experiences because of my culture and ethnicity. In that same token, my parents faced many challenges raising their children in a country they knew nothing about. My Arab immigrant parents molded the way I live and the way I interact with the world based on how they grew up overseas. Being born and growing up in a small southern town within the United States with not much diversity created this battle with myself of navigating life as an individual. As a child, I was conflicted between being “American” and trying to embrace my heritage.



Throughout my years in school, I was teased for being different. I had a ‘funny’ name that barely anyone could pronounce, ate hummus (notice in 2021 there is probably not a single gen Z or millennial that does not know what that is) for lunch, and spoke Arabic. I felt like an outsider and often was conflicted about my cultural background and identity. I found myself trying to assimilate with people who surrounded me. For me to say that I was ashamed to claim my Arab culture because of how social media, movies, and TV shows portrayed Arabs might sound shocking to some, but it’s the reality of many Arab Americans. Because of these stereotypes, and, to adapt to American culture we, as an Arab family, subconsciously concealed our culture and kept it to our homes. But the first-generation American Arabs, I am hoping, will be proud to claim their heritage and where they come from.

Writing about my upbringing has been difficult to say the least. At the age of 30, I look back on my younger years and regret not being loud and proud of who I was. I want this to be a moment of learning and for folks to understand that even though some cultures might seem on the opposite ends of the spectrum, they really are similar in many ways. Culture provides stability.

It gives us love, security, a sense of belonging. The basics of human life are the same no matter what culture, religion, ethnicity one may be. We all experience grief, happiness, love, and a sense of worth the same way. Our roots are the same. We as a community need to educate one another about cultures and learn how to celebrate them. There are so many stereotypes that need to be dispelled. Experiencing different cultures and appreciating people from different walks of life makes us better humans and global citizens.

Now more than ever, I value my experiences that came from my Arab roots. My love for travel, acceptance, food, music, language, traditions, and most of all, the importance of a family and community. I now incorporate those values into my everyday life. My favorite days are hosting a nice meal while playing Arabic music or bluegrass in the background. Whether it be with my work family or the community I’ve built with my friends that I grew up with in Northeast Tennessee. I attribute this, and my love for all humans, to my Arab upbringing. My culture has made me the person I am today. Because of my experiences growing up as Arab American I now value individuality, the usage of language, and the importance of acceptance. Today, I love to talk about my cultural upbringing and am always open to discussing culture and heritage. It has made me the person I am today.

I am a proud Arab American.

~ Rana Zakaria ~

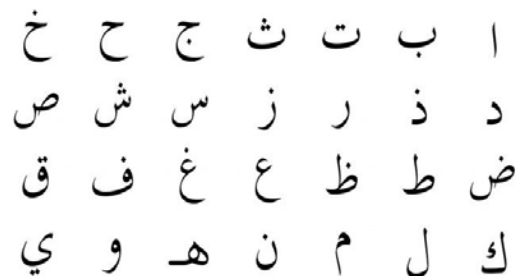
## National Arab American Heritage Month



National Arab American Heritage Month (NAAHM) celebrates the Arab American heritage and culture and pays tribute to the contributions of Arab Americans.

The Arab world consists of 22 Arab counties: Algeria, Bahrain, Comoros, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, State of Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria Arab Republic, Tunisia, United Arab Emirates, and Yemen.

Arabic is written from right to left. There are 18 distinct letter shapes, which vary slightly depending on whether they are connected to another letter before or after them. There are no "capital" letters. The full alphabet of 28 letters is created by placing various combinations of dots



Other facts about the language:

- The shape of Arabic letters resemble the shape your mouth makes when saying the letter.
- It's spoken in 29 countries.
- Arabic is only written in cursive

### Arab/Arab American Studies

The [Center for Contemporary Arab Studies](#), Georgetown University, is the only academic center in the United States focusing exclusively on the Arab world. CCAS is committed to fostering an environment that is inclusive of all groups and to elevating diverse voices, especially Arab world perspectives, through their curriculum, events and programming.

The [Center for Arab American Studies](#), College of Arts, Sciences, & Letters, University of Michigan, Dearborn encourages understanding of the history and experiences of Arab Americans and Arabic-speaking immigrants to the United States.

