



# Office of Equity and Inclusion Newsletter

March 3, 2022



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

### **“Make Sure Hidden Figures Are Not Forgotten”**

Dear Friends,

March is Women’s History Month. This month I want to amplify and celebrate women’s voices. And I recall the often-overlooked contributions of women everywhere. The timeline of women’s historic milestones stretches back to the founding of the world. And there is now a growing effort to recognize the significant contributions women have made to shape and mold this country.

Our culture and economy rely on feminine brainpower for: inventing fiber optics cables,

establishing the first computer language, developing a bullet-proof vest, a circular saw, a medical syringe, a windshield wiper, a wireless network, and many more essential elements of our functioning today.

Many U.S. history books haven’t successfully reported the significant contributions women made to society. I remember the required history books and other assigned readings for my elementary and high school education. These books and stories were at best myopic.

~ continued on page 2 ~



**“Practice creates confidence.  
Confidence empowers you.”  
~ Simone Biles ~**

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## Continued ~ Message from Dr. Keith Johnson

Though antidotal, the stories and timelines focused solely on male accomplishments. The copy was clearly written for and about men. I read about Christopher Columbus, Eli Whitney and many other men who arguably changed the world.

And I began to develop an uninformed view of the historic role of women and people of color in this country. Fortunately, my mom was a schoolteacher during my formative years. And she encouraged supplementary readings for me, which included stories of women and people of color. I read how these people played major roles and created many useful inventions. So, I dug deeper to learn about unrecognized, heroic women in our history.

My focus was women inventors who did not receive credit for their inventions, and therefore, may not be written about in many of our mainstream U.S. history books. Many ideas that brilliant women came up with were blatantly stolen. In many cases, they weren't simply stolen. They were published, made the thieves into prize winners, millionaires, and icons of our culture.

Rosalind Franklin launched the most impactful scientific revolution of the 20<sup>th</sup> century by uncovering the double helix formation that would help the world understand human DNA. Rosalind was engaged in the DNA study at Kings College in London in 1951 when she produced the groundbreaking image. A colleague of hers showed the image to two Cambridge University scientists, James D. Watson, and Francis H.C. Crick without Franklin's permission. The rest is history. Watson and Crick were given credit for the invention and went on to receive a Nobel Peace Prize for "their work."

Lisa Meitner was a Jewish woman and student scientist under legendary physicist, Max Plank. Her research partner was Otto Hahn. She was the first German woman to hold a professorship at a German University. During her era, the Nazis began to rise to power, and she was forced to flee her home. But she continued to correspond with Hahn from Scandinavia.

They joined forces to develop nuclear fission. This gave rise to the atomic bomb. Unfortunately, and conspicuous by the absence of Meitner, Hahn's name was the only one on the landmark paper revealing the discovery. By omitting Meitner's name, Hahn was the sole recipient of the 1944 prize in chemistry from the Royal Swedish Academy of Sciences.

Hedy Lamarr made significant contributions to our military forces. Lamarr was an Austrian-born, American actress. She collaborated with composer George Antheil to create a radio guidance system for Allied torpedoes. The Navy took Lamarr and Antheil's idea, secured the patent and began incorporating the technology into many of its weapon systems. This technology was the basis for today's Bluetooth technology.

## Continued ~ Message from Dr. Keith Johnson

Margaret Keane was an American artist best known for her trademark “Big Eye” paintings in the 1960s. However, her fans believed the paintings were done by her husband, Walter. Walter began selling his wife’s paintings without her knowledge. Eventually, Margaret confronted him. He began to threaten, intimidate, and emotionally abuse his wife to force her silence.

The paintings grew in popularity and Walter became a celebrity. The two divorced and Margaret revealed the truth. Eventually, there was a courtroom scene where Walter and Margaret were forced into a head-to-head paint-off. Walter claimed that his stiff shoulder prevented him from painting. And Margaret produced a perfect replica of her earlier paintings on the spot, earning the rightful claim to all her work.

Many other contributions and inventions by women have been hidden from public records. And it is difficult to know the scope and magnitude of the impacts those women had on our society. Female achievements range from science, engineering, medicine, military, education, entertainment and more. I challenge you to be a student of history and learn of the many gifted and talented women, both past and present, who make a difference in our world.

