



# Office of Equity and Inclusion Newsletter

July 2, 2020



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

### **“Once the Dust Settles...”**

The June 2020 issue of the Equity and Inclusion newsletter highlighted the disparities that exist between Black Americans and White Americans in the United States. The murder of George Floyd, Breonna Taylor, Michael Dean, and other Black Americans sparked an outcry among Black Americans and their allies. This outcry erupted into protests across the globe. Those outcries have brought to the forefront disparities that otherwise would be hidden in shadows of data that have historically gotten very little attention if any.

According to the US Department of Health and Human Services Office of Minority Health, disparities continue to be a problem that plaque Black Americans in the US in several areas including but not limited to educational attainment, economics, insurance coverage, and health.

### **Educational Attainment:**

In 2017, as compared to non-Hispanic whites 25 years and over, 86.0% of non-Hispanic blacks had earned at least a high school diploma, as compared to 92.9% of the non-Hispanic white population. 21.4% of non-Hispanic blacks had a bachelor's degree or higher, as compared with 35.8% of non-Hispanic whites. More black women than black men had earned at least a bachelor's degree (23.8% compared with 18.5%), while among non-Hispanic whites, a higher proportion of women than men had earned at least a bachelor's degree (35.9% and 35.6%, respectively). 8.1% of non-Hispanic blacks have a graduate or advanced professional degree, as compared to 13.8% of the non-Hispanic white population. (US Department of Health and Human Services).

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**Do the best you can until you know better.  
Then when you know better, do better.  
~ Maya Angelou ~**

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## Continued - Message from Dr. Keith Johnson

### Economics:

According to the Census Bureau in 2017, the average non-Hispanic black median household income was \$40,165 in comparison to \$65,845 for non-Hispanic white households. In 2017, the US Census Bureau reported that 22.9% of non-Hispanic blacks in comparison to 9.6% of non-Hispanic whites were living at the poverty level. In 2017, the unemployment rate for blacks was twice that of non-Hispanic whites (9.5% and 4.2%, respectively). (US Department of Health and Human Services).

### Insurance Coverage:

In 2017, 55.5% of non-Hispanic blacks in comparison to 75.4% of non-Hispanic whites used private health insurance. Also in 2017, 43.9% of non-Hispanic blacks in comparison to 33.7% of non-Hispanic whites relied on Medicaid or public health insurance. Finally, 9.9% of non-Hispanic blacks in comparison to 5.9% of non-Hispanic whites were uninsured. (US Department of Health and Human Services).

### Health:

According to Census Bureau projections, the 2015 life expectancies at birth for blacks are 76.1 years, with 78.9 years for women, and 72.9 years for men. For non-Hispanic whites the projected life expectancies are 79.8 years, with 82.0 years for women, and 77.5 years for men. The death rate for Black Americans is generally higher than whites for heart diseases, stroke, cancer, asthma, influenza and pneumonia, diabetes, HIV/AIDS, and homicide. (US Department of Health and Human Services). In addition, the death rate from COVID-19 for Black Americans are disproportionally higher than their white counterpart.

**Once the dust settles**, and the protesting ends, many will go back to the life that they were accustomed to. Like many major protests of the past, this too will go down in history. I appeal to you to identify a niche area where you have influence and authority to change policies, practices, and behaviors that hurt or harm people of color, specifically Black Americans, whether they are implicit or not, intentional or unintentional, overt or covert, and level the playing field by being a change agent. Your efforts as an ally will provide a fighting chance at success for a population of people who have historically experienced racism.

## 10 Minutes/Day - 25 Minutes/Day - 45 Minutes/Day

*Choose how much time you have each day to become more informed as step one to becoming an active ally to the black community. The link below will lead you to numerous learning resources and a schedule of what to do each day.*

**[Justice in June](#) | Autumn Gupta, Bryanna Wallace**  
Recommended actions for allies to the Black community,  
organized by daily time commitment (10, 25, or 45 minutes per day).



