



Office of Equity and Inclusion Newsletter

February 1, 2021



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

“Two Americas”

On January 6, 2021, we witnessed a violent mob riot at the U.S. Capitol. It was a shocking and reckless attempt to hijack the very foundation of our democracy. Hundreds of pro-Trump loyalists, motivated by misinformation, stormed the U.S. Capitol in an attempt to overturn the results of the presidential election. Forcing their way into the building, they recited chants that clearly suggested intentions to kidnap, harm, or even kill lawmakers, including the vice-president. Though the actions of these people were appalling, what was equally shocking was the lack of security forces or National Guard presence to counter these lawless citizens. Despite the fact that this was a planned, nationally communicated event, there was no anticipated need for law enforcement presence as a precautionary measure. This, despite evidence suggesting to capitol police a few days prior, that there would be potential threats to lawmakers. As I observed this disgraceful video footage, I noticed what appeared to be officers taking selfies with some rioters, and even more alarming, officers appearing to be complicit in their actions by removing barricades, thus allowing rioters to breach the entrance of the Capitol building. Even more, evidence indicated that some security officers may have escorted some of the rioters to the offices of specific lawmakers. Equally disturbing was watching those who forcefully and violently entered the Capitol, ransacked offices and other general areas, be allowed to leave the premise with ease and

~ continued on page 2 ~



“...when knowledge would begin to flow...the chains of slavery and ignorance would melt like wax before the flames. Cultivate your minds and more...(for) it is not the color of the skin that makes the man or the woman, but the principle formed in the soul.”

~ [Maria W. Stewart](#) ~

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calmness after much destruction, injuries, and even deaths. Much of the media has described those who stormed the Capitol building as domestic terrorists and their actions as unprecedented. Some have even said, "Never in recent history have we seen such a challenge to our democracy."

In April of 2020, there was a planned "Unlock Michigan" protest that quickly turned into a militia group storming the state Capitol building in Lansing. Prior to storming the building, hundreds could be seen blowing their horns and decrying Gov. Gretchen Whitmer's coronavirus lockdown orders. Many were armed with military-style weapons and wearing camouflage fatigues. Ironically, after the former president tweeted "Liberate Michigan", on cue, those who assembled, demanded entry into the House of Representatives' chamber chanting, "Let Us In." Fortunately, this was a failed plot to kidnap Gov. Whitmer and bomb the state Capitol. Even earlier in 2017 in Charlottesville, VA, white supremacists marched through the streets chanting racist and anti-Semitic slogans and clashing with counter-protesters. The general lack of consequences there and in Michigan last spring, normalized and legitimized these behaviors and made it very easy to scale up to what we recently witnessed in Washington.

In retrospect, I can't help but reflect on and compare law enforcement's response and presence at the many peaceful protests motivated by the death of Mr. George Floyd, led by Black Lives Matter organizers during the summer of 2020. To be fair, there were some who did not represent the cause of BLM but were present for their own personal gain, which included looting and destroying property. It has also been proven that some were imbedded to incite mayhem to derail and discredit the movement. In my opinion, this illustrates how little progress we have made in community policing. It paints a clearer picture of systemic issues stemming from how policing is done in communities nationwide that motivated the

BLM protests. At the BLM protests, the police presence was overwhelming and the police responses were very aggressive. They deployed explosives, fired rubber bullets, and displayed a strong visible presence of military vehicles. This comparison demonstrated disparities between ethnic groups that continue to plague our country.

There have been countless testimonies from police officers who used deadly force against people of color that they felt that they were in "imminent danger". The officers perceived that their lives in the moment were in danger; therefore, deadly force was justified. When looking at much of the video footage of the deadly assault on the Capitol building, many officers were definitely in "imminent danger". Several were beaten with foreign objects and flagpoles, crushed in doorways, and even assaulted with a fire extinguisher. In any case, there appeared to have been only one shot fired by an officer resulting in deadly force. I do not need to pose the question as to what would have happened if the races were reversed because we all know the answer to that.

"Two Americas" is a phrase used by Dr. Martin Luther King Jr. in his speech **"The Other America."** In that speech he goes on to say,

"And the fact is that justice is indivisible; injustice anywhere is a threat to justice everywhere. And I say that if we will stand and work together, we will bring into being that day when justice will roll down like waters and righteousness like a mighty stream. We will bring into being that day when America will no longer be two nations, but when it will be one nation, indivisible, with liberty and justice for all."