As we strive to meet the challenges before us, including book banning in higher education in Tennessee, please note that Equity and Inclusion are vital to the success of the educational experience. As an institution, East Tennessee State University continues to embrace our core values which include 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



## Meet Maheen Pulak, GA, Office of Equity and Inclusion



Maheen Pulak, a Master of Fine Art in Digital Media Candidate recently joined the Office of Equity and Inclusion. Maheen is an excellent communicator and team player and driven to make every project he is part of a success. Maheen's first assignment as the office's graduate assistant has been to design the inaugural issue of a community magazine to be published this spring. Hard work and creativity go together to succeed in any project. His design sensibilities are heavily inspired by traditional print design and a deep love for minimalism.

Maheen is from Bangladesh. He came to the United States of America in 2015, graduating from East Tennessee State University in Fall, 2018 with a Bachelor's degree in Digital Media specializing in 3D animation and motion graphics.

Practicing equity and inclusion for Maheen means simply treating everyone as their primary identity – 'human being'. He grew up learning not to judge anyone by their race, gender, sexual orientation, or beliefs; but their actions. Appreciating new cultures has been a big influence on his creative growth. He is going to use this creativity to promote the Office of Equity and Inclusion.

## Safe Zone



Safe Zone is a community of LGBTQ+ allies on the ETSU campus, all of whom have undergone an ally training and signed the ETSU Safe Zone Ally pledge. This semester, thanks to the vision and generosity of department of Social Work chair, Dr. Mary Mullins and faculty member Dr. Brittany Wilkins, Safe Zone has a dedicated graduate assistant, Madison Vanderburg. Originally from Columbia, Tennessee, Madison is a Master of Social Work candidate who is taking on

much of the day-to-day running of Safe Zone and is doing sterling work getting through the back-log of tasks that had accumulated. When asked about her work with Safe Zone, Madison noted:

*As I have received my social work education, the inherent dignity and worth of each individual person is a principle I know to be true. I strive every day to recognize this truth not only in my professional work but my everyday life. Safe Zone empowers faculty and students to recognize just that as well as providing education on how to be a true ally of individuals who identify within the LGBTQ+ community. It is an honor to work with the Safe Zone faculty alongside the department of social work to address these values and individuals on campus.*

You may contact Madison using the new Safe Zone email account:  
[Safezone@etsu.edu](mailto:Safezone@etsu.edu)



## Women's History Month—March 1-31



both healing and hope throughout history.

The 2022 Women's History theme, *"Providing Healing, Promoting Hope,"* is both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided

Women as healers harken back to ancient times. Healing is the personal experience of transcending suffering and transforming it to wholeness. The gift of hope spreads light to the lives of others and reflects a belief in the unlimited possibilities of this and future generations. Together, healing and hope are essential fuels for our dreams and our recovery.

The 2022 theme proudly honors those who, in both public and private life, provide healing and promote hope for the betterment of all.

Visit the [National Women's History Alliance](#).

## A Woman Who Made It Her Business to Provide Healing and Hope

### Helen Louise Gilson: Where Others Dared Not Go

*By Ronald S. Coddington, historian and editor of the magazine, Military Images.*

For three days in June 1864, thousands of wounded and sick soldiers poured into the newly established Union base at City Point in Virginia. All were victims of heavy fighting that raged in front of Petersburg during a desperate push to destroy the Confederate army.

Hundreds of black men in blue from the Ninth Corps numbered among them. Upon their arrival, they were removed to a makeshift hospital separate from the whites. There were little if any resources. "It was, however, in no other sense a hospital than that it was a dépôt for wounded men," observed one writer. "There was defective management and chaotic confusion. The men were neglected, the hospital organization was imperfect, and the mortality was, in consequence, frightfully large."<sup>1</sup>

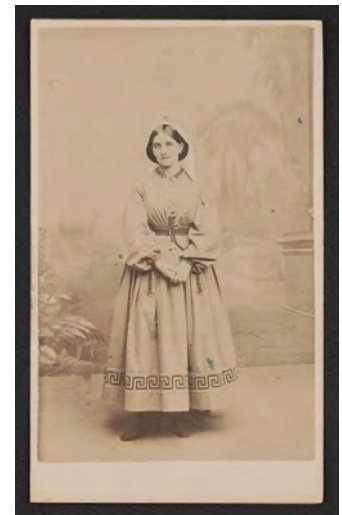
Stories of their suffering reached the nurses, many on the brink of exhaustion due to the overwhelming numbers of patients. No one volunteered to help the African-American troops.

