



Office of Equity and Inclusion Newsletter

March 6, 2023



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

**“Honor Women
This Month and Every Day”**

Dear Friends,

The month of March is nationally known as Women’s History Month when we pause to celebrate many contributions made by women in this country. But from a historical perspective, women and especially women of color have been overlooked for their many contributions in areas including science, education, engineering, medicine, athletics and the like.

In August 2020, our nation celebrated the 100th anniversary of the 19th Amendment ratification to the Constitution giving white women citizenship and the right to vote. This arguably is the launch of women receiving recognition for their roles in helping to shape and mold this country.

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**“Fight for the things that you care
about, but do it in a way that will
lead others to join you.”**

~ Ruth Bader Ginsburg ~

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Continued ~ Message from Dr. Keith Johnson

But we often overlook many deserving women who have helped advance this country, the state of Tennessee and even our local community to reach preeminent heights. For example,



Ms. Tiffany Love is an ETSU alumnus who is making her own place in history. She earned a Master of Science degree in social work and a bachelor's of science degree in education, both from ETSU. She uses her experience as a licensed master social worker (specializing in mental and behavior health) to teach individuals how to become free from self-imprisonment through spiritual and educational methods.

She is a former collegiate track and field athlete, motivational speaker, community activist, and recently, a recipient of President Joe Biden Presidential Lifetime Achievement Award. In addition, Love was the first African American Ms. Tennessee USA (2008), Ms. Tennessee Interna-

tional (2008), and Ms. Georgia USA (2012). Tiffany is the founder of several non-profit organizations, including Tenacious Teens 4 Christ, Inc., Beauty Behind Bars, MAN UP Against Bullying and Once in a Wartime. In addition, she is the author of "A Made-Up Bed and Jeans You Wear".

Love's innovative methods of helping others break free of mental incarceration and self-imprisonment have positioned her to be a well sought-after speaker and facilitator. Her expertise has also provided her the opportunity to travel the world sharing a universal message of freedom through implementing educational, spiritual, and motivational workshops. Her program, Beauty Behind Bars, gained the attention of: San Quentin State Prison, Tennessee Prison for Women and Pollsmoor Prison of South Africa. And her work has been featured on television networks including CNN, CBS, NBC and FOX.

Please remember that women, including women of color have played a unique role in shaping our country's political and economic climate. But even with slow and steady cultural progressions, women are still largely underrepresented on key issues such as reproductive health care, women's rights, and the economy.

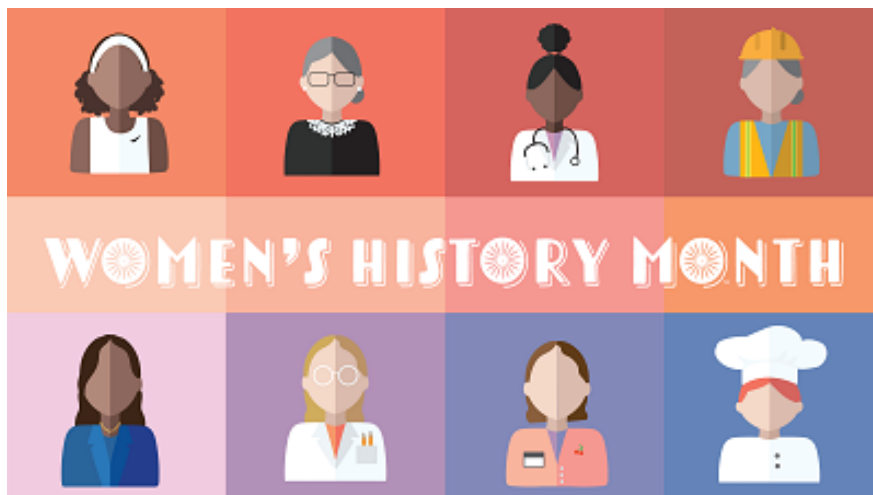
Let's spend time this month reflecting on the special women in our lives who have helped us become who we are by paving the way and creating opportunities for us that otherwise would not have materialized. Whether it's your mother, professor, school teacher, mechanic, pilot, author, astronaut, or judge, please celebrate their presence.

