



Office of Equity and Inclusion Newsletter

January 9, 2023



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

“Pressing Forward into the New Year”

Dear Friends,

Many organizations, including universities, have an end of calendar year or academic year performance evaluation to assess the overall effectiveness of the organization or individual performances. Typically, areas that are reviewed include, but are not limited to accomplishments, responsibilities, development areas, strengths and priorities. However, this month’s post will include several activities, tasks, and initiatives that the Office of Equity and Inclusion has been able to accomplish.

With that being said, the university has many diversity champions who are working tirelessly alongside us to transform our campus to become an inclusive institution that supports all of its students, faculty, and staff that it serves. In addition, many of these same champions are working outside the scope of their employment responsibilities. For the Office of Equity and Inclusion to accomplish many of its goals, these same champions are critical to the office.

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Even though the future seems far away, it
is actually beginning right now.

~ Mattie Stepanek ~

Continued ~ Message from Dr. Keith Johnson

This month's list of items will simply identify selected accomplishments that were realized by the Office of Equity and Inclusion, including partnerships with other units across campus during the calendar year of 2022.

- January 2022 retained a graduate assistant to assist with the publication of a monthly newsletter, quarterly magazine, annual report, and other duties.
- January 2022 held a workshop titled *Inclusive Teaching Practices with the Syllabus Challenge* with speaker Dr. Kim Case; co-sponsored with Clemmer College, College of Arts & Sciences Office of Equity and Inclusion, Center for Teaching Excellence, Committee on Inclusion and Equity in Psychology.
- January - April 2022 held seven virtual lunch and learn sessions, a total of 106 attendees.
- February 2022 hosted movie event *I'm Not Racist...Am I?*
- February 2022 assembled HEED Application Award Committee .
- February 2022 co-sponsored "Ending Medical Racism" event by Dr. Dorothy Roberts initiated by the College of Medicine.
- Spring 2022 reviewed two Open Educational Resources (OER) and one Student Engagement, Retention, and Success (SERS) grant proposals for submission to the TBR Office of Organizational Effectiveness.
- March 2022 moved the Women's Resource Center to the D.P. Culp Student Center and renamed it the Women and Gender Resource Center staffed by a graduate assistant.
- March 2022 held an Inclusive Excellence Workshop including training of 6 facilitators.
- Completed renovated space and relocated the Office of Equity and Inclusion.
- May - August 2022 hired temporary employee to continue work on the quarterly magazine, website, and social media platforms.
- April, August, and November 2022 published *Community Voices Magazine – Helping People Hear Each Other One Story at a Time*.
- June - December 2022 launched EAB Moon Shot for Equity initiative; convened steering committee, held four campus listening/QA sessions, leadership assigned for four best practice teams.
- June - Aug 2022 held three virtual lunch and learn sessions, a total of 49 attendees.
- August 2022 hired Director for the Women and Gender Resource Center.
- August 2022 supported Umoja Festival held in Downtown Johnson City.
- August - November 2022 held seven virtual lunch and learn sessions, a total of 141 attendees
- September 2022 retained 2nd graduate assistant to assist with annual equity and inclusion conference and other duties as assigned.