Finally, a slight woman with a resonant voice, dressed in gray flannel, stepped forward. Helen Gilson knew by instinct and experience that her duty was plain.

Fellow nurses pleaded with her not to go. They told her she would not survive.

Helen replied, according to one source, "that she could not die in a cause more sacred," and set out alone to aid the neglected men.

This was quintessential Helen, who often went where no others dared to go.



[Continue reading](#)





# International Women's Day

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.

Visit <https://www.internationalwomensday.com/> to learn more.

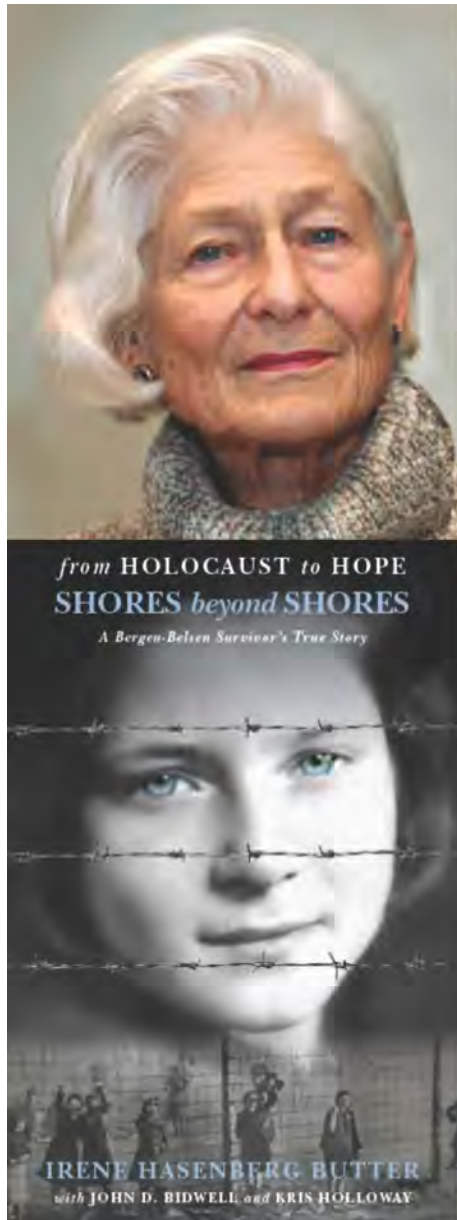


The hand gesture is symbolic of this year's International Women's Day, to stand for its 2022 theme: **"Break the Bias."**

You can read more about IWD at [internationalwomensday.com](https://www.internationalwomensday.com)

**Be a part of a movement**

## International Women's Day



### International Women's Day

#### "The Difference You Make: A Conversation with a Holocaust Survivor"

**Tuesday, March 8, 2022  
3:00 pm EST**

*Through International Education, we bring ourselves and our students closer to understanding the common humanity we share with others around the world. Learn more about the difference you make as you listen to Irene Butter's riveting journey.*

*Irene Butter spent a part of her childhood in Nazi-controlled concentration camps where she survived horrible conditions and tragedies. She tells her story on behalf of the six million other Jews who have been permanently silenced. Irene's account celebrates the exercising of empathy for others in even the most inhumane conditions, a relevant message in an age where similar hatreds and discrimination rise once again. Irene has shared the stage with peacemakers such as the Dalai Lama, Desmond Tutu, and Elie Wiesel. She is a well-known peace activist, Holocaust survivor, and Professor Emerita of Public Health at the University of Michigan.*

*Join us for an empowering virtual interview with  
Dr. Irene Butter, Author of "Shores Beyond Shores:  
From Holocaust to Hope, My  
True Story"*

*The book is available where all fine books are sold.*

**[Register Here by March 7, 2022](#)**

**Contact: [wliemiginfo@gmail.com](mailto:wliemiginfo@gmail.com)**

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***Sodexo will offer special desserts on  
Tuesday, March 8th  
in the main dining hall  
in honor of International Women's Day***

## Women's Resource Center

The Office of Equity and Inclusion is excited to announce that the ETSU Women's Resource Center (WRC) is moving! **The new location will be in the D.P. Culp Student Center, Room 215.** Preparations for the move are underway and a move-in date and open house will be announced soon.

