



Office of Equity and Inclusion Newsletter

July 1, 2021



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

**“ Independence: Freedom of a Nation
versus Freedom of a People”**

Although the concept of ‘Independence’ is celebrated around the world every year, it has different meanings for different populations of people and even individuals. This year, the United States celebrates its 245th Independence Day. Celebrated on the 4th of July in the United States, Independence Day is an annual celebration where nationhood is recognized. The celebration is the result of the passage of the Declaration of Independence by Congress on July 4, 1776. Congress voted in favor of independence from Great Britain on July 2nd, but the formal process of revising the draft and completing the process was not finalized until two days later. Celebrations and festivals centered on this period have long played a significant role in the Anglo-American political tradition. Such events as parades, oratory, and toasting became a part of the ceremonies that celebrated a new nation coming into existence.

However, Independence in other parts of the world have different meanings. For example, Independence Day, in India is celebrated annually on August 15th and is a national holiday. Independence marks the end of British rule in 1947 and the establishment of a free and independent Indian nation. It also marks the anniversary of the partition of the subcontinent into two countries, India and Pakistan which occurred at midnight on August 14–15, 1947. In Pakistan, Independence Day is celebrated on August 14.

Mexico also has an Independence Day that is celebrated annually. This celebration is based on the country’s fight for independence from Spain and specifically at the moment when a famed priest gave the “El Grito de Dolores” battle cry. This celebration includes parades, large

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What to the Slave is the 4th of July.
~ Frederick Douglass ~

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street parties, fireworks, rodeos, dancing and plenty of music. This celebration is not to be mistaken with Cinco de Mayo, which is celebrated around the U.S. as a way to commemorate the Battle of Puebla.

For Africans in America, independence is a bitter sweet reminder of life in captivity and the hurt and pain that goes along with it. Many Africans were forced from their homes from various parts of Africa and into slavery in the United States. This brutal and vicious life lasted for more than four hundred years, providing very little hope of future independence.

Though July 4th in America is a traditional holiday where many Americans celebrate the country's independence, many African Americans do not perceive this independence as pertaining to them. In 1863 during the Civil War, then President Abraham Lincoln issued an Emancipation Proclamation which declared over three million enslaved Africans living in the Confederate states to be freed from slavery. By the time Maj. Gen. Gordon Granger issued orders to free enslaved people in Texas, it was June 19, 1865. Slavery had technically been abolished two years earlier. As Union troops retook territory, they emancipated enslaved people living there. And the orders issued on Juneteenth applied only to Texas. Slavery didn't end in states like Kentucky and Delaware, which hadn't seceded and therefore weren't covered by Lincoln's proclamation, until Dec. 18, 1865, when the 13th Amendment was adopted.

Immediately after learning that slavery had been abolished, the former enslaved people immediately began celebrating with prayer, song, dance, and feasting. On June 19, 1866, the first official Juneteenth celebrations took place in Texas. Juneteenth is an annual commemoration marking the end of slavery in the United States. At this time, this unofficial holiday was referred to as Emancipation Day, Black Independence Day, or Jubilee Day. Within a few years, African Americans in other states began celebrating that day as well,

making it an annual tradition. Ongoing celebrations have continued for over 156 years with family gatherings, picnics, festivals, parades, educational events, and prayer.

In 1980, Juneteenth became a state holiday in Texas and other states subsequently followed. On June 17, 2021, nearly four decades after the last official established federal holiday (Dr. Martin Luther King Day), Congress passed bipartisan legislation and it was signed into law by President Biden making Juneteenth a federal holiday.

Though Juneteenth is a significant addition to federal holidays, it does not rectify the many obstacles that prevent true independence. There is much work to be done in many areas including education bills, voting rights, housing and police reform, to name a few. This same body that passed the Juneteenth legislation has also attempted to silence the teaching of African American history, which is American history, and ethnic studies that they incorrectly refer to as 'Critical Race Theory'. Recognizing Juneteenth as a federal holiday is a good start; however, what is needed is legislation that will improve the conditions and change systemic racism that plague so many African Americans and other underrepresented populations in this country.