There is no shortage of examples in this country to illustrate the clear divide when it comes to policing Black and brown people versus their white counterparts.

Continued ~ Message from Dr. Keith Johnson

The Pew Research Center collected perception data that may add insight as to why there are discrepancies when it comes to policing. Our perceptions impact our day-to-day decisions and actions, which also includes how we treat people, whether implicit or not.

1. **Majorities of both black and white Americans say black people are treated less fairly than whites in dealing with the police and by the criminal justice system as a whole.** In a 2019 Center survey, 84% of black adults said that, in dealing with police, blacks are generally treated less fairly than whites; 63% of whites said the same. Similarly, 87% of blacks and 61% of whites said the U.S. criminal justice system treats black people less fairly.
2. **Black adults are about five times as likely as whites to say they've been unfairly stopped by police because of their race or ethnicity** (44% vs. 9%), according to the same survey. Black men are especially likely to say this: 59% say they've been unfairly stopped, versus 31% of black women.
3. **White Democrats and white Republicans have vastly different views of how black people are treated by police and the wider justice system.** Overwhelming majorities of white Democrats say black people are treated less fairly than whites by the police (88%) and the criminal justice system (86%), according to the 2019 poll. About four-in-ten white Republicans agree (43% and 39%, respectively).
4. **Nearly two-thirds of black adults (65%) say they've been in situations where people acted as if they were suspicious of them because of their race or ethnicity, while only a quarter of white adults say that's happened to them.** Roughly a third of both Asian and Hispanic adults (34% and 37%, respectively) say they've been in such situations, the 2019 survey found.
5. **Black Americans are far less likely than whites to give police high marks for the way they do their jobs.** In a 2016 survey, only about a third of black adults said that police in their community did an "excellent" or "good" job in using the right amount of force (33%, compared with 75% of whites), treating racial and ethnic groups equally (35% vs. 75%), and holding officers accountable for misconduct (31% vs. 70%).
6. **In the past, police officers and the general public have tended to view fatal encounters between black people and police very differently.** In a 2016 survey of nearly 8,000 police-men and women from departments with at least 100 officers, two-thirds said most such encounters are isolated incidents and not signs of broader problems between police and the black community. In a companion survey of more than 4,500 U.S. adults, 60% of the public called such incidents signs of broader problems between police and black people. But the views given by police themselves were sharply differentiated by race: A majority of black officers (57%) said that such incidents were evidence of a broader problem, but only 27% of white officers and 26% of Hispanic officers said so.
7. **Around two-thirds of police officers (68%) said in 2016 that the demonstrations over the deaths of black people during encounters with law enforcement were motivated to a great extent by anti-police bias; only 10% said (in a separate question) that protesters were primarily motivated by a genuine desire to hold police accountable for their actions.** Here as elsewhere, police officers' views differed by race: Only about a quarter of white officers (27%) but around six-in-ten of their black colleagues (57%) said such protests were motivated at least to some extent by a genuine desire to hold police accountable.

Continued ~ Message from Dr. Keith Johnson

8. **White police officers and their black colleagues have starkly different views on fundamental questions regarding the situation of blacks in American society**, the 2016 survey found. For example, nearly all white officers (92%) – but only 29% of their black colleagues – said the U.S. had made the changes needed to assure equal rights for blacks.
9. **A majority of officers said in 2016 that relations between the police in their department and black people in the community they serve were “excellent” (8%) or “good” (47%).** However, far higher shares saw excellent or good community relations with whites (91%), Asians (88%) and Hispanics (70%). About a quarter of police officers (26%) said relations between police and black people in their community were “only fair,” while nearly one-in-five (18%) said they were “poor” – with black officers far more likely than others to say so. (These percentages are based on only those officers who offered a rating.)
10. **An overwhelming majority of police officers (86%) said in 2016 that high-profile fatal encounters between black people and police officers had made their jobs harder.** Sizable majorities also said such incidents had made their colleagues more worried about safety (93%), heightened tensions between police and blacks (75%), and left many officers reluctant to use force when appropriate (76%) or to question people who seemed suspicious (72%).

