



Office of Equity and Inclusion Newsletter

February 1, 2022



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

***“Black History Should Always
Be Recognized?”***

Dear Friends,

February is when we celebrate the achievements of Black people in the United States. The month-long celebration began as “Negro History Week.” It was 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 the United Kingdom and Canada also devote a month to celebrate Black History.

~ continued on page 2 ~

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**“A man without knowledge of
himself and his heritage is like a
tree without roots.” ~ Dick Gregory,
American comedian, civil rights activist,
and spokesman for health issues**

Continued ~ Message from Dr. Keith Johnson

But history has not been kind to Africans and Black Americans. Yet, despite the hardships endured by these people, they participated in and significantly contributed to education, technology, engineering, business, medicine, and more ideas and industries that shape and support our culture.

This month's message is focused on barriers that hindered proper recognition of African and Black American influence on Science, Technology and Engineering in this country. And you may take a deep dive into those historical contributions by reading this: [manuscript](#).

Africans and Black Americans have contributed significantly to engineering technologies that we can identify with today: such as manufacturing, construction, electronics, digital media, transportation, and medicine. Historically most Black Americans' inventions were obscured from the public eye. And the inventions of Africans enslaved here automatically belonged to their owners. It wasn't until after slavery that Black Americans were slowly given credit for their inventions when they were patented.

And that credit was often given reluctantly. Even when patents were sold to Whites, Black Americans did not always receive proper credit. Therefore, it is impossible to identify all the contributions of Black Americans to our society. Science, Technology, and Engineering are pervasive and dominant forces in this country. They are our primary sources for understanding the physical, biological, behavioral, and social systems of our world. And you may read more about that here: <https://scholar.lib.vt.edu/ejournals/JOTS/v31/v31n2/pdf/johnson.pdf>

Science, Technology, and Engineering shape the boundaries and directions of all phases of our lives. And they inevitably reflect the values of society, shining a light on social structures, beliefs, and attitudes. And, like our society in general, Science and Engineering records in the United States continue to reflect White dominance.

Black Scientists and Engineers in The United States are an historical anomaly and are still a statistical rarity. In 1984, Black people accounted for only 2.3 percent of employed Scientists and Engineers. Even now, in the 21st century, Black people are merely 11.3 percent of the labor force, but only 4.2 percent are Natural Scientists, and, only 7.6 percent are Math and Computer Scientists, and only 4.6 percent of Black people are employed as Engineers. The source of the problem is obvious: There are so few Black Scientists and Engineers because there are so few Black students in graduate Science and Engineering programs.

And the roots of this lack of representation begin in primary school. Very few Black undergraduates are prepared by their grade schools or high schools to choose Science or Technology, or Engineering courses. There are few Black people in graduate programs because they are still rarely encouraged to take the undergraduate courses required for successful Scientific and Engineering careers. And at every point along the pipeline large numbers of the young Black men and women turn away. It is crucial to identify where and how this occurs in order to develop a long-term solution.

Continued ~ Message from Dr. Keith Johnson

The shortage of Black Scientists, Engineers, and Mathematicians is not the result of recent misdirected social policy. Rather, it is one dimension of the larger story of Black people in our society. And it needs to be understood by reviewing past ideologies, practices, policies, and expectations of both White and Black Americans. We must re-examine the socio-historical links in attitudes about race, gender, educational policies, and the social structure of science. All have previously worked to prevent Black Americans from entering Science, Technology and Engineering, or from having their scientific contributions acknowledged.

The few Black Americans who managed to enter careers in Science, Engineering and Technology still face bigotry in their lives. This discrimination is visible in their lack of public recognition. Only recently scholars began to search for evidence of these contributions and discovered that although Black Americans, and Black American Women are rare in the history of American Science, Technology, and Engineering, they are by no means missing.

