



Office of Equity and Inclusion Newsletter

August 3, 2020



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

“Setting The Stage For What Is About To Come”

As the COVID-19 pandemic continues to have an impact on higher education across this country, both students and universities are faced with challenging decisions relative to the fall semester. Universities are deliberating day by day on how the curriculum will be delivered, casting enrollment projections, assessing whether or not there will be fall sports, evaluating how will potential decisions made impact the financial stability of the institution, and the like. On the other hand, students are met with similar decisions as well, including but not limited to taking online vs. on-ground courses, attending local institutions in their home towns, or just taking some time away from school.

While all of this brainstorming is going on about what the fall semester will look like, many universities across the country must not forget that after the death of Mr. George Floyd many of them made several promises to do better for Black students and the Black students are wondering if anything will ever change.

Since I took on the role of Vice President of Equity and Inclusion, I immediately put several things in place. First, I changed the name of the office and formed an advisory council. Shortly after that, in conjunction with several diversity champions, we established the mission, developed strategic objectives, determined the function of the office, and then employed a coordinator to coordinate the equity and inclusion activities of the university. Work continues in this same vein as ETSU looks to become truly the university of choice for all students, faculty, and staff.

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**Your most important work is always
ahead of you, never behind you.
~ Stephen Covey ~**

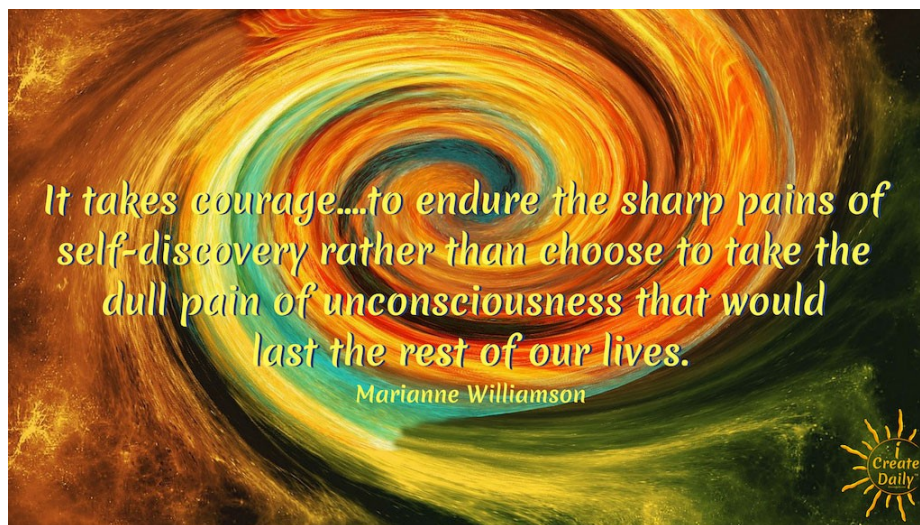
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Continued ~ Message from Dr. Keith Johnson

In the Office of Equity and Inclusion, we believe that equity is about supporting academic and non-academic units on campus to provide opportunities for all constituents whom it serves; faculty, staff, and students regardless of their race, gender, ethnicity, sexual preferences, different abilities, and the like. We also believe that we are here as a partner to those same academic and non-academic units to assist with their inclusion goals. This inclusion is about providing pathways, direction, encouragement, and support for those same constituents. If the university embraces equity and inclusion, then diversity, which is about numbers and is a byproduct of equity and inclusion efforts, then diversity goals can be achieved.

This message serves as a heads up to the revealing of the upcoming university's strategic plan for Equity and Inclusion. The plan includes six very specific goals, with many strategies and expected outcomes. In order for the university to become successful at accomplishing its goals, collectively our efforts will be needed to make that happen. I know this is very vague, but I want to keep you in suspense and give you something to look forward to. The September issue of the newsletter will focus on that plan.



Diversity Champions



The Office of Equity and Inclusion invites you to partner with us in becoming a **Diversity Champion** at East Tennessee State University.

Your commitment emphasizes your willingness to guide, promote, and collaborate with others on campus and in the community on matters of diversity, equity, and inclusion.

To become a Diversity Champion please complete the [Diversity Champion Questionnaire](#) and return to Kim Maturo or mail to the Office of Equity and Diversity, PO Box 70705, Johnson City, TN 37614.

Dr. Patricia Robertson Pride Center



The [Pride Center](#) is located on the 2nd floor of the D.P. Culp Student Center and offers a space for gathering, programming, support and resources for LGBTQIA+ students, faculty, staff, and allies. The Pride Center is a popular gathering spot for students of all backgrounds and it facilitates an area for dialogue, support, and inclusivity.



