



Office of Equity and Inclusion Newsletter

April 6, 2020



A Message from Keith Johnson, Vice President of Equity and Inclusion

“Are we on a level playing field?”

The university has been closely monitoring the evolving situation related to the coronavirus COVID-19 in recent weeks. We know faculty, staff and students are under tremendous stress in these uncertain times, and the full impact of this global health crisis still remains to be seen. As we navigate these challenges together, please be assured that we are committed to supporting our common goal of ensuring our sustainability, safety, health, and well-being of all those whom we serve.

With that being said, there has been a tremendous amount of transitioning over a brief period of time including, but not limited to moving approximately 75% of ETSU classes from face to face to online delivery, migrating many students from campus to home, moving many paper processes to on-line, altering work schedules and responsibilities and the like. By no means is this an easy task, but in the end there will be a lot of “heroes” and “sheroes” who will surface out of this. In addition, as a university, we will learn a lot about ourselves, including how resilient we are.

As we go through this together, I don’t want us to forget about some of our students who may be overlooked through all of the transiting, including, but not limited to low-income, first-generation and students with disabilities.

A survey was conducted by [Course hero](#), which offered online academic resources, demonstrated how diverse the needs are of students in the wake of COVID -19. An analysis of responses from 15,000 students from about 4,000 universities showed that money for rent and food each made up a quarter of students’ overall financial need, followed by costs associated with lost jobs and technology like laptops and Wi-Fi. The study also revealed that needs were even greater. Students needed funds for fuel, medication, household cleaning products, car repairs, and so on. Though this study may not have included ETSU specifically, I strongly suggest that many of our students are no different.

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*Inclusion is an opportunity to come together
rather than drift apart.*

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In addition, are students with disabilities. Students who needed accommodations in on-ground classes will continue to need accommodations, but the method for providing the accommodations may change. There will likely be new students who find accommodations are needed in the new instructional format and the Office of Disability Services will send Faculty Accommodation Forms as needed. There is a webpage established that is helpful and is posted at <https://www.etsu.edu/students/ds/online-accommodation.php>. You can also get there under the faculty staff tab on the [ETSU Coronavirus Update and Response page](#). Disability Services will continue to be a resource for faculty as well as students.

A few key considerations are:

- Ensure materials posted online are accessible for individuals using a screen reader. Provide descriptions of any visual information shared in an online lecture.
- Acknowledging that first-generation students may be facing extra challenges would make a difference.
- Some students may not have the ideal environment that is conducive to excellent study habits.
- The key for faculty and staff is to be understanding, flexible, and know the resources that the university has to help support students in crises.
- Anyone needing Braille materials for a student should send the documents to Mary Little, Director of Disability Services (littleme@etsu.edu). Documents are most easily translated to Braille from a Word file. Scanned images are not translatable.
- Interpreting services will continue to be provided for classes meeting in Zoom. Interpreters must be invited to the meeting along with the students.
- Zoom will create transcripts for posting with the recorded lecture. It is critical that faculty edit the transcripts for accuracy before posting.
- Extended exam time can be managed in D2L. [Disability Services](#) or [Academic Technology Support](#) can assist if needed.



Welcome Chassidy Cooper, Coordinator for Equity and Inclusion

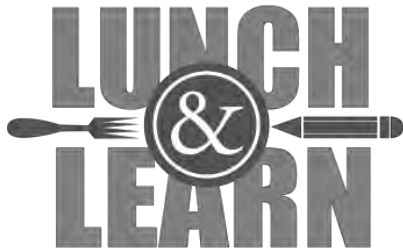
Dr. Chassidy Cooper joined the Equity and Inclusion team in March 2020. She currently serves as the Equity and Inclusion Coordinator. Prior to joining ETSU, Dr. Cooper worked in academic and student affairs areas including: academic and career advising, academic support, new student orientation, first year experience, and student leadership development.

Dr. Cooper is a native Arkansan. She received her bachelor's degree in history from Sewanee-the University of the South, master's degree in higher education from UA Little Rock and completed her doctoral program in Interdisciplinary Leadership Studies at the University of Central Arkansas.



As a Graduation and Retention Advocate award winner, Academy for Teaching and Learning award recipient, and Southern Region Education (SREB) Doctoral Scholar program graduate, Dr. Cooper has been on the frontline of student success, learning, and retention. Her passion for equity and inclusion is evident in her research agenda and community engagement. Her research focuses primarily on students of color in higher education. She has served in a host of capacities for various organizations, currently the Past-President for Arkansas Academic Advising Network (ArKAAN). As a diversity champion, Dr. Cooper hopes to make everyone feel visible, validated, and valued in effort to support ETSU's inclusive excellence.