The WRC serves students, staff, faculty and community members who identify as female.

The WRC's mission is to: *"enhance the East Tennessee State University campus climate with respect to opportunities for women."*

The Center staff facilitates programming dealing with an extensive variety of issues and concerns affecting women and is dedicated to providing seminars and lectures that explore a wide spectrum of concerns for the campus and community.

The Center also provides a physical location to decompress, relax, fellowship and learn. Center amenities include:

- Lounge and study area
- Women focused library (books available for check out)
- Information on campus and community resources
- Free menstrual products
- Free condoms and other safe sex items
- Helpful staff who are ready to serve, who respect your autonomy, your privacy and your right to receive confidential services.

The goal is to enrich the lives of women and address the issues and barriers that confront them, while providing support, encouragement, resources and creative outlets. The ETSU Women's Resource Center stands ready to

advocate for women on this campus and in the larger community.

The Center relies on the latest research to inform our services, which include:

- Women's Health Series
- Women's Personal Enrichment Series
- Women's Personal Financial Series
- Women's Professional Enrichment Series
- Book Club
- Programs dedicated to addressing domestic and sexual violence against women
- Programs dedicated to enhancing the campus climate with respect to opportunities for women

In addition, Center staff cultivate community partnerships and may provide referrals for needed services both on and off campus. Educational programming is also offered upon request.

The Center is pleased to employ Alison Dyer (she/her), who serves as the Center Graduate Assistant. Ms. Dyer is currently in her last year of the Counseling graduate program here at ETSU. She attended undergraduate school at ETSU where she minored in Women's Studies and truly found her passion for social justice and women's issues. Her favorite part of her position with the center is being able to interact with students and provide them with the support they need. She is available to provide programming, will host Center patrons and works closely with the Director to deliver the most up to date information regarding women's issues.

For more information/questions, please contact the Office of Equity and Inclusion at [maturo@etsu.edu](mailto:maturo@etsu.edu) or 423-439-4445.





## TBR Grant Opportunities – 2022-2023

### **TN Open Education Grant Project – Cycle 3 (OER Grant)**

The primary purpose of the OER Grant Project is to increase equity in access to quality, no/low-cost educational materials. The Project is designed to increase success rates and improve educational outcomes for traditionally underserved students, including, but not limited to, students of color, first-generation college students, and economically disadvantaged students.

*The Office of Equity and Inclusion is now accepting OER Grant proposals for fiscal year 2022-2023. Proposals should be received by the Office of Equity and Inclusion by **March 8th** for review before the **March 18th** submission deadline. [Click here](#) for more information and to access the application and grant platform guide.*

Grant Application Timeline: Application Status – Open  
Notice of award decisions: by April 12, 2022

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### **Course Redesign – High Impact Practice Grant (CR-HIP)**

This grant is intended to assist faculty in the re-design of courses for which data show evidence that performance gaps exist for student populations in the course and that re-design efforts will address those gaps. Maximum funding is \$8,000 to be used primarily for faculty release time. The grant is available to fund redesign of courses to add a particular HIP for courses based on institutional self-study data.

*The Office of Equity and Inclusion is now accepting CR-HIP grant proposals for fiscal year 2022-2023. Proposals should be received by the Office of Equity and Inclusion by **March 29th** for review before the **April 8th** submission deadline. [Click here](#) for more information and to access the application and grant platform guide.*

Grant Application Timeline: Application Status – Not Yet Open  
Notice of award decisions: by May 6, 2022

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### **Student Engagement, Retention, and Success (SERS) Grants**

The primary purpose of the SERS grant is to provide funding for innovative and effective outside-of-the-classroom programs or projects that increase success rates and improve educational outcomes for traditionally underserved students or underrepresented populations.