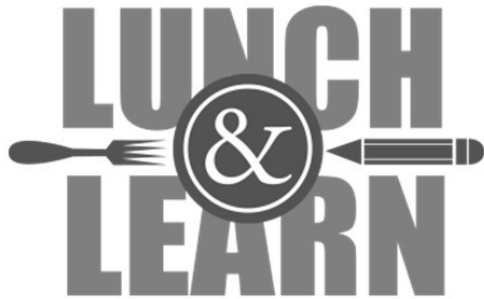
Dr. Patricia Robertson began her social justice work when she was 19 years old. Her social justice interest started in high school but she didn't really have a clear understanding of oppression and advocacy until she went to college and became committed to civil rights work around ethnicity and gender. In the early 80s that interest also became very grounded in lesbian and gay advocacy. She worked professionally and personally with gay men early in the AIDS epidemic, running small groups and working individually with the men and their families. From that time on, LGB and later LGBTQ advocacy has been a soul commitment.

At the University of Wisconsin-Oshkosh and East Tennessee State University, she has been involved in changing University policies to affirm and celebrate the presence of LGBT students and staff and to protect the rights of LGBT students and staff. A Diversity Leadership annual award is given in her honor at East Tennessee State University. This award recognizes the work of a faculty or staff member who is involved in inclusion work at the University. There is also a student who is involved as a diversity educator at the University who is recognized and is the recipient of the John C. Davis and Patricia E. Robertson scholarship.

Dr. Robertson has presented nationally, regionally and locally for decades on issues surrounding the LGBTQ community and has authored articles and created courses to expand knowledge, understanding and support. Her heart is clearly with the LGBTQIA community.

Dr. Robertson retired from East Tennessee State University where she was a professor and chair of the Department of Human Development and Learning. She continues her advocacy work and is teaching a course, Initial Understanding of LGBTQIA, at the Osher Lifelong Learning Institute in Asheville, NC. She is also throwing pots, building totems and dancing her way through retirement.

Equity and Inclusion Summer 2020 Lunch and Learn Sessions



Eat. Connect. Discover.

Join us via zoom for an hour of discussion and learning.

All times are noon-1 p.m.

All sessions are open to members
of the ETSU community.

Dates subject to change.

View our website for additional information.

Sponsored by:

The ETSU Office of Equity and Inclusion

Summer 2020 Series

Tuesday, June 9th

The Culturally Responsive Classroom

Discussion lead: *Amy Johnson, Interim Associate Provost for Faculty & Director of the Center for Teaching Excellence*

Contact Kim Maturo at maturo@etsu.edu for session recording.

Tuesday, July 14th

Reframing Disability

Discussion lead: *Mary Little, Director and ADA/504 Coordinator of Disability Services*

Contact Kim Maturo at maturo@etsu.edu for session recording.

Tuesday, August 11th

Supporting Underrepresented Learners in an Online Environment

Discussion lead: *Michele H. Williams, Academic Success Specialist, College of Pharmacy*

Join Zoom Meeting <https://etsu.zoom.us/j/95501678536>

Meeting ID: 955 0167 8536

To request an accommodation in order to fully participate in the Lunch & Learn program, please contact the
ETSU Office of Equity and Inclusion at 423-439-4445

ETSU is an AA/EEO employer. ETSU-OA-0006-19 25

2nd Annual Equity and Inclusion Conference ~ Keynote Speaker Closing Session ~ September 23, 2020 ~ 3:00-4:30pm



Dr. Shirley Davis-Keynote Speaker

Dr. Shirley Davis is an accomplished corporate executive, global workforce management expert, a certified leadership coach, and a master of reinvention. She works with leaders at all levels and has worked in more than 30 countries on 5 continents and delivers more than 80 speeches a year. She brings a high-energy, high-content and high-value message to audiences all around the world. She has over 20 years of business experience in a variety of senior and executive leadership roles with Fortune 100 companies and served as the Vice President of Global Diversity and Inclusion and Workplace Strategies for the world's largest HR membership association, the Society for Human Resource Management. Dr. Davis' expertise lies in providing solutions and strategies for

achieving leadership excellence and in building high performing and inclusive workplace cultures where all talent can thrive.

Dr. Davis has also been a featured expert on *NBC's The Today Show*, the *Wall Street Journal*, *USA Today*, *CBS News*, *HR Magazine*, *Profiles in Diversity Journal*, *CNN.com*, and *Inclusion Magazine*. She is also a featured author of two popular *LinkedIn Learning* courses entitled "*Leadership Foundations*" and "*Inclusive Leadership*." She is the author of, "*Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life*," and "*The Seat: How to Get Invited to the Table When You are Over-Performing and Undervalued*."

2nd Annual Equity and Inclusion Conference ~ continued

ETSU and the **Office of Equity and Inclusion** are committed to building awareness of equity and inclusion institution-wide, thereby affirming the educational value of a diverse and fully inclusive campus.

This year's conference theme, *"By All for all: Remapping our communities, Economies, and Lives Through Equity and Inclusion,"* brings together national and regional in the country to discuss and challenge our assumptions and values to help build stronger, more cohesive, and economically stable communities. Remapping without boundaries underscores the importance of building a welcoming and inclusive community to sustain and revitalize the economic, cultural, and physical health of our region.