ETSU is a campus and community where discrimination based on race, color, or national origin will not be tolerated and definitely is not welcomed. We support the independence of all people. We are an institution who is growing into our mission: **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; and **COMMITMENT** to intellectual achievement is embraced.

Juneteenth

Juneteenth (officially Juneteenth National Independence Day and historically known as Jubilee Day, Black Independence Day, Emancipation Day, and has been called "America's second Independence Day") is an annual holiday observing the end of slavery in the U.S. and marks the day (June 19, 1865) when news of emancipation reached people in the deepest parts of the former Confederacy in Galveston, Texas.

In 2021, it became the first new federal holiday created by Congress in nearly four decades. The bipartisan legislation was signed into law by President Biden on June 17, giving Juneteenth the same status as Memorial Day, Veterans Day, Martin Luther King Jr. Day and other federal holidays.

History Channel—What is Juneteenth?



"Struggle is a never-ending process. Freedom is never really won, you earn it and win it in every generation."
~ Coretta Scott King ~

Declaration of Independence

WHEN in the Course of human Events, it becomes necessary for one People to dissolve the Political Bands which have connected them with another, and to assume among the Powers of the Earth, the separate and equal Station to which the Laws of Nature and of Nature's God entitle them, a decent Respect to the Opinions of Mankind requires that they should declare the causes which impel them to the Separation.

WE hold these Truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness—That to secure these Rights, Governments are instituted among Men, deriving their just Powers from the Consent of the Governed, that whenever any form of Government becomes destructive of these Ends, it is the Right of the People to alter or to abolish it, and to institute new Government, laying its Foundation on such Principles, and organizing its Powers in such form, as to them shall seem most likely to effect their Safety and Happiness. Prudence, indeed, will dictate that Governments long established should not be changed for light and transient Causes; and accordingly all Experience hath shewn, that Mankind are more disposed to suffer, while Evils are sufferable, than to right themselves by abolishing the forms to which they are accustomed. But when a long Train of Abuses and Usurpations, pursuing invariably the same Object, evinces a Design to reduce them under absolute Despotism, it is their Right, it is their Duty, to throw off such Government, and to provide new Guards for their future Security. Such has been the patient Sufferance of these Colonies; and such is now the Necessity which constrains them to alter their former Systems of Government. The History of the present King of Great-Britain is a History of repeated Injuries and Usurpations, all having in direct Object the Establishment of an absolute Tyranny over these States. To prove this, let Facts be submitted to a candid World.



Facts about the Declaration of Independence

No one who signed the Declaration of Independence was born in the United States of America. The United States didn't exist until after the Declaration was signed! However, all but eight of the signers were born in colonies that would become the United States.

In the summer of 1776, when the Declaration was signed, the population of the nation is estimated to have been about 2.5 million. (Today the population of the U.S. is more than 300 million.)



[Click here to read more fascinating facts about the Declaration of Independence.](#)

Now that you've read the facts, test your knowledge and take the [Declaration Quiz](#).

Reflections on Freedom on Independence Day

"It is by the goodness of God that in our country we have those three unspeakably precious things: freedom of speech, freedom of conscience, and the prudence never to practice either of them." --Mark Twain

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"The truth will set you free, but first it will piss you off." --Gloria Steinem

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"Freedom is never more than one generation away from extinction. We didn't pass it to our children in the bloodstream. It must be fought for, protected, and handed on for them to do the same." --Ronald Reagan

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"If the freedom of speech is taken away then dumb and silent we may be led, like sheep to the slaughter." --George Washington

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"Liberty has never come from the government. Liberty has always come from the subjects of it. The history of liberty is a history of resistance." --Woodrow Wilson

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"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others." --Nelson Mandela