I challenge you my friends, not to view African American history or Black history as separate from U.S. history. Africans and Black Americans were instrumental in building the U.S. and have made significant contributions from its humble beginnings. As we strive to meet the challenges before us in higher education in Equity and Inclusion, please keep in mind that our core values are:

- **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.
- **COMMITMENT** to intellectual achievement is embraced.

Sincerely,
Dr. Keith Johnson



Black History Month 2022:
Recognizing the Contributions
of Trailblazing Black Scientists

Black History Month

The 2022 theme for Black History Month, **"Black Health and Wellness"**, takes a look at how American healthcare has often underserved the African-American community.

This theme acknowledges the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora. The 2022 theme considers activities, rituals and initiatives that Black communities have done to be well.

As the COVID-19 pandemic has recently shown, a widespread disparity of access to quality healthcare negatively impacts outcomes for blacks and other minorities. Black people should and do use data and other information-sharing modalities to document, decry, and agitate against the interconnected, intersecting inequalities intentionally baked into systems and structures in the U.S. for no other reason than to curtail, circumscribe, and destroy Black well-being in all forms and Black lives. Moreover, Black communities must look to the past to provide the light for their future, by embracing the rituals, traditions and healing modalities of their ancestors. These ways of knowing require a decolonization of thought and practice. [Read more.](#)

Dr. Carter G. Woodson



Carter G. Woodson was an African American writer and historian known as the 'Father of Black History.' He penned the influential book 'The Mis-Education of the Negro.'

In 1915, Woodson traveled to Chicago to take part in a national celebration of the 50th anniversary of emancipation. He had earned his bachelor's and master's degree at the University of Chicago, and still had many friends there. As he joined the thousands of Black Americans overflowing from the Coliseum, which housed exhibits highlighting African American achievements since the abolition of slavery, Woodson was inspired to do more in the spirit of celebrating Black history and heritage. Before he left Chicago, he helped found the Association for the Study of Negro Life and History (ASNLH). A year later, Woodson singlehandedly launched

the Journal of Negro History, in which he and other researchers brought attention to the achievements of Black Americans.

Woodson lobbied schools and organizations to participate in a special program to encourage the study of African American history, which began in February 1926 with Negro History Week. The program was later expanded and renamed Black History Month. Woodson had chosen February for the initial weeklong celebration to honor the birth months of abolitionist Frederick Douglass and President Abraham Lincoln.

As schools and other organizations across the country quickly embraced Woodson's initiative, he and his colleagues struggled to meet the demand for course materials and other resources. The ASNLH formed branches all over the country, though its national headquarters remained centered in Woodson's row house on Ninth Street in Washington D.C. The house was also home base for the Associated Publishers Press, which Woodson had founded in 1921. [Read more](#)

Black History Month at ETSU

THE ETSU BLACK AFFAIRS ASSOCIATION PRESENTS:

UNAPOLOGETICALLY BLACK

BLACK HISTORY MONTH

SCHEDULE

FEBRUARY 1 - 28, 2022

UNAPOLOGETICALLY BLACK

FOLLOW US @BLACKAFFAIRSETSU

EDUCATION WEEK

FEBRUARY 1-2 **RBG RIBBON GIVEAWAY**
D.P. CULP CENTER - 1ST FLOOR LOBBY | 10:00 AM

FEBRUARY 01 **BHM KICKOFF CELEBRATION**
D.P. CULP CENTER BALLROOM | 7:00 PM

FEBRUARY 02 **SELF-CARE WORKSHOP**
MULTICULTURAL CENTER PRESENTATION ROOM | 7:00 PM

FEBRUARY 03 **I AM NOT RACIST...AM I?**
D.P. CULP CENTER - EAST TENNESSEE ROOM | 4:00 PM

DISCUSSION WEEK

FEBRUARY 07 **FREE HIV/AIDS TESTING**
D.P. CULP CENTER - ROOM 216 | 10:00 AM

FEBRUARY 07 **SAFE-SEX DISCUSSION**
MULTICULTURAL CENTER PRESENTATION ROOM | 7:00 PM

FEBRUARY 09 **SHADES OF BLACK DISCUSSION**
D.P. CULP CENTER - EAST TENNESSEE ROOM | 7:00 PM

SPirit WEEK

FEBRUARY 13 **SUPER BOWL WATCH PARTY**
D.P. CULP CENTER CAVE | 6:30 PM

FEBRUARY 18 **KARAOKE NIGHT**
D.P. CULP CENTER CAVE | 7:00 PM

CULTURE WEEK

FEBRUARY 21 **SANKOFA MUSEUM ON WHEELS**
D.P. CULP CENTER 1ST FLOOR LOBBY | 11:00 AM

FEBRUARY 23 **STEP AFRIKA!**
D.P. CULP CENTER AUDITORIUM | 7:00 PM

FEBRUARY 26 **THE ALL BLACK AFFAIR**
D.P. CULP CENTER BALLROOM | 9:00 PM

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

A complete description of each event can be found on the Equity and Inclusion [Learning/Opportunities](#) webpage or on the ETSU [master calendar](#).

Sodexo will offer a Soul Food Menu on:

Date: Tuesday, February 22nd

Hours: 11:00am and 4:30pm (event time 11:30am-2:00pm)

Location: Main Dining Hall

Lemon Pepper Honey Chicken Wings

Soul Food Southern Mac & Cheese

Collard Green

Corn Bread

Garlic Butter Shrimp and Grits

Fried Catfish with Spicy Okra & Corn Salsa

Passion fruit Coconut Layer Cake

Southern Peach Cobbler

ASSOCIATION FOR THE STUDY OF AFRICAN AMERICAN LIFE AND HISTORY®

THE 2022 BLACK HISTORY MONTH

Virtual **FESTIVAL**

FEBRUARY 2022

BLACK BODIES: FROM EXPLOITATION TO EXCELLENCE**AFRICAN AMERICAN CONTRIBUTIONS TO MEDICAL DISCOVERY AND PUBLIC HEALTH**

This two-part program will feature panel discussions to explore the historic exploitation of Black bodies for the advancement of scientific and medical discovery. Both sessions will illuminate how these challenges and practices have been used to leverage change in medical practice, and to foster resilience and excellence in our community.



HENRIETTA LACKS



HELA CELLS



VERTUS HARDIMAN



BRAIN SCAN



FOOTBALL INJURY

BLACK BODIES, PART I:
Exploitation in Medicine**SATURDAY, FEBRUARY 12, 2022**

12:00 P.M. - 2:00 P.M. EST

The first session will examine the history of medicine, clinical practice, and policies that have impacted African American health and contributed to disparities. Discussion will include the origins of American gynecology, Henrietta Lacks HeLa cells, and the Lyles Station radiation experiments.

BLACK BODIES, PART II:
Race Norming in the NFL**SUNDAY, FEBRUARY 27, 2022**

5:00 P.M. - 6:30 P.M. EST

The second session will focus on contemporary issues addressing health and well-being among Black athletes. It will feature a round table discussion among former NFL players and sports medicine professionals about issues of race norming, mental health and other relevant topics affecting the health and well-being of Black athletes.

GENERAL ADMISSION INCLUDES BLACK BODIES I & II

\$65
GENERAL ADMISSION**\$125**
GENERAL ADMISSION
AND BLACK HISTORY GREETING CARDS & LAPEL PIN**\$150**
GENERAL ADMISSION
AND WOODSON HOME ORNAMENTRegister at <https://asalh.org/festival/> or call 202-238-5912.

Get Acquainted With....



Clemmer College recently named Jessica Wang, Assistant Dean of Equity, Inclusion, and Student Success. Since joining Clemmer College, Jessie has served as a go-to person for students, faculty, and staff in relation to not only student success, but also for guidance in matters of diversity, equity, and

inclusion. Jessie is an elected member of the university's Equity and Inclusion Advisory Council and served on the college's Diversity and Belongingness Task Force.