The immediate police response to what the world saw on January 6, 2021 will no doubt go down in history. In addition, that same history will reflect a miscalculation, an underestimation of the potential or even a down right dismissal of what could happen if large crowds motivated by misinformation are incited and are left to their own vices to fix a problem that doesn't exist. Though I am not in a position to fix all of our country's problems, nor are you, we are, however, in a position where we can have a positive impact in our own personal and professional circles of influence, whether education, industry, government, or the like. Those positive impacts over time have the potential to reshape our country in many ways, including how and whom we police among our citizens, black, white, and all colors in between.

21-Day Racial Equity and Social Justice Challenge

The challenge is designed to create dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege, and leadership.

The 2021 Challenge begins March 1, 2021



Learn More at: [YWCA Knoxville and the Tennessee Valley](https://www.ywca.org/knoxville)

Black History Month



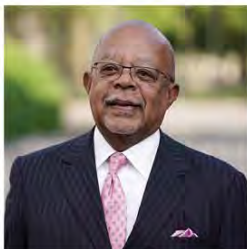
Black History Month is an annual celebration of achievements by African Americans and a time for recognizing the central role of blacks in U.S. history. Also known as African American History Month, the event grew out of “Negro History Week,” the brainchild of noted historian [Carter G. Woodson](#) and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history. Click on the links below to learn more.

[Black History Milestones: Timeline - HISTORY](#)
[Black History Facts - Black History Month & Little Known Facts - HISTORY](#)
[Read more about Black History](#)

ASSOCIATION FOR THE STUDY OF AFRICAN AMERICAN LIFE AND HISTORY®
**THE 2021 BLACK HISTORY MONTH
 VIRTUAL FESTIVAL**
 CELEBRATING THE 95TH ANNUAL BLACK HISTORY THEME
The Black Family: Representation, Identity, and Diversity

Marquee Event

Saturday, February 20, 2021, 1:00 p.m. to 3:00 p.m. EST
 A CONVERSATION WITH HENRY LOUIS GATES, JR. AND EVELYN BROOKS HIGGINBOTHAM



Henry Louis Gates, Jr.
 Harvard University,
Conversationalist



**Evelyn Brooks
 Higginbotham**
 Harvard University,
Conversationalist



Joe Madison
 SiriusXM Radio Host,
Moderator



Rev. William H. Lamar IV
 Metropolitan AME Church
 Washington, D.C.,
Invocation

Acclaimed for his scholarship, his documentary films about African, Afro-Latin, and African American History, and his popular television series, “Finding Your Roots,” Henry Louis Gates, Jr., has brought fascinating African American family stories to the wider public. The Black History Month Festival in 2021 is proud to feature a conversation between ASALH’s national president Evelyn Brooks Higginbotham and Henry Louis Gates, Jr., who will share his thoughts and motivations in popularizing Black History through the heritage of African American families and communities and their search for roots. This program will be moderated by Joe Madison, groundbreaking radio personality and human and civil rights activist. Reverend Lamar will offer the traditional invocation on behalf of the new Festival.

Visit the [Association for the Study of African American Life and History](#) (ASALH) to learn more.

Black History ~ Did You Know



Dr. George Grant
Avid golfer, Dentist, and Inventor

Dr. George Franklin Grant was an avid golfer, but his skill was at question. In the 19th century, teeing it up didn't mean sticking a peg in the ground to hold the ball not until Dr. Grant invented the tee itself. [Read more.](#)

Lonnie G. Johnson
Engineer and Inventor

Lonnie Johnson was an engineer for NASA, but he may be most famous for inventing the Super Soaker! [Read more.](#)



Dr. Patricia Era Bath
Ophthalmologist, Inventor, Humanitarian, and Academic



Dr. Patricia Bath claims many "firsts": She was the first African American to complete a residency in ophthalmology; the first woman to chair an ophthalmology residency program in the United States; and the first African American female doctor to secure a medical patent. She also co-founded the American Institute for the Prevention of Blindness. [Read more.](#)

Hank Aaron
Athlete and Civil Rights Icon

Hank Aaron was a baseball player and a civil rights icon. His work in support of civil rights earned him a Presidential Medal of Freedom in 2002, as well as awards from the NAACP and [the International Civil Rights Hall of Fame.](#)



"I am very proud to be an American. This country has so much potential, I'd just like to see things better, or whatever, and I think it will be." ~ Hank Aaron ~

Black History Month Events

[Local Area Black History Month Virtual Events](#)