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"I do not agree with what you have to say, but I'll defend to the death your right to say it." --Voltaire

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"I prefer liberty with danger to peace with slavery." --Jean-Jacques Rousseau

"They who can give up essential liberty to obtain a little temporary safety deserve neither liberty nor safety." --Benjamin Franklin

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"Freedom lies in being bold." --Robert Frost

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"Better to die fighting for freedom than be a prisoner all the days of your life." --Bob Marley

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"The advancement and diffusion of knowledge is the only guardian of true liberty." --James Madison

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"Freedom is never voluntarily given by the oppressor; it must be demanded by the oppressed." --Martin Luther King Jr.

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"It does not take a majority to prevail, but rather an irate, tireless minority, keen on setting brushfires of freedom in the minds of men." --Samuel Adams

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"We hold our heads high, despite the price we have paid, because freedom is priceless." --Lech Walesa

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Upcoming Events

July—August 2021

Tuesday	July 13th	Lunch and Learn Lecture Series Accessibility Matters Discussion lead: Miriam Smith, Director of Accessibility Services, Oglethorpe University	12:00-1:00pm	Join Zoom Meeting
Tuesday	July 27th	Lunch and Learn Lecture Series Hate Crimes Discussion lead: Jeff Blanton, Assistant VP for Administration/Director of Emergency Management	12:00-1:00pm	Join Zoom Meeting
Tuesday	August 10th	Lunch and Learn Lecture Series Leadership Identity Development on Black Men's College Experience Discussion lead: Dr. Shannon Williams, Faculty Staff Experience and Professional Development, Human Resources, Wake Forest University	12:00-1:00pm	Join Zoom Meeting

September—November 2021

Tuesday	September 7th	Lunch and Learn Lecture Series The Problem with Diversity by Numbers Only: A Talk About Ideological Diversity, Hegemony, and A Dead Italian Guy Discussion lead: Dr. Jean Swindle Assistant Professor, Education Foundations & Special Education, Clemmer College	12:00-1:00pm	Join Zoom Meeting
Tuesday	September 14th	Lunch and Learn Lecture Series Inclusive Leadership Discussion lead: Dr. Angela Webster, Associate VP for Institutional Diversity and Inclusion, Associate Professor of Leadership Studies University of Central Arkansas	12:00-1:00pm	Join Zoom Meeting
Mon-Wed.	September 20-22	3rd Annual Equity and Inclusion Conference From Discussion to Action: Bold Steps Toward Equity and Inclusion	Visit conference website	Virtual
Tuesday	October 5th	Lunch and Learn Lecture Series Equity and Inclusion in the Sustainability World Discussion lead: Irene Poulton, Grad Student	12:00-1:00pm	Join Zoom Meeting
Tuesday	October 19th	Lunch and Learn Lecture Series Microaggressions Discussion leads: Dr. Teresa Carnevale, Director of Quality Improvement, Assistant Professor, College of Nursing; Dr. Chassidy Cooper, Coord. Office of Equity and Inclusion; and Chelsie Dubay, Internet Program Support Coord.	12:00-1:00pm	Join Zoom Meeting
Tuesday	November 2nd	Lunch and Learn Lecture Series Exploring Ways to Honor Indigenous Peoples in the Classroom Discussion lead: Dr. Debi Thibeault, Assistant Professor, Social Work	12:00-1:00pm	Join Zoom Meeting
Tuesday	November 9th	Lunch and Learn Lecture Series Wellbeing through Diversity, Equity, and Inclusion Lens Discussion lead: Dr. Nicholas Hagemeier, Associate Professor and Vice Chair, Department of Pharmacy Practice, Director of Student Professional Development, Director of Pharmacy Practice Research Fellowship	12:00-1:00pm	Join Zoom Meeting

3rd Annual Equity and Inclusion Conference September 20-21, 2021



Visit etsu.edu/equity/conference
to learn more.