*The Office of Equity and Inclusion is now accepting SERS grant proposals for fiscal year 2022-2023. Proposals should be received by the Office of Equity and Inclusion by **April 18th** for review before the **April 29th** submission deadline. [Click here](#) for more information and to access the application and grant platform guide.*

Grant Application Timeline: Application Status – Not Yet Open  
Notice of award decisions: by May 20, 2022

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### **Black Male Success Initiative Grant**

This grant program is designed to address access and success rates for black males. This will be a multi-year grant to allow for planning, implementation, and assessment.

Grant Application Timeline: Application Status – Not Yet Open  
Application Submission Deadline: TBD  
Notice of award decisions: TBD  
Program Timeline: TBD

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For information regarding the substance of the grants or inquiries about the grant portal contact [Josh.Koller@tbr.edu](mailto:Josh.Koller@tbr.edu).

## ETSU Hispanic Student Day- March 9th

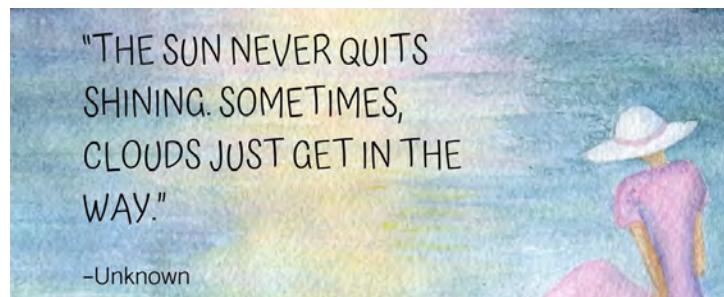
Hispanic Student Day is the ETSU Language and Culture Resource Center's response to the growing Hispanic population and its need for access to higher education. Since its inception in 2001, the Hispanic Student Day is planned, organized, and directed by students from the Language and Culture Resource Center.

Hispanic Student Day will be held on Wednesday, March 9, 2022 from 8:30 am - 2:30 pm, D.P. Culp Student Center Ballroom.

This annual event brings over 400 local high school students of Hispanic heritage to the university for a one-day introduction to college life after high school. The goal is to encourage Hispanic students to complete high school and further their education.



During the event, representatives from several university offices including Admissions, Advisement, and Financial Aid give brief presentations. A keynote motivational speech by a Hispanic professional encourages students to develop their abilities and open their eyes to the demand for bilingual professionals.



## Free Online ACEs Training

"Introduction to ACEs, Using Trauma-Informed Approaches, and Fostering Resilience – Level 1," an online, asynchronous training course, is now free and available to the public.

This course is offered by the ETSU Ballard Health Strong BRAIN (Building Resilience through ACEs-Informed Networking) Institute.

It offers an overview of what is meant by adverse childhood experiences (ACEs) and how these may impact lifelong physical and mental health. Participants will learn about ACEs and other forms of trauma and stress, including how trauma- and resilience-informed approaches can promote better health and well-being in individuals, workplaces and

the larger community. It is a foundational course and is prerequisite to future training offerings in such areas as K-12 education, policing, health care, higher education and others.

Individuals may begin and complete the course on their own schedule. Those completing the course will receive a micro-credential badge.

Those interested may register for and access the course at [bit.ly/3L3uVY2](https://bit.ly/3L3uVY2).

To learn more about the Strong BRAIN Institute (SBI), visit [etsu.edu/institute/strong-brain/default.php](https://etsu.edu/institute/strong-brain/default.php).