National Museum African American History & Culture: [Importance of Black History Month](#)

Virtual Event: [Diversity Best Practices](#)

Virtual Event: [National Underground Railroad Freedom Center](#)

Continued ~ Black History Month Events

**UNAPOLOGETICALLY BLACK
PRESENTS:**

**BLACK
HISTORY
MONTH**

Kickoff Celebration

KEYNOTE SPEAKER: ASHLEE HENDERSON

**MONDAY FEBRUARY 1ST, 2021
5:00PM**

**ZOOM MEETING ID:
920 7358 4809**

**PASSWORD:
189402**



For more information, contact:
(423)-439-4844 or mcstaff@etsu.edu

Continued ~ Black History Month Events

MARY V. JORDAN
MULTICULTURAL CENTER
PRESENTS:

*Black History Interview
Series*

*Aired every Friday
at 12 noon*

Guest Speakers featured will be:

*Herb Greenlee-February 5th
Adam Dickson-February 12th
John Russaw-February 19th
Lottie Ryans-February 26th
Tybre Faw-March 2nd*

*Interview series on the Multicultural Center:
Instagram, Facebook, Twitter & Website
Weekly*

For more information, contact:
423-439-4844 or mcstaff@etsu.edu

Carshonda Martin, Director

Mary V. Jordan Multicultural Center and Access and Student Success Programs

Carshonda H. Martin serves as the Director of the Multicultural Center and Access and Student Success at East Tennessee State University. She is a native of Morristown, TN, and came to ETSU in 2004 as a transfer student from Walters State Community College. She was very active on campus early by being involved with several student organizations, such as Vice-President and Secretary of State for Student Government Association, The Well, BCM, and POLO.



Carshonda holds a Bachelor of Science in Exercise Science and Master of Professional Development both from ETSU. Carshonda is currently working on her Doctoral degree in Learning and Leadership from the University of Tennessee at Chattanooga, with her dissertation topic centered around the role that barriers and success programs have on African American students' academic success, retention, and graduation completion at ETSU.

Carshonda joined ETSU full-time in 2009 as an Admission Counselor for Undergraduate Admissions and was later promoted to Director of Access and Student Success in 2012 with Equity and Diversity. Then in 2017, Carshonda moved into her current role as the Director of Multicultural Center.

The Mary V. Jordan Multicultural Center's mission is to actively promote, lead, and facilitate ETSU's commitment to diversity and be a champion for the importance of diversity and inclusion for all students. Within the Jordan Center, the hope is that they are providing a supportive atmosphere, building relationships, and helping the students overcome barriers that they may face. The Jordan Center is a place where all students, staff, and faculty can interact, share and celebrate their experiences.

Within the Jordan Center, are the student access and success programs such as a BUCS Academy, QUEST for Success, Discover ETSU, and the BEST Mentoring Program. All of these

programs help underrepresented students with their transition into college and aids in their overall success and persistence to graduation. To highlight the success of one of their programs, the BUCS Academy Program has a 100% overall retention rate for fall 2020 and a 98% retention rate for spring 2021.

The Jordan Center also provides support for International students with the IFP Host Family Program and the

IBB Mentoring Program. These programs promote friendship and enhance the overall international student experience on our campus. Within the program, there are students from more than 50 counties.

The Jordan Center also holds signature programming each month where it highlights a certain diverse population, celebrates achievements of diverse students, or holds discussions centered around important social justice issues with the community and nationally. They are able to encourage a safe and positive dialogue around those topics with the ETSU community.

Lastly, The Mary V. Jordan Multicultural Center loves to celebrate the achievements of students. They do that by holding a Diversity Scholars Banquet each semester, and a Lavender and Multicultural Graduation Celebration each semester.

Carshonda hopes that by providing these opportunities for students it will aid in the students having a significant and positive experience on campus. Carshonda is committed to providing quality cultural programs and services that will promote the successful transition, persistence, and graduation of diverse students.

In her free time, Carshonda loves to watch sports, "Go Cowboys!", do anything outside, listen to live music, cycle and bike, ski/snowboard, is very active with her church, and loves to spend time with her family and friends. She is married with two step-children and fur-baby Bella, that brings much joy to her and her husband.