Continued ~ Message from Dr. Keith Johnson

- September 2022 held an open house in the new office location with representatives from Disability Services, University Compliance, Women and Gender Resource Center, Women's Gender and Sexuality Studies, and Dr. Patricia Robertson in attendance.
- September 27-29, 2022 held the 4th Annual Equity and Inclusion Conference. Invited keynote speakers were Dr. Michael Eric Dyson, Yona FrenchHawk, Crystal Dawn Good, and Bryan Terrell Clark. Total number of attendees: 478.
- October 2022 submitted Voices of Inclusion Award application to ACPA (American College Personnel Association).
- October 2022 four faculty/staff attended SREB Institute on Teaching and Mentoring and connected with 40+ doctoral students.
- October 2022 co-hosted with the Colleges of Arts and Sciences and Public Health to host Dr. James Hildreth, President and CEO, Meharry Medical College to support Leading Voices in Public Health.
- November 2022 held an Inclusive Excellence Workshop.
- January – December 2022 the social media pages reached 6,564 people on Facebook and 695 people on Instagram. The total number of Facebook visits was 388 and Instagram profile visits were 1868.
- Held quarterly equity and inclusion networking meetings with college equity and inclusion point persons to discuss student equity standards for QAF, THEC report, colleges equity and inclusion efforts
- Provided financial support for seven underrepresented students to attend professional conferences.
- Provided financial scholarships for nine underrepresented students to meet tuition, fees, and other program specific academic software needs.
- Provided support for nine underrepresented faculty/staff to attend conferences and workshops and cover publishing fees.
- Provided funding for 55 access and diversity scholarships designed to promote ETSU's commitment to building an inclusive and diverse campus encouraging enrollment and retention of students.
- Provided funding for eight graduate assistantships for underrepresented student populations which included the fiscal year 2022-2023 graduate assistantship for SREB doctoral student
- Continual update of the Office of Equity and Inclusion website to include learning/ opportunities, diversity and equity campus climate survey and related data, the annual conference, advisory council minutes, and monthly newsletter publications.

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Continued ~ Message from Dr. Keith Johnson

As we move forward in the new year, it is important that the university continues to press onward with evolving the campus environment that lives out the values of the university which includes the following:

- 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

Equity and Inclusion Website

The Office of Equity and Inclusion [website](#) will soon include two new pages: ***Moon Shot For Equity and Intellectual Diversity***. These pages are expected to go live before the end of January 2023.

Equity and Inclusion Advisory Council

The **Equity and Inclusion Advisory Council** serves as an advisory and working group for the coordination of the University's efforts relating to equity, inclusion, and cultural competency. The council plays a lead role in advising the creation and coordination of strategies for equitable and inclusive campus activities and outreach. The council is representative of the diversity of the University's student, staff, and faculty populations across our main campus and the VA campus. [Click here](#) to read the Council bylaws and learn more about the Equity and Inclusion Advisory Council.

The Equity and Inclusion Advisory Council is seeking two representatives from the student body, which includes undergraduate and graduate, to join the Equity and Inclusion Advisory Council.

Interested students should complete the [Diversity Champion Questionnaire](#) and return to Kim Maturo at maturo@etsu.edu.

Memorial Fountain at Borchuck Plaza

Designed as an open, public space, the Borchuck Plaza has become a symbol for our ETSU Community's identity and serves as one of four designated "free speech" areas.



A couple of weeks ago, our region, like other areas in the country experienced record-breaking cold temperatures that have impacted our campus, including frozen pipes, water line breakage, collapsed ceilings, and flood damage. In addition, the Memorial Fountain that commemorates the first black students who attended East Tennessee State University that rests on Borchuck Plaza in front of the Sherrod Library also suffered damages as a result of the hard freeze.

That structure symbolizes a story that began more than 60 years ago. It is a story of hope, a story of inspiration, and a story of bravery. It is a story of five men and women who dreamed of a greater tomorrow, and who saw higher education as the road to making their dreams possible. Their journeys began on this campus where, in the late 1950s, they desegregated East Tennessee State College. From these five students would emerge two educators, a civil rights activist, an esteemed leader in higher education, and a decorated military serviceman and respected businessman

Due to the major damage that was sustained to the fountain, repairing it could cost as much as building it, coupled with supply chain issues relative to securing materials to complete the work.

This as a great opportunity to re-envision what a new fountain could look like. Dr. Keith Johnson, Vice-President of Equity and Inclusion will be forming a campus committee that will help envision what the new fountain could look like.

Please stay tuned. More is to come.