The Arab America Foundation's mission is to promote, educate, and connect. To learn more visit [Arab America Foundation](#)



## Arab American National Museum

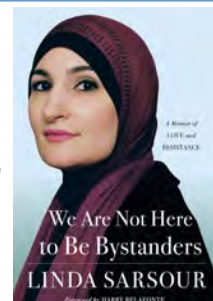
The [Arab American National Museum \(AANM\)](#) is the first and only museum in the United States devoted to documenting and sharing Arab American contributions that shaped the economic, political and cultural landscapes of American life. The Museum also brings to light the shared experiences of immigrants and ethnic groups, paying tribute to the diversity of

their nation. They tell the Arab American story through the voices and experiences of Arab Americans.

Explore the core galleries of the museum, [Contributions from the Arab World](#), [Coming to America](#), [Living in America](#), and [Making an Impact](#) via a virtual gallery.

## Notable Arab Americans

[Linda Sarsour](#), Palestinian - American - Muslim, is an author, award-winning racial justice and civil rights activist, seasoned community organizer, and mother of three. Ambitious, outspoken, and independent, Linda shatters stereotypes of Muslim women while also treasuring her religious and ethnic heritage.



[Dr. David Adamany](#) born to parents of Lebanese immigrant descent, Dr. Adamany was the longest-serving president of Wayne State University in Detroit and served as Temple University's president. He was a scholar, educator, administrator, and civil rights advocate.

American geologist [Dr. Farouk el-Baz](#) was born in Egypt and helped plan all the Apollo moon landings. As if that wasn't enough, he later pioneered the use of space photography to study the Earth. If you've ever gazed in awe at photographs from beyond our atmosphere, you can thank Dr. el-Baz for that privilege.



[Rashida Tlaib](#) currently serving as the Democratic Representative for Michigan's 13th District, is a fighter. As a life-long Detroit resident, and one of the first Muslim-Americans, as well as the first Palestinian-American woman, ever elected to the United States Congress, she advocates for issues that affect the working-class. Feeling that interactions with voters are her "comfort zone," Rashida says she is always thinking of her constituents and where she came from.

## Upcoming Events

### April 2021

Tuesday	April 6th	Lunch and Learn Session <b><i>Social Learning and Social Justice</i></b> Discussion Lead: Deidra Rogers, Lecturer, Department of Counseling & Human Services, Clemmer College	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Wednes.	April 7th	Women on Wednesdays <b><i>"Fostering Inclusion and Belonging for our ETSU Diverse Populations"</i></b> Carshonda Martin ETSU Multicultural Center	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Sunday	April 11th	<b>ETSU Gospel Choir Concert</b>	4:00pm	Culp Auditorium
Thursday	April 22nd	Corazón Latino Day III Live Musical Presentation from Tennessee by Flori Rusinol	7:00pm	<a href="#">Via You Tube</a>
Tuesday	April 27th	Lunch and Learn Lecture Series <b><i>Coping With Crisis</i></b> Discussion lead: Tonya McKoy, Ph.D., LPC-MHSP/AS, NCC Licensed Professional Counselor	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>

### May 2021

Friday	May 7th	Lavender Graduation	5:00pm	TBA
Friday	May 7th	Multicultural Graduation	7:00pm	TBA

### June 2021

Tuesday	June 8th	Lunch and Learn Lecture Series <b><i>Allyship</i></b> Discussion lead: Dr. Taine Duncan, Associate Professor and Director of Gender Studies Program, University of Central Arkansas	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
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### July 2021