September 20, 2021 Opening Keynote Speaker

Dr. Paul Farmer
"To Repair the World:
Dr. Farmer Speaks to the Next Generation"

September 21, 2021 Closing Keynote Speaker

Vernon Wall
"Creating a Campus Culture Committed to Equity & Inclusion"

September 22, 2021 Student Track
Wes Moore, Vernon Walls, and D'Lo

Who Should Attend

ETSU faculty, staff, students, administrators and others in higher education, community leaders, 9-12 educators and guidance professionals, and community leaders who are seeking to 1) Increase their awareness of equity and inclusion issues and opportunities on campus and in the community; 2) Recognize the benefits of a diverse organization and community and the importance of equitable and inclusive practices, policies and procedures; 3) Engage in meaningful conversation around topics of equity and inclusion resulting in a better understanding of the concept of "otherness" and to increase empathic behaviors; 4) Develop and/or increase their skill set related to equity and inclusion contexts and recognize the difference between intent and impact; and 5) Adopt and utilize tools that will increase advocacy for groups that are disenfranchised.

Registration is Open

[Click here to register or scan QR code.](#)

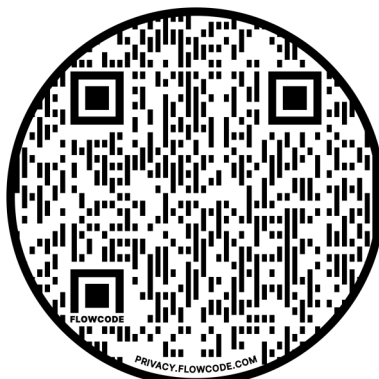
Early Bird Rates until
August 31, 2021

ETSU Employee: \$50.00 (use
[Education Assistance Form](#))

Community Rate/Non-ETSU:
\$60.00

ETSU Students*: Free

Non-ETSU Students: \$25.00



Rates
September 1-15, 2021

ETSU Employee: \$65.00 (use
[Education Assistance Form](#))

Community Rate/Non-ETSU:
\$75.00

ETSU Students*: Free

Non-ETSU Students: \$25.00

*200 ETSU students who attend the conference will receive a free copy of Dr. Paul Farmer's book, ["To Repair the World: Dr. Farmer Speaks to the Next Generation"](#)

Equity and Inclusion Diversity Champion Spotlight



Deidra Rogers is a faculty member in the Clemmer College, Department of Counseling and Human Services. Deidra teaches Intro to Service-Learning each semester to a wide variety of undergraduate students. She believes that the purpose of the ETSU Office of Equity & Inclusion is to promote and educate all stakeholders about equality, fairness, due diligence, and balance amongst all at stake. Deidra defines diversity as a blended body of individuals, things, and places that carry unique perspectives in how an individual's role shapes their opinions, backgrounds, experiences, and positions, all of which should result in an intentional byproduct of progressive positive change.

When dealing with difficult topics such as race, religion, politics, and sexual orientation, Deidra remains open and listens intently. She acknowledges that everyone's perspectives and opinions are not like her own. Deidra's instructional motto is to "keep an open mind and a teachable heart." Deidra believes that an individual can learn to have better framing when hearing a narrative from someone else's lens and perspective. Oftentimes, having open and critical dialogue can help both individuals involved walk away better informed and aware than perhaps they were originally when a challenging topic may arise.

Deidra contributes to ETSU's efforts to enhance diversity, equity, and inclusion in a meaningful way through her class instruction of online discussion board topics centered on implicit biases, PowerPoints that incorporate local artifacts about homelessness, videos that enhance students understanding of the poverty line, and research on grassroots organizers and educators. She also adds to these efforts through her own personal development by way of studying for her Ed.S degree in Counselor Leadership, earning her certificate in Instructional Leadership in Service-Learning through the National Youth Leadership Council, her ongoing involvement with AmeriCorps, and purposeful professional development trainings.

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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.