## ETSU Influencer - Dr. Dorothy Drinkard-Hawkshawe



Dr. Dorothy Drinkard-Hawkshawe is the Founder and Director of Africana Studies and Full Professor in the Department of History at East Tennessee State University. She is an amazing professor, and her educational experiences have not only improved our

world. Dr. Drinkard-Hawkshawe is the epitome of an "ETSU influencer".

Her teaching career and administrative roles echo why it is important that students are accustomed to seeing a leader who is diverse and there is no better leader than someone who is a faculty member. It is critical to diversify the professoriate and leadership on ETSU campus. Her commitment to diversity, equity, and inclusion in academia is grounded in her personal and professional experiences and desire to ensure United States history books include more information on how Black Americans contributed to the United States and the world.

Dr. Chassidy Cooper, Coordinator for ETSU Office of Equity and Inclusion recently had the honor of interviewing Dr. Dorothy Drinkard-Hawkshawe to discuss her life and career.

### **Tell me a little bit about yourself and what you do?**

*"I've been at ETSU for thirty years. As an undergrad, I majored in Economics. I then began to concentrate my studies in Black American History with my master's thesis and Ph.D. in Black American History. Both my master's thesis and dissertation were published. My master's thesis was on United States colored troops that fought in the civil war, and was published by Simon and Schuster. My Ph.D. dissertation was on Black American History in Politics and Law. It*

*focused on the Black lawyer, David Augustus Straker, published by the University of Michigan Press. Since that time, other books and chapters have been published. In December 2018, I wrote a chapter on race relations in Maine. The book was on race and racism in the United States. I wrote articles for major journals, including an article by invitation for the United Congressional Newsletter. Publishers were interested in Black History. All of my publications have been requested."*

### **How did your early experiences inspire your career in academia and teaching history?**

*"I graduated from college in the 1960s from Howard University, and started teaching as soon as I graduated. My first job was in Dayton, Ohio where I grew up. As soon as I got back home, within weeks I had an offer for a job as a Director at the YWCA. The job included education and organizing classes for YWCA teenagers. I enjoyed this job, but wanted to continue my education, so I worked for one year. I went back to college to get my M.A. degree in History. My advisor recommended me for a job as a university professor in my early twenties. I served as an assistant professor at the University of Virginia. Soon after, I went back to get my Ph.D. in History, with a concentration in civil rights law. After I got my Ph.D., I became a university administrator and served as chair of the History department at Bowie State in Maryland. During this time I also served as president of the Faculty Senate, which involved work in community and university programming. After nine years at Bowie State, I began working for the National Endowment for Humanities as a liaison officer to colleges and universities. I traveled all over the country telling professors and administrators how to get program funding from the national government."*

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## Continued - Dr. Drinkard-Hawkshawe

**How long have you been a faculty member at ETSU and lived in the Johnson City community?**

*"In 1990, I received a letter and telephone call from ETSU. A search had taken place, the person who chaired the committee got my name from someone. Due to my family and life circumstances, I accepted the position as the chair of the History department. After serving as chair of the History department, I became the Associate Dean of Graduate Studies. During this time, I helped graduate students and faculty. I helped faculty get research grants from state and federal institutions and disseminate research."*

**What led to your current role as Founder and Director of Africana Studies?**

*"During this time, I discovered there was a need for various departments to offer more courses related to minorities. I decided to take my interest to ETSU administration to get their opinions, and they were open to it. So I resigned as Associate Dean of Graduate Studies. I wrote a proposal with the assistance of a committee for the establishment of the Africana Studies. I served as chair of the committee, called all of the chairs of the departments in the College of Arts and Science to ask them if they would propose courses that would enlighten students on the contributions of Black America. For example, I called the Music department chair to establish a course on Jazz. The chair stated, 'that is a good idea, but I don't know if the course will succeed, because I don't know if students are interested in Jazz, but I will propose the course.' Jazz has since become one of the popular courses in the Music department. It's a popular course that is sometimes offered twice a semester. If you look at the current curriculum most of those courses that are offered now did not exist until I established the Africana Studies Program."*