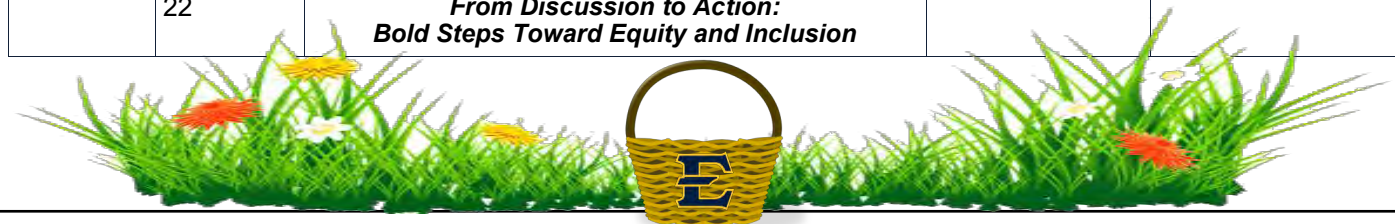
Tuesday	July 13th	Lunch and Learn Lecture Series <b><i>Accessibility Matters</i></b> Discussion lead: Miriam Smith, Director of Accessibility Services, Oglethorpe University	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
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### August 2021

Tuesday	August 10th	Lunch and Learn Lecture Series <b><i>Influences of Racial and Leadership Identity Development on Black Men's Undergraduate College Experience</i></b> Discussion lead: Dr. Shannon Williams, Affiliate Officer, Arkansas Community Foundation	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
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### Fall 2021

Fall	Sept. 20-22	3rd Annual Equity and Inclusion Conference <b><i>From Discussion to Action: Bold Steps Toward Equity and Inclusion</i></b>	TBA	
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# STOP  
ASIAN  
HATE

## Leading Anti-Racist Efforts in Your Organization

A conversation with Lily Zheng  
and Shabnam Banerjee-McFarland

Anti-Asian violence is on the rise at a frightening rate. Since the beginning of the pandemic, hate crimes and violence against Asian immigrants and Asian Americans has surged 150%. If we want to #StopAsianHate, we have to do far more than denounce the interpersonal violence that makes the news. The roots of anti-Asian violence are deep and familiar: white supremacy, xenophobia, and imperialism.

**On April 1st at 10am PT/1pm ET** join Lily Zheng, diversity, equity, and inclusion activist and host Shabnam Banerjee-McFarland, as they discuss processing trauma at work, leading anti-racist efforts, and how to combat anti-Asian violence and discrimination.

[Click here to register](#)



## Killing Me Softly: Suicide Among African American, Asian, Pacific Islander and LGBTQ+ Students

Wednesday, April 7, 2021 | LIVE 3:00-4:30 PM  
Central Time (4:00-5:30 PM Eastern / 2:00-3:30 PM  
Mountain / 1:00-2:30 PM Pacific)

Free | [Click here for webinar info and to register](#)

### Session Description:

The purpose of this session is three-fold: 1) to enhance institutional awareness of suicide risk, which is the second leading cause of death among college-aged students; 2) to examine certain racial, ethnic, and cultural dynamics, gender identities, and sexual orientations, and their relationship to suicide risk and protective factors; 3) to offer participants an opportunity to work, in small groups, to develop strategies for reducing on-campus suicide risk factors, while simultaneously increasing protective factors among diverse populations. This session will discuss research that shows that campuses that successfully create LGBTQ+ affirmative environments can reduce suicide risk among these populations.

This session will also examine rising rates of suicide among African Americans entering college, which have historically been under reported due to unique cultural expressions of suicide. Further, the workshop will examine suicidal issues among specific Asian and Pacific Islander ethnicities, including a related case presentation. This session should particularly benefit student life/student affairs personnel concerned about suicide risk and interested in developing policies and procedures aimed at increasing factors that protect against suicide. Similarly, this session will be of interest to all members of university communities who would like to contribute to the creation of safer campus environments.

# ETSU GOSPEL CHOIR CONCERT SPRING 2021!

The ETSU Gospel Choir will host its spring concert under the direction of Jerrica Dyson. Featuring billboard Gospel artist Rudy Currence. As well as the ETSU Chorale, and previous ETSU Gospel Choir director Jimmy Young

Sunday, April 11th  
4:00 P.M.  
Culp Auditorium

## FEATURED ARTIST:



FOR MORE INFORMATION CONTACT [ETSUMC@ETSU.EDU](mailto:ETSUMC@ETSU.EDU) OR  
423-439-4844

REGISTRATION WILL NOT OPEN UNTIL MARCH 31, 2021



## Continued ~ Upcoming Events

**SAVE  
THE DATE**

**September 20-22, 2021**  
Virtual Conference

[etsu.edu/equity](https://etsu.edu/equity)