*Ruins, for me, are the beginning. With the debris, you can construct new ideas.
They are symbols of a beginning.
~ Anselm Kiefer ~*

“ONE VOICE” - BIPOC Support Group

The BIPOC (Black, Indigenous and People of Color) support group, “**ONE VOICE**”, will start February 7th from 5:00-7:00pm in the Multicultural Center (2nd floor, D.P. Culp Center) and meet twice a month. There will be snacks provided and a topic of discussion in relation to the experiences students have being a minority on campus.

The purpose of **ONE VOICE** is to create a discussion for students who are feeling isolated and are looking for an opportunity to build and encourage community on campus. Also, support groups are a great way to process and know **YOU ARE NOT ALONE**. **ONE VOICE** will be open to undergraduates, graduates, faculty and staff who would like to participate as well.

To learn more or if you have questions, please contact Khia Hudgins-Smith, MS, LPC-MHSP, NCC (She/They) at hudginssmith@etsu.edu.

~ ~ ~ ~ ~

[Khia Hudgins-Smith](#) is the Diversity-Focused Clinical Counselor at ETSU's Counseling Center. The work she implements is focused on cultural competence, diversity, equity, and inclusion for underserved and marginalized student populations enrolled at the University.

Students of Color Symposium at ETSU

The campus of East Tennessee State University seeks to advance opportunities to create an inclusive environment within our Appalachian Highlands region, and want to highlight the work of others who are leading work to support students of color and their retention. The Office of Equity and Inclusion will host a **Students of Color Symposium on Monday, February 27th** in the D.P. Culp Student Center Ballroom.

As we look to hopefully strengthen networks and build a future regional coalition of individuals working in equity and inclusion, we have specifically invited regional institutions with programs of note in the area of students of color to join us in this inaugural gathering on our campus. ETSU Colleges/Divisions have also been invited to participate by bringing a delegation of individuals prepared to discuss their activities/initiatives and ideas regarding student success and retention.

Should your College/Division wish to participate please contact Dr. Keith V. Johnson, johnsonk@etsu.edu, Vice President of Equity and Inclusion by January 27, 2023.