Jessie holds a B.A. from Emmanuel College in Counseling Psychology and a master's degree from Harvard University in Higher Education, where her research centered on fostering historically underrepresented student success at predominantly white institutions of higher education, focusing primarily on students of color and first generation students. She has been invited to present on a wide range of topics concerning DEI by multiple offices and departments at ETSU, the Langston Centre, Harvard University, Emmanuel College, and the University of Kentucky. Topics have included "Cultivating Equitable Student Success", "Understanding and Unlearning Implicit Bias", "Inclusive Language Training", "Recognizing and Responding to Microaggressions", "Women in Leadership", and "Recruiting and Retaining Diverse Student Bodies."

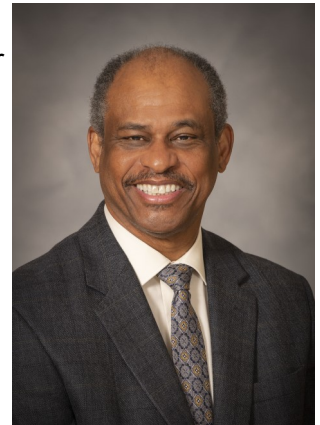
Jessie credits her passion for Student Success and DEI work to a course she took while at Harvard entitled "Redesigning Colleges and Universities for Equitable Student Success" where she learned how entwined student success and equity and inclusion are. Assistant Dean Wang shared *"I'm so excited to formally combine my passion for Student Success and diversity, equity, and inclusion with this new role and hope to ignite that same passion in others. With equity and inclusion work, the motto that drives me is "faster alone, further together" and moving forward together is what we do at the Clemmer College. We have a lot of plans so the work has*

already begun. This community has become home to me, and my hope is to bring people together to help move our college, university, and region forward towards becoming an even more culturally competent and inclusive place."

In addition to her new role, Jessie will retain all current responsibilities that she held as Director of Student Success.

Steve Ellis, was recently named the Interim Director of the Mary V. Jordan Multicultural Center and Access and Student Success Programs.

A message from the Interim Director ~



"The Mary V. Jordan Multicultural Center is a place where our students can discuss, appreciate, and celebrate their identities, similarities, and differences through a variety of facilitated workshops, cultural programming and academic/leadership development opportunities, while also building a sense of community and belonging. It is both a place to gather and an environment for the educational, social justice, and cultural matters that are significant to our students, faculty, staff, and the greater ETSU community."

It is my hope that by facilitating these opportunities for our students it will aid in the students having a meaningful and positive experience on our campus. Our Center is committed to providing quality culturally relevant programs and services that will promote the successful transition, persistence, and graduation of our diverse students.

I look forward to seeing you soon in the Mary V. Jordan Multicultural Center or at one of our many events around campus this upcoming year."

In addition to this interim role, Steve will continue as Assistant Dean for Student Affairs at the Bill Gatton College of Pharmacy.

Language and Culture Resource Center Grant Opportunity



The Language and Culture Resource Center (LCRC) at ETSU invites our faculty, staff, and students to apply for their language and culture incentive grants. The LCRC is a resource center after all, and they want to support your initiatives that foster equity and inclusion through the lenses of language and culture.

They have two types of opportunities, travel grants and research/event grants. A total of three \$500 dollars travel grants and three \$500 research/event grants will be awarded. The committee that will read and judge your grant applications this Spring consists of Dr. Phyllis Thompson, Dr. Chassidy Cooper, Dr. Daryl Carter,

Karlota Contreras-Koterbay, Laura Kappel, and Dr. Felipe Fiuza. Any events or conferences happening either in the Spring or the Summer are eligible.

To submit your application for the travel grants, please send your abstract and the letter of acceptance from the conference by email to lrcr@etsu.edu cc'ing kappel@etsu.edu then fill this form: <https://forms.gle/ke3vtrP2Eg467QLH6>.