Spring 2020 Lunch and Learn Sessions



Eat. Connect. Discover.

Join us for an hour of discussion and learning.

Sessions are open to all members of the ETSU community and will be held via Zoom

Virtual Lunch and Learn Session - "Inclusive Language: Why it Matters? How it Works?"

Tuesday, April 14th from 12:00-1:00pm

The discussion will be led by the Director of the Language and Culture Resource Center, Felipe Fiuza.

Join Zoom Meeting at:
<https://etsu.zoom.us/j/665023022>

Meeting ID: 665 023 022

Virtual Lunch and Learn Session - "Trauma-Informed Teaching and Learning: Resilience and Retention"

Tuesday, April 21st from 12:00-1:00pm

The discussion will be led by the Director of Women Studies, Phyllis Thompson.

Join Zoom Meeting at:
<https://etsu.zoom.us/j/539005368>

Meeting ID 509 005 368.

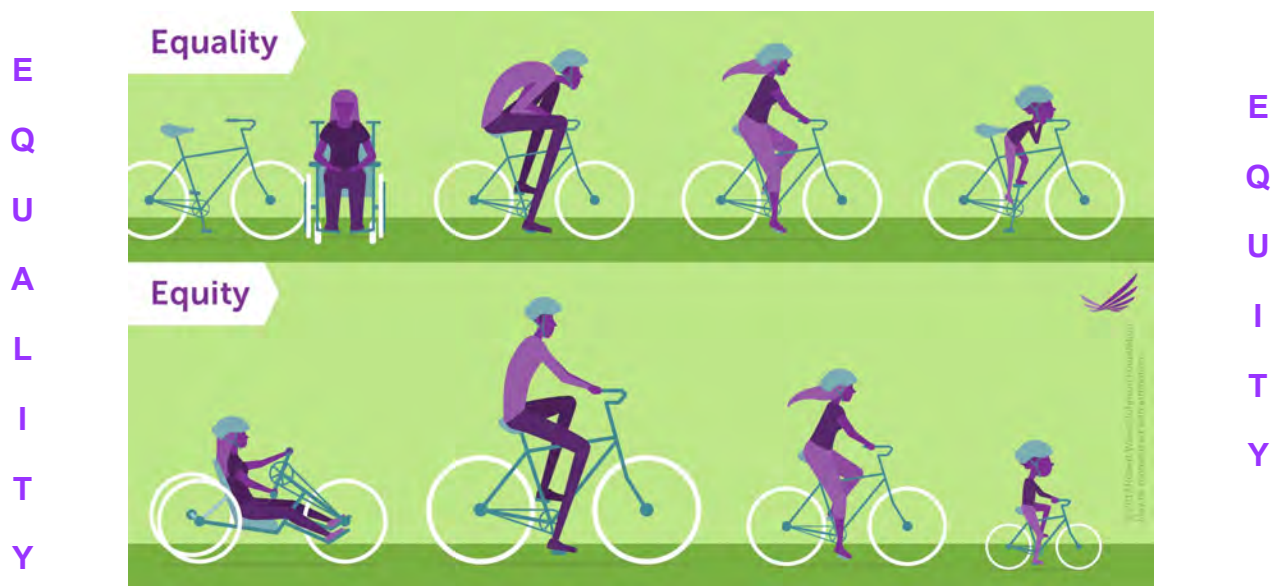
Upcoming Events

April 2020

Tues	April 14	Lunch and Learn—Inclusive Language	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/665023022
Tues	April 21	Trauma-Informed Teaching and Learning: Resilience and Retention	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/539005368

September 2020

Fri-Sat	Sept. 4-5	Corazon Latino/Umoja Fest		
Mon-Wed	Sept. 21-23	2nd Annual Equity and Inclusion Conference		



Equality and **Equity** refer to similar but slightly different concepts.

Equality generally refers to equal opportunity and the same levels of support for all segments of society.

Equity goes a step further and refers offering varying levels of support depending upon need to achieve greater fairness of outcomes.



**2ND Annual
Equity and Inclusion Conference**

**“By All, For All: Remapping Our Communities,
Economies, and Lives Through Equity and Inclusion”**

September 21-23, 2020

Event planning is in progress, please visit the conference page at www.etsu.edu/equity for on-going updates as information becomes available.

Office of Equity and Inclusion
230 Burgin E. Dossett Hall
P.O. Box 70705
Johnson City, TN 37614
P 423-439-4445
F 423-439-4543
Email: matur@etsu.edu

Check out our webpage at:
<https://www.etsu.edu/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 matur@etsu.edu.