**Tell us about your experience as a Black Woman tenured professor, and as an administrator?**

*"As chair of the History department, I wrote the proposal on the course for African American History. Prior to this time, there was no course on African American History to 1865 and from 1865. Both courses provide information about how Black Americans helped to build this country, and Black Americans' contributions to World History. Ralph Bunche was the first African American to win the Nobel Peace Prize. Ralph worked in FDR's administration and made remarkable contributions to African American History and World History. Ralph Bunche serves as a testament to why African American History is so important, and why the Africana Studies program is so important. To ensure U.S. history books include more information on how Black Americans contributed to the U.S and the world. My experience as Director of Africana Studies has been very positive, the department chairs have responded positively and supported my ideas for establishing courses in Music, Geography, Language, and Literature."*

**What lessons have you learned from ETSU students that you consider valuable?**

*"Students from different areas of the country are on different levels in education. Educators know this, but some states have higher academic standards. Those students are on a higher level in comparison to those states that have lower academic standards. As a professor, I try to help those students, by looking beyond my discipline of history and look at students writing ability. Most students appreciate me looking at their papers and language. As a professor it's my duty to ensure students are well-educated."*

~ continued on page 5 ~

[Click here](#) to learn more about the Africana Studies Program at ETSU.



## Continued - Dr. Drinkard-Hawkshawe

**What are the biggest challenges facing faculty, staff, and students on college campuses today and why?**



*“Learning to be professional. Student’s behavior should be developed in a way to become administrators, directors, and developers. Professors must help students shape their behavior by correcting unprofessional behaviors; for example, getting to class late. Punctuality is important. In some cultures, it is customary not to get to an event on time. Professors should enforce the rule of students getting to class on time to develop professional habits so students do well in the professional world.”*

**Related to diversity, equity, and inclusion, what do you see that needs to change most on ETSU’s campus?**

*“The university is taking steps to be more inclusive. I see more foreign students on campus; I believe this is good and should continue. All students need to learn about the culture of different groups of people who do not live in the United States. If more students from other countries come to the United States and come to ETSU, it helps ETSU students. To be a true educator or to be an intelligent person, you must learn about other people and I think that is important.”*

**Who are your biggest influencers and why?**

*“My parents are my biggest influence. I was taught that education was extremely important at an early age. There was never a question in my mind that I would not get an education. It was a given that you go to elementary school, middle school, high school, and college. The second biggest influence would be my teachers and professors in college. They had a*

*big impact on me. That’s one of the reasons I consider myself as very important in helping to shape the future of students. It’s more than just teaching my course, but trying to help my students develop good habits - coming to class on time, learning to spell correctly. It is part of my responsibility to help the university by moving up, becoming more progressive, and getting a higher academic ranking. I tried to do this when I came to ETSU and chaired the history department; I made sure ETSU became a member of the world organization of history. As a professor, it is important to teach the course, and it is also important that professors improve our country, our world, and make sure students are well-educated in a topic, but also well-educated in general education.”*

**What is your greatest achievement?**

*“Students have become more aware of the contributions of Black Americans to the progress of human beings, world history as well as American history. To the respect of all people, the elimination of bias and prejudices that has hindered the development of this country. Many people regardless of race, color, religion, have talents that can help all people if they are allowed to share their talents with all people. All people benefit from receiving the information and talents of different people despite the color of their skin or race. It is not sensible to discriminate against people because of their religion or skin color because you are hurting yourself. And that is why I contacted department chairs in the College of Arts and Sciences to ask them to introduce them to new courses. I’m responsible for many courses related to diversity in the College of Arts and Sciences. Every chair I asked said yes and all of the courses are still offered. It’s been hard, but productive. My educational experience I hope has improved ETSU.”*

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## Continued - Dr. Drinkard-Hawkshawe