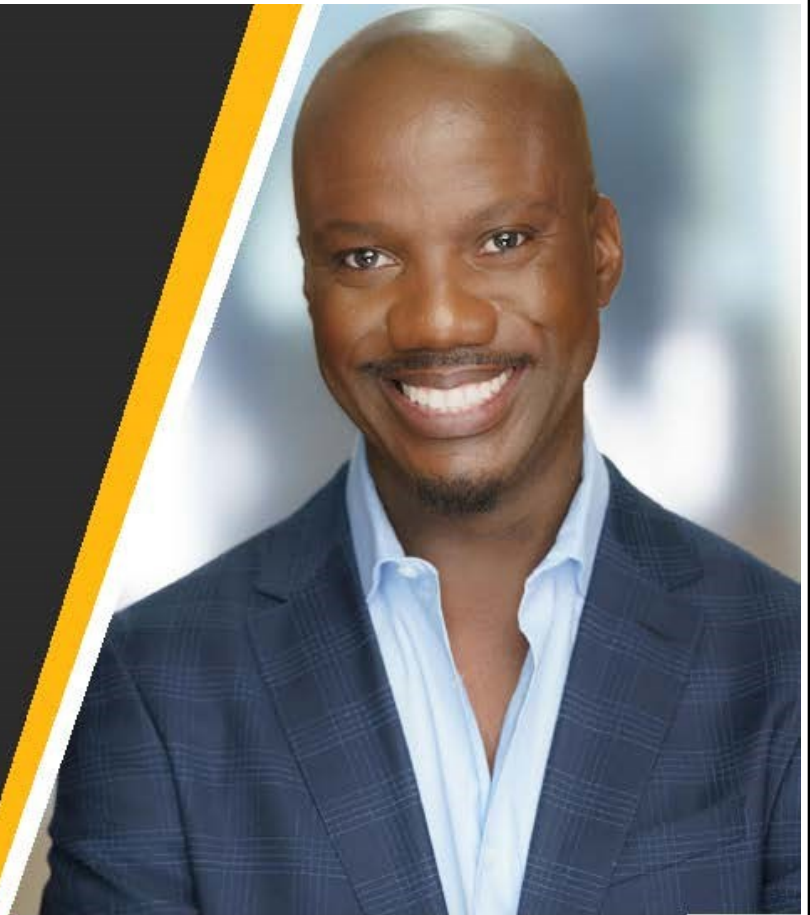
Agenda

- | | |
|---------------------|---|
| • 8:30-9:00 AM | Symposium Check-In and Light Refreshments |
| • 9:00-9:45 AM | Moonshot for Equity Framework |
| • 10:00-11:00 AM | Students of Color Initiatives Showcase #1 |
| • 11:00 AM–12:15 PM | Workgroup Conversations #1 |
| • 12:15-1:15 PM | Break for Lunch (provided) |
| • 1:15-2:15 PM | Students of Color Initiatives Showcase #2 |
| • 2:15-3:30 PM | Workgroup Conversations #2 |
| • 3:45-4:30 PM | Closing and Reception |

USC Race and
Equity Center

Understanding and Addressing Implicit Bias

*East Tennessee Higher Education
Regional Alliance*



**Thursday, January 26
1pm-3pm EDT**

Shaun Harper is one of the nation's most highly respected racial equity experts. He is a Provost Professor in the USC Rossier School of Education and the USC Marshall School of Business. In 2022, he was appointed University Professor, a distinction bestowed only to 26 of 4,700 USC full-time faculty. Dr. Harper also is the Clifford and Betty Allen Chair in Urban Leadership; founder and executive director of the USC Race and Equity Center; and chair of the University Committee on Appointments, Promotion and Tenure. He served as the 2020-21 American Educational Research Association president and the 2016-17 Association for the Study of Higher Education president, and was inducted into the National Academy of Education in 2021.

Register at www.uscrec.info/ETHERA_1

The recording of this live session will be available on equityconnect.usc.edu.

eConvenings

East Tennessee Higher Education Regional Alliance

USC Race and Equity Center

This professional learning series is for full-time and part-time employees at Alliance member institutions. Each month, nationally renowned equity experts will offer a highly-engaging live session via Zoom on a different racial equity topic. Useful tools and practical strategies will be provided in every synchronous three-hour experience. Every campus can send up to 400 employees to each session – it could be the same 400 people, or a different set each month. While there is no cost, advance registration is required for each individual session.