Justin Guillory, Coordinator of Student Access and Leader Development Mary V. Jordan Multicultural Center

Justin D. Guillory is the Coordinator of Student Access and Leader Development for the Mary V. Jordan Multicultural Center. Justin is a native of Lafayette, Louisiana, and holds a Bachelor of Arts in History (2018) from Northwestern State University of Louisiana and a Master of Education in Educational Leadership, Student Personnel (2020) from East Tennessee State University. In 2019, Justin joined ETSU as a graduate assistant with the Multicultural Center. Beginning in January 2021, Justin was



named the Coordinator of Student Access and Leader Development, where he oversees the Quest for Success Program, BUCS Academy Program, and Discover ETSU. Justin is also in charge of coordinating leader training and development for student leaders a part of the Quest for Success Program and BUCS Academy Program. Justin is eager to build the leadership development and training for the Multicultural Center and continue working with QUEST for SUCCESS and BUCS Academy Program students.

I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed.

*~ Booker T. Washington,
American Educator ~*

Education is the most powerful weapon which you can use to change the world.

*~ Nelson Mandela,
South African Statesman ~*



TBR Grant Opportunities



The TBR Office of Organization Effectiveness will be announcing its 2021-2022 grant opportunities soon.

Learn about the TBR SERS grants at [Student Engagement, Retention and Success Grant Opportunities](#).

Mary V. Jordan Multicultural Center

Vision

The Mary V. Jordan Multicultural Center will positively affect lives by creating an environment that supports and sustains the affirmation, celebration, and understanding of human differences and similarities.

Mission

To actively promote, lead, and facilitate the University's commitment to diversity; champion the importance of diversity; provide a supportive atmosphere for students; engage the university community in intercultural dialogue; build collaborative relationships among students, faculty, staff, and the community; and overcome barriers to inclusion.

More information can be found on the Mary V. Jordan Multicultural Center, Division of Student Life and Enrollment [website](#).

The Mary V. Jordan Multicultural Center:

- Provides assistance to underrepresented students and helps meet important goals while at ETSU.
- Promotes success of the overall educational experience by helping underrepresented students get connected to ETSU faculty and staff with whom they build positive and lasting relationships.
- Sponsors over 100 programs and events, reaching over 3,000 students, faculty, and staff each year.
- Helps international students experience a seamless transition to campus life through our One-Stop Shop and Orientations. Visit the International Student Success [page](#).
- Honors the contributions of Latinx and Hispanic communities.
- Commemorates the LGBTQIA and Multicultural students with a bi-annual Lavender and Multicultural Graduation celebration.
- Hosts an annual Cultural Remix in the fall and Unity Fest in the spring that brings all students together to celebrate many cultures and appreciate each other.
- Celebrates Native American Heritage through art, music, and historical legends with an emphasis on the Cherokee culture.
- Collaborates with other academic departments and university offices to coordinate discussions centered around social justice issues
- Sponsors the Chinese Student and Scholar Association at ETSU.



Other engagement opportunities can be found on the [website](#).

The Mary V. Jordan Multicultural Center values student access and success. Access and Success Programs include: [Discover Program](#); [Diversity Educators Program](#); [BEST Mentoring Program](#); [Quest for Success](#); and [Bucs Academy Program](#).

Upcoming Events

February 2021

Wednes.	February 17	Lunch and Learn Session Working With First Generation Students Discussion lead: Dr. Michelle Hurley, Assistant Director McNair Program and Ms. Meagan Stark, Retention Coordinator TRiO Program	12:00-1:00pm	Join Zoom Meeting
Tuesday	February 23	Lunch and Learn Session Debiasing Techniques Discussion lead: Dr. Antonio Rusinol, Associate Professor, Biomedical Sciences, COM	12:00-1:00pm	Join Zoom Meeting

March 2021

Tuesday	March 2	Lunch and Learn Session New Models of Recruitment and Retention Discussion lead: Dr. John Kuykendall, Dean and Associate Professor, School of Education, University of Indianapolis	12:00-1:00pm	Join Zoom Meeting
Wednes.	March 3	Women on Wednesdays "Women and Authority in Nineteenth and Early Twentieth Century West Africa" Constanze Weise ETSU Department of History	12:00-1:00pm	Join Zoom Meeting
Friday	March 5, 12, 19, 26	Cultural Competency Workshop Tenured, Tenure-Track Faculty and All Staff (For those who pre-registered by January 31st)		
Tuesday	March 9	Lunch and Learn Session Recruiting and Retaining Diverse Populations Discussion lead: Ms. Jessica Wang, Director of Student Success, Clemmer College	12:00-1:00pm	Join Zoom Meeting
Wednes.	March 31	Women on Wednesdays "Designing and Creating Costumes for Performance: Artistic, Technical, and Education" Bethany Skinner ETSU Department of Theatre and Dance	12:00-1:00pm	Join Zoom Meeting