To submit an application for the research/event grant please fill this form, <https://forms.gle/DLnm4txiVSi16Hnh6>, and send any supporting materials that you think might be relevant by email to lrcr@etsu.edu cc'ing kappel@etsu.edu.

The awardees will be featured at the LCRC newsletter that will come out in April.

TBR Office of Organization Effectiveness Grant Opportunities

The TBR Office of Organizational Effectiveness will soon announce the 2022-2023 access and diversity competitive grant opportunities for:

- Student Engagement, Retention, and Success (SERS) Grants (sample [2022 application](#) is available on line)
- Open Educational Resources (OER) Grants (sample [2022 application](#) is available on line)

Please visit the [Grant Opportunities](#) page for additional information and updates regarding submission deadlines. The Office of Equity and Inclusion requests that all proposals be reviewed by the ETSU Office of Equity and Inclusion prior to submission. Contact Kim Maturo at maturo@etsu.edu for more details.

All grant applications must be submitted via TBR's [online grants platform](#).

Learn more at [Grants Platform Guide](#).



Inclusive Teaching Practices with the Syllabus Challenge Workshop

A workshop on Inclusive Teaching Practices with the Syllabus Challenge was facilitated by Kim A. Case, Ph.D., Director of Faculty Success in the Office of the Provost at Virginia Commonwealth University last month.

ETSU faculty who were unable to attend the workshop can request the recording link by emailing, Kim Maturo, at maturo@etsu.edu.

This interactive session introduced simple, yet powerful actions faculty can take to increase pedagogical microaffirmations that foster sense of belonging among students.

The practical tips and strategies offered by the [“Syllabus Challenge”](#) address both the syllabus document as well as broader course design. The workshop included several examples of learning goals, course materials, assignments, and course policies by applying critical questions posed by the Syllabus Challenge guiding document.

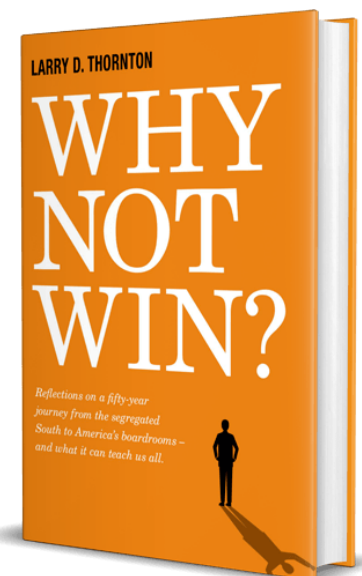
“Just don’t give up what you’re trying to do. Where there is love and inspiration, I don’t think you can go wrong.” ~ Ella Fitzgerald

Why Not Win? By Larry D. Thornton

Artist. Entrepreneur. Author. Servant Leader. These are just a few words that describe [Larry D. Thornton, Sr.](#) You could also call him a father, grandfather, game changer, teacher, and team player. Even though there are many words to describe Larry’s prowess leadership, hearing his life story puts everything in perspective.

Even though he is primarily known as a business man and continues to produce limited and open edition art, in April 2019, Larry established himself as an author with the release of his first book, *Why Not Win? A Reflection on his fifty-year journey from the segregated South to America’s boardrooms – and what it teaches us all.*

Larry preserved by learning to appreciate and embrace diversity, people resources, and conflicting opinions. Stop by the ETSU Office of Equity and Inclusion, 230 Burgin Dossett Hall and borrow a copy of *Why Not Win?* today. You can also email Kim Maturo at maturo@etsu.edu to request a copy.



HEED Award

INSIGHT Into Diversity®

www.insightintodiversity.com

The [INSIGHT Into Diversity HEED Award](#), open to all colleges and universities across the U.S. and Canada, measures an institution's level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff.