**EARLY BIRD REGISTRATION
EXTENDED TO AUGUST 31ST**

[To register click here.](#)

Early Bird Rate through August 31, 2020

*ETSU Employee: \$50.00

Community Rate/Non ETSU: \$60.00

Student Rate: \$25.00

After August 31, 2020

*ETSU Employee: \$65.00

Community Rate/Non ETSU: \$75.00

Student Rate: \$25.00

*Eligible ETSU employees may use the education assistance form when registering for this conference. Register at the link above, fill out the [Educational Benefits Form](#), and send to the Office of Professional Development at PO Box 70300.

Session Panelists, Speakers, and Moderators

Dr. Brandon R. Davis - Assistant Professor of Law and Society in the School of Public Affairs and Administration at the University of Kansas and a former postdoctoral research associate at Brown University.

Dr. LaTasha Smith-Tyus - Director of Career Services at Wofford College

Dr. Jessi Hitchins (she/her) - founding Director of the Gender and Sexuality Resource Center at University of Nebraska at Omaha

Ms. Rashida Love - 15 year career in service of equity, inclusion, social justice instruction, and counseling

Dr. Becki Elkins, Department of Student Affairs Administration and Director of the Ed.D. program in Student Affairs Administration and Leadership at the University of Wisconsin-La Crosse

Ms. Ash-Lee Woodard Henderson - Co-Executive Director, Highlander Research and Education Center

Mr. Leonard Slater - Operations Improvement Specialist at Ballad Health, Vice President local NAACP

Mr. Perry Stuckey - Senior Vice President, Chief Human Resources Officer for Eastman Chemical Company.

Mayor Jenny Brook, Mayor, Johnson City

Chief Karl Turner, Chief of Police, Johnson City

Mr. Pete Peterson, City Manager, Johnson City

Dr. Brenda White Wright - motivational speaker and diversity consultant with over 40 years of experience

Dr. Daryl Carter - Professor, Department of History

Mr. Steve Ellis - Assistant Dean for Student Affairs, College of Pharmacy

Dr. Jean Swindle - Assistant Professor, Clemmer College, Educational Foundations & Special Education

More panelist, speakers, and moderators to be announced.

Visit the [conference website](#) for pictures and full bios.

Upcoming Events

August 2020

Tuesday	August 11	Lunch and Learn Session <i>Supporting Underrepresented Learners in an Online Environment</i> Discussion lead by: Michele Williams, Academic Success Specialist, College of Pharmacy	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/95501678536 Meeting ID: 955 0167 8536
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September 2020

Tuesday	Sept. 8	Lunch and Learn Session <i>Social Media Presence</i> Discussion lead by: Jennifer Barber, Marketing and Social Media Manager, University Relations	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/94713040827 Meeting ID: 947 1304 0827
Tuesday	Sept. 15	Lunch and Learn Session <i>Becoming an LGBTQ Ally</i> Discussion co-lead by: Bethany Novotny, Assistant Professor, Dept. of Counseling and Human Services and Stacey Williams, Professor, Dept. of Psychology	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/92785616155 Meeting ID: 927 8561 6155
Mon-Wed	Sept. 22-23	2nd Annual Equity and Inclusion Conference Early Bird Registration Extended to August 31st https://www.etsu.edu/equity/conference.php	Visit website for details	Virtual Conference

October 2020

Tuesday	Oct. 20	Lunch and Learn Session <i>How to Run an Inclusion Search</i> Discussion co-lead by: Lori Erickson, Assistant Vice President and Kasey Hommel, EEO Specialist, Office of Human Resources	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/97822406142 Meeting ID: 978 2240 6142
Tuesday	Oct. 27	Lunch and Learn Session <i>Diversity, Inclusion, and Career Services: Helping students navigate their career through and after college</i> Discussion lead by: Jeffrey Alston, Director University Career Services	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/92318735769 Meeting ID: 923 1873 5769

November 2020

		Lunch and Learn Session <i>The Biology of Skin Color</i> Discussion lead by: Cerrone Foster, Assistant Professor, Biological Sciences	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/99516630751 Meeting ID: 995 1663 0751
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Up-Coming

Spring	2021	Corazon Latino	TBA	
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Equity and Inclusion Advisory Council Member Spotlight



Antonio Rusinol, Ph.D., Associate Professor, Department of Biomedical Sciences grew up in Argentina, where he obtained his Ph.D. in Biochemistry from Tucuman National University. He did his post-doctoral training at the University of Alberta in Alberta, Canada. Antonio's main professional interests are:

- Research on the mechanisms of cell proliferation, atherosclerosis, and aging.
- Application of new methods of teaching to medicine/ pharmacy students.
- Promoting and supporting activities and events that celebrate diversity and develop an awareness of inclusion throughout ETSU and the Tri-Cities.

Antonio's wife is a Medical Interpreter. They have a son who is a research analyst for ESPN and a daughter who is a Musician and Music Therapist. His main activities outside the university are mountain biking, volleyball, photography, and playing flute and guitar.



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 F 423-439-4543

Webpage: <https://www.etsu.edu/equity/>

Facebook: [https://](https://www.facebook.com/etsuequity/)

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.