Understanding and Addressing Implicit Bias

Thursday, January 26 | 1-3pm EST

Register at www.uscrec.info/ETHERA_1

Engaging in Productive Conversations About Race and Racism

Tuesday, February 28 | 1-3pm EST

Register at www.uscrec.info/ETHERA_2

Understanding the Effects of Racism on Students' Experiences and Outcomes

Thursday, March 30 | 1-3pm EST

Register at www.uscrec.info/ETHERA_3

Confronting Explicit Acts of Racism and Racial Violence on Campus

Wednesday, April 19 | 1-3pm EST

Register at www.uscrec.info/ETHERA_4

Strategically Recruiting Employees of Color

Monday, May 22 | 1-3pm EST

Register at www.uscrec.info/ETHERA_5

Supporting and Retaining Employees of Color

Thursday, June 29 | 1-3pm EST

Register at www.uscrec.info/ETHERA_6

Accountability and Incentives for Advancing Racial Equity

Wednesday, July 26 | 1-3pm EST

Register at www.uscrec.info/ETHERA_7

Fostering and Sustaining Inclusive Classrooms for Students of Color

Thursday, August 24 | 1-3pm EST

Register at www.uscrec.info/ETHERA_8

Meaningfully Integrating Racial Topics Across the Curriculum

Friday, September 29 | 1-3pm EST

Register at www.uscrec.info/ETHERA_9

Engaging Students of Color in High-Impact Educational Practices and Experiences

Tuesday, October 24 | 1-3pm EST

Register at www.uscrec.info/ETHERA_10

Using Disaggregated Data to Identify and Address Racial Inequities

Thursday, November 9 | 1-3pm EST

Register at www.uscrec.info/ETHERA_11

Strategic Planning and Action for Racial Equity

Tuesday, December 5 | 1-3pm EST

Register at www.uscrec.info/ETHERA_12

race.usc.edu

Direct all inquiries to
Dr. Minh Tran (mctran@usc.edu)

Dr. Martin Luther King Jr. Commemoration

MARY V. JORDAN MULTICULTURAL CENTER MARTIN LUTHER KING, JR. COMMEMORATION

EVENTS



JAN

13

MLK Legacy Program

Location: Alumni Bell Tower

Rain location: Burgin Dossett 2nd Floor

Time: 11:30 am to 12:30 pm

JAN

16

A Day of Service

Location: Carver Recreation Center

Time: 9:00 am to 1:00 pm

JAN

17

Cake Cutting Celebration

Location: Culp Center Main Street

Time: 11:00 am to 2:00 pm

JAN

18

"King's Beloved Community"

Keynote Speaker: Dr. Kevin L. Brooks

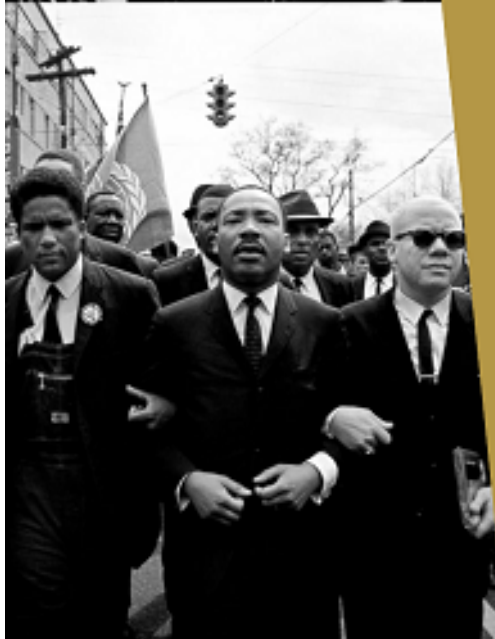
Song Selection: ETSU Gospel Choir

Candle Lighting: Sigma Beta Chapter

Alpha Phi Alpha Fraternity, Inc.

Location: Culp Center Auditorium

Time: 6:00 to 7:30 pm



For more information contact:
423-439-5872 or etsumc@etsu.edu



MARY V. JORDAN
MULTICULTURAL CENTER
EAST TENNESSEE STATE UNIVERSITY

Upcoming Events

January 2023

Monday	January 16th	Martin Luther King Jr. Day		
Tuesday	January 31st	Lunch and Learn <i>Actions at the Nexus of Environmental Justice and Diversity, Equity, and Inclusion</i> Discussion Leads: Dr. Meredith Powers, Assoc. Prof. Dept. of Social Work at UNC Greensboro and Ms. Alicia "LeeCee" Jones, IDEAL League	12:00-1:00pm	Via Zoom

February 2023

Tuesday	February 7th	Lunch and Learn <i>Learning to Communicate Across Cultures</i> Discussion Lead: Chasity Drew, M.A., PDSO/RO, International Student and Scholarship Services	12:00-1:00pm	Via Zoom
Tuesday	February 14th	Lunch and Learn <i>DEI & Well-Being</i> Discussion Lead: Dr. Kevin Brooks, Director Multicultural Center/Student Access and Success	12:00-1:00pm	Via Zoom
Tuesday	February 28th	Lunch and Learn <i>The Syllabus, an Impact or Barrier to Student Success</i> Discussion Lead: Brelinda Johnson, Ed.D. Vice President, Student Success, Motlow State Community College	12:00-1:00pm	Via Zoom