Applications are comprehensive, covering all aspects of campus diversity and inclusion. One of the goals of the application process is to help institutions of higher education assess their diversity efforts in order to build on their success and improve where necessary.

The Office of Equity and Inclusion intends to submit an application for the 2022 HEED Award. A HEED Award Application Committee has been organized to facilitate the submission. If you are interested in learning more or participating in the application submission, please contact Dr. Chassidy Cooper at coopercl@etsu.edu.

Inclusive Excellence Workshop Spring 2022 Registration Open

All ETSU faculty and staff are invited to participate in a virtual Inclusive Excellence Workshop organized by the ETSU Office of Equity and Inclusion and facilitated by ETSU faculty and staff.

Purpose of the Workshop: The goal of the workshop is to prepare and deliver the professional development workshop(s) in ways that enhance faculty and staff's abilities to: (i) demonstrate a solid understanding of cultural diversity; (ii) effectively accommodate diverse students through inclusive pedagogy and inter-cultural communication; and (iii) effectively prepare students with cultural knowledge for academic, career and civic success.

Eligibility: All ETSU faculty and staff are eligible to attend the workshop. There is limited spaces available so apply early.

Schedule: The workshop will be conducted virtually over 4 weeks (two hours each week) in March 2022.

Thematic Topic	Date
Laying the Foundations: Movements of the Heart.	March 4 - 8:00-10:00am or March 4 - 1:00-3:00pm
Cultural Agility: What it is and how it works.	March 11 - 8:00-10:00am or March 11 - 1:00-3:00pm
Tools for Cultural Agility in the Classroom and Beyond.	March 18 - 8:00-10:00am or March 18 - 1:00-3:00pm
Expanding the Foundation: Developing and Sharing Your Training with Others.	March 25 - 8:00-10:00am or March 25 - 1:00-3:00pm

Continued ~ Inclusive Excellence Workshop Spring 2022 Registration Open

Facilitators:

Morning Session: *Roger Blackwell*, Clinical Instructor, CPH, Community & Behavior Health and *Pamela Scott*, Professor, Educational Leadership & Policy Analysis

Afternoon Session: *Chelsie Dubay*, Clinical Instructor, Director of Instructional Design, Computing and *Patricia Amadio*, Assistant Professor, COM Academic and Faculty Affairs

Afternoon Session: *Shara Lange*, Associate Professor, CAS, Media and Communications and *Lee Ann Rawlins Williams*, Assistant Professor & RHSC Program Director, Rehabilitative Health Sciences

If you are interested in the workshop, please click on the following link and fill out the short form.

Registration: <https://etsuredcap.etsu.edu/surveys/?s=R8CMAJAP3AJFH3CP>

Deadline: February 21, 2022

If you have any questions regarding the workshop, please contact Dr. Chassidy Cooper, Coordinator for Equity and Inclusion, coopercl@etsu.edu or call 423-439-4444.

Academic Careers Black History Month Online Diversity Job Fair

To support the recruitment of more diverse faculty and professional staff, *Academic Careers* hosts the annual **Black History Month Online Diversity Job Fair** from now through the end of February.

How does it work?

Academic Careers has built a large database of diverse faculty, adjuncts, doctoral students, and staff members. Using *push-technology* they alert them of your jobs in the Online Diversity Job Fair. It is very *pro-active*.

Your job posting includes features for anyone to share it with others via LinkedIn, Facebook, Twitter, and Email.

Sites like *UniversityDiversityJobFair.com* and *DiversityHiringCoalition.com* and *GreaterDiversityNews.com* and *Professor-Jobs.com* and *UniversityJob.com* and *Google Jobs* and others direct applicants to jobs on Academic Careers.

A hyperlink to your HR application system is included and no fees for applicants to see your jobs.

To participate, click on the following link, www.AcademicCareers.com, select Post a Job and enter your job opening(s), which is automatically included in the Black History Month Online Diversity Job Fair.

I'm Not Racist... Am I?* - Movie Event - Updated to Hybrid Event



I'm Not Racist...Am I?