**What kept and sustained you to remain at ETSU for so many years?**

*"What motivated me to stay at ETSU? I grew up in a religious family. My mother was very religious and stressed doing the right thing, don't tell lies, and find out what God placed you here to do and do it. God put me here to teach! I thought I would be a lawyer because I enjoy debating! By the time I was in middle school, my teachers saw something in me related to teaching. My teacher went to a meeting and told me to take charge while she was away. It was a mathematical problem. As a result, I went to each students' desk to help. The principal came up to me and said "I've been to other classes, but this is the best class I have been too." My teachers recognized my ability to teach. I was invited to attend a conference called "Future Teachers of America", a regional conference in Dayton, Ohio. At this conference, the major speaker said "what actresses, lawyers, and physicians need was a teacher." I learned this in middle school and I knew I was going to be a teacher."*

**What are your plans after retirement?**

*"Finish two books, especially my book on James Farmer, Jr. and the Congress of Racial Equality. He was the principal founder of Freedom Rides. In the 1950s, Freedom Rides were first conducted by the CORE. A majority of its first members were White Americans!"*

~ ~ ~ ~ ~

[Click here](#) to learn more about Congress of Racial Equality (CORE) and James Farmer.

## Resources to Understanding Racism in America

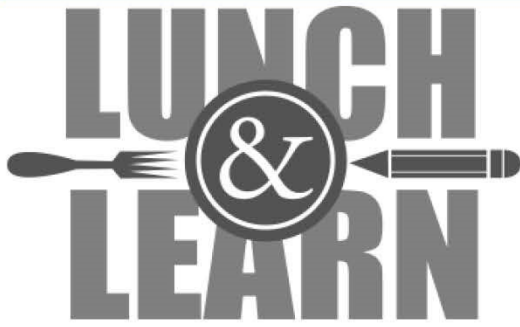


Smithsonian Magazine provides [158 resources to Understanding Racism in America](#). These resources are designed to foster an equal society, encourage commitment to unbiased choices, and promote antiracism in all aspects of life. These include: Historical Context; Systemic Inequality; Anti-Black Violence; Protest; Intersectionality; and Allyship and Education.

## Talking About Race

Talking about race, although hard, is necessary.

The Smithsonian's [National Museum of African American History & Culture](#) recently launched [Talking About Race](#) — tools and guidance to empower your journey and inspire conversation.



## 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, July 14th**

### ***Reframing Disability***

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

Join Zoom Meeting <https://etsu.zoom.us/j/94846518433>

Meeting ID: 948 4651 8433

**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

Contact Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu) for earlier summer session recording.

### ***The Culturally Responsive Classroom***

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

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

**SAVE THE DATE**

September 22-23, 2020  
Virtual Conference



[etsu.edu/equity](https://etsu.edu/equity)



### Topics:

- Equity, Inclusion, and the Economic Sustainability of East Tennessee
- COVID-19: Realities Our Region Needs to Understand
- Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Students)
- Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Community/Faculty/Staff)
- The Professor-Student Toolkit to Courageous Conversations about Race, Class, Heteronormativity, Ableism, and Gender Identities
- Social Justice Health Care for Minoritized Populations (veterans, transgender individuals, PoC, etc.)
- What Privilege? Identity, Intersections, and Using Our Power for All

Session speakers and plenary sessions featuring the keynote speaker will be announced soon.

[To register click here.](#)

### Early Bird Rate through July 31, 2020

\*ETSU Employee: \$50.00

Community Rate/Non ETSU: \$60.00

Student Rate: \$25.00

### After July 31, 2020

\*ETSU Employee: \$65.00

Community Rate/Non ETSU: \$75.00

Student Rate: \$25.00

\*East Tennessee State University is committed to the need for the continued professional growth and development of staff and faculty. Eligible ETSU employees may use the education assistance form when registering for this conference. Register at the link above and send the completed [Educational Benefits Form](#) to the ETSU Office of Professional Development at PO Box 70559.