March/April 2023

Tuesday	March 28th	Lunch and Learn <i>Divisive Concepts</i> Discussion Lead: Brian A. Lapps, General Counsel, Tennessee Board of Regents	12:00-1:00pm	Via Zoom
	Mar./Apr. 2023	Mini-Conference to Mark Women's History Month/ Sexual Assault Awareness Month		
Tuesday	April 4th	Lunch and Learn <i>Universal Design for Learning in Higher Education</i> Discussion Lead: Melody Blevins, Ed.D., Project Manager. Access ETSU	12:00-1:00pm	Via Zoom
Wednes.	April 12th	Lunch and Learn <i>"That One Person": Best Practices for Mentoring Students from Historically Excluded Groups</i> Discussion Lead:	12:00-1:00pm	Via Zoom

Upcoming Events 2023

	TBA	LGBTQIA+++ Awareness and Sensitivity Voluntary Training - Women & Gender Resource Center		
	TBA	Washington County Health Department: Resource Roundup - Women & Gender Resource Center		
	TBA	Don't Break My Heart: Women's Heart Health with Dr. Cerrone Foster - Women & Gender Resource Center		
	TBA	Library Book Drive - Women & Gender Resource Center		

Meet Diversity Champion, Khia Hudgins-Smith



Khia Hudgins-Smith, LPC-MHSP, Diversity-Focused Clinical Counselor joined East Tennessee State University in Fall 2022.

My understanding is that the purpose of the Office of Equity and Inclusion is to be a resource for both students and faculty/staff to be mindful of disparities for minority populations on campus

and beyond. Additionally, the Office of Equity and Inclusion provides (BIPOC, disabled, international, etc.) education on best practices to be more inclusive and aware of discriminatory behaviors.

Diversity is a range of individuals from varying cultures, spiritual beliefs, ethnicities, races, and sexual orientations. The encouragement I offer is to remind others to be conscious of the attributes and characteristics that single us out at times are also what bring uniqueness to the table. Also, if we are not celebrating diversity, we could be minimizing the experiences of others and contributing to the on-going egocentrism that resides in our society.

Through the newly created position I stepped into as the Diversity-Focused counselor, I discovered that I am the first clinician of color in the counseling center. Although I have only been here three months, I have already seen an increase in minority students and those with disabilities accessing support in previously unseen ways. We can continue celebrating diversity on campus and in our community through representation and visibility.

Difficult conversations lead to discomfort, and that discomfort is where change ignites. There is also

growth from sitting with individuals who are not like-minded to gain further insight, hopefully from both sides, to encourage more conversations without the fear of judgment or criticism. In November, I observed students from different perspectives engage in a challenging discussion about race, politics, and lived experiences. Future me feels it would be incredible to witness and be a part of complex discussions with outcomes conducive to invitations to continue a dialogue about what divides us and what could bring us together. One of my favorite Angela Davis quotes, "Walls turned sideways are bridges," means to me that we can inspire others in the way of progress if we are willing to be.

When I accepted the position in the counseling center, the awareness of the disparities in support of mental health for marginalized and minoritized students on campus was imperative for acknowledgment.

Since September, I have witnessed and actively participated in the support of our Trans students, support of our Black students, and held space for all those grieving and processing the trauma of the horrific shooting of another LGBTQAI+ club in Colorado.

As I continue my work here on campus, I only hope to proceed with projects that will enhance mental health for all students on campus with a specification for those who have "fallen through the cracks" over the years. In the spring, new groups will be offered through the [Counseling Center](#), such as a Religious Deconstruction group, ONE VOICE, and an additional [Let's Talk](#) in the Multicultural Center on Tuesdays from 3-4:30 to encourage accessibility to support.

~ Khia Hudgins-Smith

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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.