## Upcoming Events

### March 2022

Friday	March 4th	<b>OER Champions Show &amp; Tell</b> Lori Meier presents on her experiences with Open Educational Resources in her Social Studies Education in Multicultural Society course.	2:00pm	<a href="#">Register Here.</a>
Tuesday	March 8th	Lunch and Learn Lecture Series <b><i>Intercultural Communication for Deaf, Deafblind and Hard of Hearing</i></b> Discussion Lead: Stephanie Horvath, Assistant Professor, Audiology and Speech Language Pathology	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Wednes.	March 9th	Hispanic Student Day	8:30am-2:30pm	TBA
Tuesday	March 22nd	Lunch and Learn Lecture Series <b><i>Factors That Impact Health</i></b> Discussion Lead: Dr. Randy Wykoff, Dean, College of Public Health	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Wednes.	March 23rd	All In: Career Fair <a href="#">30 second video</a> <a href="#">90 second video</a>	2:00-5:00pm	Culp Center, Ballroom
Tuesday	March 29th	Lunch and Learn Lecture Series <b><i>We all Identify: A Guide to Healthy Conversations Around Gender and Sexuality</i></b> Discussion Leads: Adam Derrick, GA, Pride Ctr and Alison Dyer, GA, Women's Resource Ctr	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>

### April 2022

Friday	April 1st	<b>OER Champions Show &amp; Tell</b> Patrick Brown presents on his experiences with Open Educational Resources in his Anatomy & Physiology course.	2:00pm	<a href="#">Register Here.</a>
Wednes.	April 6th	<a href="#">Natasha Trethewey</a> Former US poet laureate	6:00pm	Martin Center Grand Auditorium
Friday	April 8th	CORAZÓN LATINO FESTIVAL	TBA	Downtown Johnson City
Tuesday	April 12th	Lunch and Learn Lecture Series <b><i>Inclusive Global Discipline Learning: Curricular, Co-Curricular and Extra-Curricular Engagement</i></b> Discussion Lead: Nate Tadesse, Mentoring Coordinator, Mary V. Jordan Multicultural Center	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Tuesday	April 26th	Lunch and Learn Lecture Series <b><i>Race, Culture, and Collegiate Athletics</i></b> Discussion Lead: Calvin Claggett, Director of External Operations and Equity and Inclusion, Department of Intercollegiate Athletics	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>





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](https://etsu.edu/careers) • 423-439-4450 • [careers@etsu.edu](mailto:careers@etsu.edu)





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

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**September 27-29, 2022**

Hybrid Conference

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

## Equity and Inclusion Diversity Champion Spotlight

Alexis "Lexi" Petrak, is the Coordinator of Student Activities and Organizations. She assists the Director of Student Activities and Organizations with SGA Homecoming and major event student committees and other student activities sponsored by Student Activities and Organizations.

Lexi defines diversity as having a group or community that is made up of individuals that are different and come from a variety of backgrounds. She says it is important to realize how everyone is different and unique. Lexi does her best to encourage the students that she works with to embrace and recognize how they may be different from each other.

One of Lexi's duties as Coordinator for Student Activities and Organizations is to advise Buctainment, the on-campus programming board, which has a large reach to the student body across campus. Lexi and the student leaders in this organization have created a subcommittee dedicated to equity and inclusion within the organization. They meet every other week to produce ideas of how to engage multicultural organizations and assist them with programming. The students in this subcommittee of equity and inclusion are also encouraged to evaluate how the organization currently does things and make recommendations of how the organization can be more equitable and inclusive.

Diversity within Buctainment goes beyond race and ethnicity. Lexi has also encouraged students from [Access ETSU](#), (a two-year inclusive post-secondary education program that provides young adults with intellectual disabilities a college

experience similar to their same age peers) to be a part of Buctainment. Buctainment has gained multiple members through these initiatives, and Lexi hopes to continue to make sure that this student group becomes more diverse. Lexi believes it is important that all students can attend at least one event that interests them each semester.



Lexi's approach in dealing with difficult topics surrounding diversity is to make sure that all parties are heard. One of the ways that she makes sure people are being heard is to listen. It is important to her that she is not speaking on behalf of someone else and their experience. However, if Lexi sees inequity happening within the conversations, she addresses the issue compassionately as it is happening in hopes to lead by example. Teaching students how to come from a place of wanting to understand instead of assuming has helped with these conversations in the past.

Lexi's goal is to continue to address inequities within her areas at ETSU and be an advocate for marginalized populations. She wants to continue to make sure there are activities and fun things to do on campus for every student to help them feel seen and heard on the campus.

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**Facebook:** <https://www.facebook.com/etsuequity/>

**Instagram and Twitter -** [etsu\\_equity](#)

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

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

To add a name to our mailing list, please email Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).