THE DECONSTRUCTING RACE PROJECT PRESENTS A POINT MADE FILMS PRODUCTION
POINT MADE FILMS PRESENTS "I'M NOT RACIST... AM I?" WRITTEN BY SANDOR ZS. SANDOR & JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
CASTING BY JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
EDITED BY JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
PRODUCTION DESIGNER JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
EXECUTIVE PRODUCERS JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
PRODUCED BY JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
DIRECTED BY JESSICA BROSSETT & SANDOR ZS. SANDOR & JESSICA BROSSETT
www.imnotracist.com



I'm Not Racist... Am I? is a feature documentary following a diverse group of teens through a yearlong exploration to get at the heart of racism. Through some tense and painful moments, we see how these difficult conversations affect their relationships with friends and parents, and ultimately challenge them to look deep within themselves.

By the end of their time together, we'll see these remarkable young people develop deeper bonds, a stronger resolve and a bigger, more significant definition of racism than any of us ever imagined.

[Watch the Trailer](#)

Join the Office of Equity and Inclusion and the Annual Equity and Inclusion Conference Planning Steering Committee for a presentation of

I'm Not Racist... Am I?

Date: February 3, 2022

Time: 4:00-7:00pm

Location: DP Culp Student Center, East Tennessee Room

The on-campus viewing will follow Covid protocols for distancing and strongly encourage participants to wear masks. Masks will be available at the door.

Light refreshments to be served

Or

***Via zoom (link will be sent to registered attendees only)**

Viewing will be followed by a discussion/Q&A of the documentary film facilitated by Point Made Learning and two students from the film. ETSU faculty/staff, who have completed training by Point Made Learning will assist with the facilitation.

Registration is open to all ETSU students, faculty, staff, and members of the community.

[Click here to register.](#)

If you have any questions, please contact Kim Maturo, Office Coordinator, Office of Equity and Inclusion at maturo@etsu.edu or 423-439-4445.

Upcoming Events

February 2022

Thursday	February 3rd	<i>I'm Not a Racist...Am I</i> - Hybrid Movie Event Register Here	4:00-7:00pm	Culp, East TN Room or via zoom
Tuesday	February 8th	Lunch and Learn Lecture Series <i>Intersectionality: The Different Layers of You and Me</i> Discussion Lead: Khia Hudgins-Smith, Journey Center for Healing Arts	12:00-1:00pm	Join Zoom Meeting
Tuesday	February 15th	Lunch and Learn Lecture Series <i>Inclusive Excellence through Cultural Competency Presentation</i> Discussion Lead: Dr. William Heise, Professor, Management and Marketing, College of Business and Technology	12:00-1:00pm	Join Zoom Meeting
Tuesday	February 22nd	Dr. Dorothy Roberts Author and expert on the interplay of gender, race, and class in legal issues concerning reproduction, bioethics and child welfare	5:00pm	Join Zoom Webinar


March 2022

Tuesday	March 8th	Lunch and Learn Lecture Series <i>Intercultural Communication for Deaf, Deafblind and Hard of Hearing</i> Discussion Lead: Stephanie Horvath, Assistant Professor, Audiology and Speech Language Pathology	12:00-1:00pm	Join Zoom Meeting
Tuesday	March 22nd	Lunch and Learn Lecture Series <i>Factors That Impact Health</i> Discussion Lead: Dr. Randy Wykoff, Dean, CoPH	12:00-1:00pm	Join Zoom Meeting
Tuesday	March 29th	Lunch and Learn Lecture Series <i>We all Identify: A Guide to Healthy Conversations Around Gender and Sexuality</i> Discussion Leads: Adam Derrick, GA, Pride Ctr and Alison Dyer, GA, Women's Resource Ctr	12:00-1:00pm	Join Zoom Meeting