3rd Annual  
*Equity and  
Inclusion*  
CONFERENCE

From Discussion to Action:  
Bold Steps Toward  
Equity and Inclusion



EAST TENNESSEE STATE  
UNIVERSITY

## Homecoming - Spring 2021

The ETSU Black Alumni Society is sponsoring the **Flashback Friday Virtual Tailgate** event on **Friday, April 16 beginning at 7:11 p.m.** (19:11 Military Time). This one hour event will include games, a power point presentation with a look back at fun times on ETSU's campus, a dance contest, and networking opportunities.

If you would like to have some of your photos included in the slide show, please email them to [Etsubucpictures@gmail.com](mailto:Etsubucpictures@gmail.com) by April 8.

To register for this virtual event and receive a zoom link, please go to [https://etsu.zoom.us/j/70pdOGsrD0qE9a-Sp2alHv\\_Uvam3U8kETXt](https://etsu.zoom.us/j/70pdOGsrD0qE9a-Sp2alHv_Uvam3U8kETXt)



The day is filled with fun, entertainment, interactive games, novelties, and giveaways. **Unity Fest** is on **Friday, April 16th, from 10 a.m. to 2:00 p.m.** on the Boulevard/ Commons. Organizations should have interactive activities and are encouraged to be creative. If you have any questions, please contact the Mary V. Jordan Multicultural Center at 423-439-4844 or [ETSUMC@etsu.edu](mailto:ETSUMC@etsu.edu). We look forward to seeing you there!

## Clemmer College To Launch New Program for Students of Color

A new student mentoring initiative that pairs students of color with an upperclassman mentor will launch this fall in the Clemmer College at East Tennessee State University.

The program, called STRIVE (Students Teaching and Representing Inclusive Values and Excellence), will be available to all students of color in the Clemmer College. The program will match freshmen with sophomore, junior or senior students of color who will serve as a mentor for the next year. After that year, mentees will become mentors to the next class of students, bringing the program full circle.

[Read the full article here.](#)



COMING FALL 2021

# STRIVE

Students Teaching and Representing  
Inclusive Values and Excellence



For more information,  
contact Jessie Wang,  
Director of Student Success,  
at [wangjk@etsu.edu](mailto:wangjk@etsu.edu)

**A mentoring program for students of color in Clemmer College**



## Equity and Inclusion Diversity Champion Spotlight

### Dr. Moin Uddin

Dr. Moin Uddin defines diversity as an openness to differences among people, cultures, and perspectives. *"Though we may share things in common with other individuals, at the end of the day, everyone is their own person and can bring different things to the table, which is why diversity is so important in a team".*



Dr. Uddin contributes to ETSU's efforts to enhance diversity, equity, and inclusion through education, research, and service. Often times he talks about national news items including difficult topics in the class which initiates lively discussion and understanding of perspectives. He says that student reaction to difficult topics vary. They may react passively, show sorrow, express anger, or respond unpredictably. Some students may become visibly upset; others may push back against discussing these topics in class. Many of these reactions stem from feelings such as pain, anger, confusion, guilt, shame and the urge to blame others. In these cases, he shares that his role is to remain calm and assess the situation. If the tension in the room appears to be prompting dialogue and learning, he continues to monitor, but lets the conversation

play out. If the tension boils over in confrontation that jeopardizes student safety (emotional or otherwise), he takes steps to diffuse the situation.

As a faculty when he forms a team for course projects, he takes into consideration factors such as student's age, gender, race, cultural background, etc. It has

been his experience, a diverse team often performs better than others because it values and leverages differences to achieve superior results. Dr. Uddin utilizes open education materials and software to increase equity in access to quality, no/low cost educational materials and to increase student success and improve educational outcomes.

Other ways Dr. Uddin contributes is by mentoring students in the National Society of Black Engineers; being part of the team that received an ETSU Elevates service grant award to inspire girls at Girls, Inc. to pursue engineering and technology; and is the project director, along with Dr. Keith Johnson, on a TBR grant to implement a college/university-wide Inclusive Excellence Culture Competency Workshop.

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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).