## Upcoming Events

### July 2020

|         |         |   |              |  |
|---------|---------|---|--------------|--|
| Tuesday | July 14 | Lunch and Learn Session<br><i>Reframing Disability</i><br>Discussion lead by: Mary Little,<br>Director and ADA/504 Coordinator<br>Disability Services | 12:00-1:00pm | Join Zoom Meeting<br><a href="https://etsu.zoom.us/j/94846518433">https://etsu.zoom.us/j/94846518433</a> |
|---------|---------|---|--------------|--|

### August 2020

|         |           |  |              |  |
|---------|-----------|--|--------------|--|
| Tuesday | August 11 | Lunch and Learn Session<br><i>Supporting Underrepresented Learners in an Online Environment</i><br>Discussion lead by: Michele Williams, Academic<br>Success Specialist, College of Pharmacy | 12:00-1:00pm | Join Zoom Meeting<br><a href="https://etsu.zoom.us/j/95501678536">https://etsu.zoom.us/j/95501678536</a> |
|---------|-----------|--|--------------|--|

### September 2020

|         |             |  |              |  |
|---------|-------------|--|--------------|--|
| Tuesday | Sept. 8     | Lunch and Learn Session<br><i>Social Media Presence</i><br>Discussion lead by: Jennifer Barber,<br>Marketing and Social Media Manager,<br>University Relations   | 12:00-1:00pm | Join Zoom Meeting<br><a href="https://etsu.zoom.us/j/94713040827">https://etsu.zoom.us/j/94713040827</a> |
| Tuesday | Sept. 15    | Lunch and Learn Session<br><i>Becoming an LGBTQ Ally</i><br>Discussion co-lead by: Bethany Novotny,<br>Assistant Professor, Dept. of Counseling and<br>Human Services and Stacey Williams, Professor,<br>Dept. of Psychology | 12:00-1:00pm | Join Zoom Meeting<br><a href="https://etsu.zoom.us/j/92785616155">https://etsu.zoom.us/j/92785616155</a> |
| Mon-Wed | Sept. 22-23 | 2nd Annual Equity and Inclusion Conference   | TBA          | Virtual Conference   |

### October 2020

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

### November 2020

|         |         |  |              |  |
|---------|---------|--|--------------|--|
| Tuesday | Nov. 10 | Lunch and Learn Session<br><i>The Biology of Skin Color</i><br>Discussion lead by: Cerrone Foster, Assistant<br>Professor, Biological Sciences | 12:00-1:00pm | Join Zoom Meeting<br><a href="https://etsu.zoom.us/j/99516630751">https://etsu.zoom.us/j/99516630751</a> |
|---------|---------|--|--------------|--|

### Up-Coming

|        |      |                     |     |  |
|--------|------|---------------------|-----|--|
| Spring | 2021 | Corazon Latino Fest | TBA |  |
|--------|------|---------------------|-----|--|

## Equity and Inclusion Advisory Council Member Spotlight



Jean Rushing serves as a Director with ETSU's Office of Compliance which oversees program oversight for Title IX of the Education Amendments, the Americans with Disabilities Act, and Title VI and VII of the Civil Rights Act. She serves as an Assistant Equity Compliance Officer and a Deputy Title IX and Title VI Coordinator. Ms. Rushing received her Master of Arts degree in History(2011) and Master of Liberal Arts in Archival Studies and Records (2016) at ETSU.

Ms. Rushing also teaches in the Archival Studies program and focuses her academic research on gender bias in traditional archival methodology, notably in the documentation of southern Appalachian experience. Ms. Rushing's focus on the inclusivity of women's experiences in archive led to the reprocessing of one of the Archives of Appalachia's most prominent collections in 2016. In 2019, Ms. Rushing also founded an archival reading event, *Readings from Visionary Women* highlighting local women's participation in and documentation of their experiences affecting change in local communities.

## Mission of the Office of Equity and Inclusion

The Office of Equity and Inclusion seeks to support and advance the University's mission, vision, and values by providing guidance for the development and implementation of proactive diversity, access, inclusion, research, and retention initiatives.

The office serves to promote an environment where people come first, are treated with dignity and respect, and are encouraged and supported to achieve their full potential.

The office will collaborate with university and community partners on matters associated with equity and inclusion to foster relationships and advocate for underrepresented populations.

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

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**Instagram and Twitter - @etsu\_equity**

**We would like to  
hear from you.**

If you have an announcement, event, accomplishment, article, etc. you would like to have published in the newsletter send them to Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).