April 2021

Tuesday	April 6th	Lunch and Learn Session Social Learning and Social Justice Discussion Lead: Deidra Rogers, Lecturer, Department of Counseling & Human Services, Clemmer College	12:00-1:00pm	Join Zoom Meeting
Wednes.	April 7th	Women on Wednesdays "Fostering Inclusion and Belonging for our ETSU Diverse Populations" Carshonda Martin ETSU Multicultural Center	12:00-1:00pm	Join Zoom Meeting
Tuesday	April 27th	Lunch and Learn Lecture Series Coping With Crisis Discussion lead: Tonya McKoy, Ph.D., LPC-MHSP/AS, NCC Licensed Professional Counselor	12:00-1:00pm	Join Zoom Meeting

Spring/Summer/Fall 2021

Spring	2021	Virtual Corazon Latino	TBA	
Fall	Sept. 20-22	3rd Annual Equity and Inclusion Conference From Discussion to Action: Bold Steps Toward Equity and Inclusion	TBA	

Continued ~ Upcoming Events

**2021 SPRING
LECTURE
SERIES**

**WOMEN ON
WEDNESDAYS**

HOW LIBRARIES SHOULD ADOPT TRAUMA-INFORMED PRINCIPLES

REBECCA TOLLEY

Charles C. Sherrod Library

In this talk, Rebecca Tolley will discuss the core concepts of trauma-informed care (TIC) and illustrate the gaps of philosophy and service that are commonly experienced in libraries. Tolley will set the foundation for why trauma-informed practices should be applied to library environments, followed by suggestions of how to apply concrete TIC steps to construct an inclusive space for all.



**FEBRUARY 3
@ NOON
ZOOM ID 947 8171 9253**



**WOMEN'S
STUDIES PROGRAM**

EAST TENNESSEE STATE UNIVERSITY

Contact
womenstudies@etsu.edu
for more information

ETSU is an AA/EEO employer.
ETSU-CAE-0012-20 60

Equity and Inclusion Diversity Champion Spotlight

Michelle Hurley, Chair

3rd Annual Equity and Inclusion Conference Planning Steering Committee



Greetings friends! Please allow me to introduce myself. My name is Michelle Hurley and I'm so honored to serve as your Chair of the Steering Committee for the 2021 Equity and Inclusion Conference that is scheduled for September 20-22. During the last 20 years I have worked on campus, I have been motivated to work on issues related to diversity and I have witnessed growth in this area, both at ETSU and in our larger community. A cornerstone of ETSU's mission is to treat everyone with respect and dignity yet sometimes these concepts can be difficult to quantify. What do these concepts look like in today's often volatile environment?

In the last few weeks, we have watched our country's leaders call for unification and understanding. This reminds me that we, as a society, are much stronger when we work together and that we are fortuitous to enjoy the immense diversity that is represented in our nation. ETSU leadership echoes this unifying call to action and we find ourselves at the dawn of a positive revolution to bring peace, kindness, and affirmation for all who are part of this community.

In September, we will host the 3rd Annual Equity and Inclusion Conference and action oriented strategies for advocacy and affirmation will be front and center. The conference theme, ***"From Discussion to Action: Bold Steps Toward Equity and Inclusion"*** highlights the need for constructive dialog around issues of diversity but extends the call for concerted and purposeful actions that will facilitate a more equitable and nurturing environment for those that are marginalized. We are in the midst of creating a campus and community that embraces all of its members, celebrates each individual's unique experiences, and capitalizes on the vast amount of talent and gifts that each person brings to the collective table.

It is my hope that you will mark your calendar to attend the 2021 Equity and Inclusion Conference. Not only that, we welcome your ideas and thoughts regarding the content and delivery of the conference! Together, we can continue to improve the campus and community climate for all, and engender a spirit of kindness and affirmation throughout our Appalachian region!

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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.

To add a name to our mailing list, please email Kim Maturo at maturo@etsu.edu.