April 2022

Tuesday	April 12th	Lunch and Learn Lecture Series <i>Inclusive Global Discipline Learning: Curricular, Co-Curricular and Extra-Curricular Engagement</i> Discussion Lead: Nate Tadesse, Mentoring Coordinator, Mary V. Jordan Multicultural Center	12:00-1:00pm	Join Zoom Meeting
Tuesday	April 26th	Lunch and Learn Lecture Series <i>Race, Culture, and Collegiate Athletics</i> Discussion Lead: Calvin Claggett, Director of External Operations and Equity and Inclusion, Department of Intercollegiate Athletics	12:00-1:00pm	Join Zoom Meeting

To Be Scheduled

	Spring 2022	The Office of Equity and Inclusion will be relocating this spring to the 1st floor of Burgin Dossett Hall. Space is currently being renovated to include offices for all staff as well as some new team members. <i>Additional details TBA soon.</i>		
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Brought to you by
ETSU University Career Services



ALL IN: CAREER FAIR SPRING 2022



March 23, 2022 • 2-5 p.m.
D.P. Culp Student Center Ballroom

The **All In: Career Fair Spring 2022** offers students an opportunity to network with a wide range of regional and national employers. **All In** honors ETSU's commitment to diversity and inclusion and welcomes all students, including those with disabilities, veterans, international students, students of color, and LGBTQIA+ individuals. We invite employer sponsors to donate half their registration fee to ETSU organizations that support diversity, equity, and inclusion: the Mary V. Jordan Multicultural Center, Dr. Patricia Robertson Pride Center, Veterans Affairs, and Disability Services.

Make an appointment in Handshake with University Career Services for resume review, career advisement, Bucky's Career Closet, or interview practice.

etsu.edu/careers • 423-439-4450 • careers@etsu.edu



EAST TENNESSEE STATE
UNIVERSITY



4th Annual

*Equity and
Inclusion*
CONFERENCE



Creating a Culture of Belonging:
Building Capacity, Partnerships, and
Opportunities for Progress

SAVE
THE
DATE

September 27-29, 2022

Hybrid Conference

etsu.edu/equity

Equity and Inclusion Diversity Champion Spotlight

Dr. Stacy Onks, Director of the University Advisement Center and Director of the Learning Support Program sees the Office of Equity and Inclusion as the mentor and guide for our campus in moving forward with our understanding of, appreciation for, and active advocacy for all people.

Stacy defines the purpose of the Equity and Inclusion Advisory Council as keeping a finger on the pulse of the campus in its equity and inclusion efforts and developing intentional activism plans for moving ETSU forward in our efforts.

Defining the term diversity for Stacy is simple and complex at the same time. Diversity is all aspects of all people that contribute to their uniqueness and identity. The most simple way she knows to support diversity is to encourage others to honor those unique qualities and to do so herself. Stacy wants her actions to be an example of honoring others by how she engages others. She strives to embrace all people. Creating welcoming and affirming spaces for all people is a goal. Continuing to educate herself on issues of equity and inclusion is important to Stacy so that she can be a strong ally and voice. She has recently joined an advocacy group on campus and in



the community to further that education and outreach efforts. Stacy has many items on her "need to learn" list and welcomes others to join her.

Stacy's approach is:

1. Educate herself, actively and continually.
2. Shut up and listen until she has something to contribute to the discussion.
3. Be prepared to be uncomfortable.

Stacy contributes her time, ideas and energies in, what she hopes, are thoughtful and helpful ways. She doesn't mind leading and doesn't mind following. She adds, "There is plenty of work to be done and it is important to engage as many campus partners as we can to do the work." In her classes, it is expected that they treat each other with respect and she starts each semester that way. Stacy encourages dialogue in her office, in her home - anywhere she is. She truly feels that the Office of Equity and Inclusion should not be tasked/burdened with the role of being sole diversity educators and efforts on this campus. There is much work to be done...and many hands, and in this case, minds and hearts, make for easier work.

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**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.