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Continued ~ Message from Dr. Keith Johnson

The ETSU Office of Equity and Inclusion dedicates this monthly edition of the newsletter to celebrating women's history. As a university, our mission and values recognize that 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.

Sincerely,
Dr. Keith Johnson



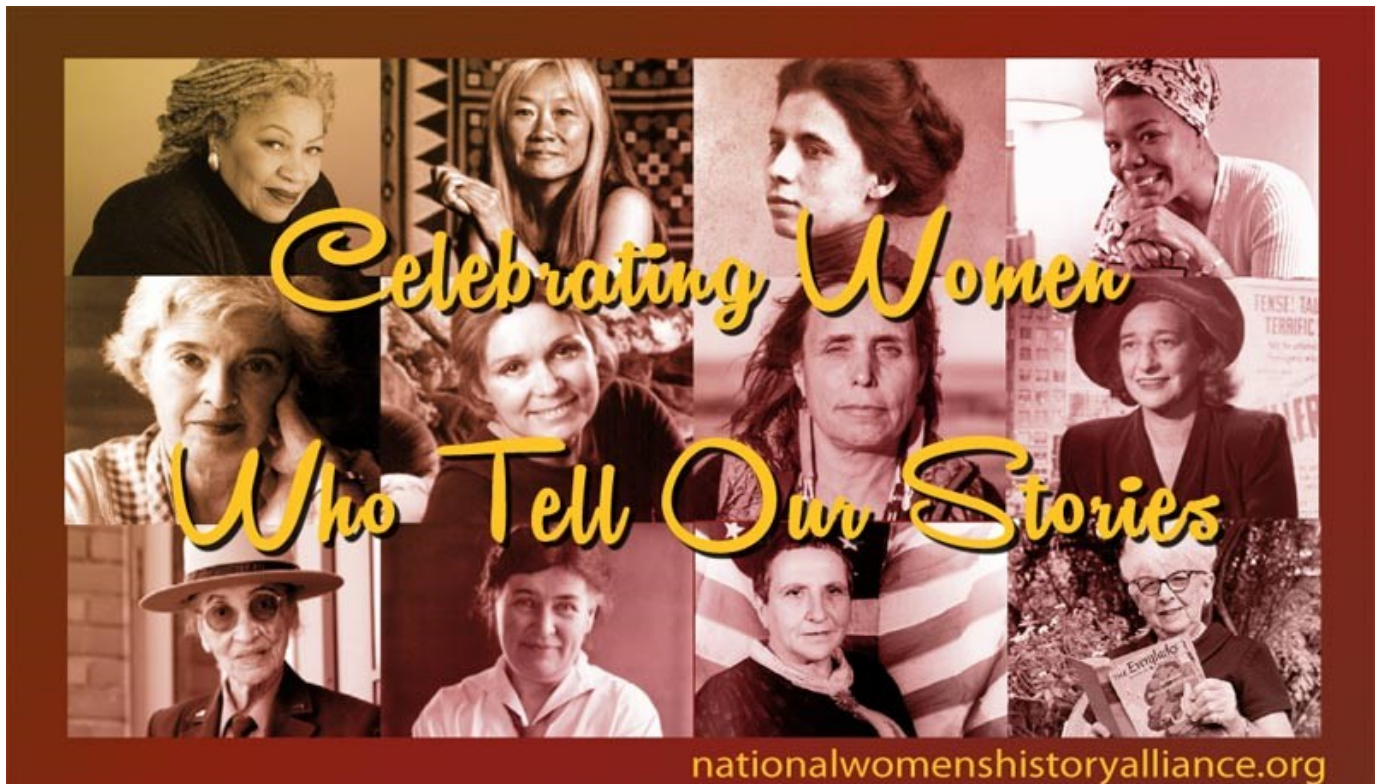
TBR Access and Diversity Competitive Grant Opportunities

Student Engagement, Retention, and Success Grants - The SERS grant cycle for 2023-2024 will be delayed due to the potential implementation of a new grant software system.

Black Male Success Initiative - to be announced

Visit the TBR Office of Effectiveness and Strategic Initiatives [website](#) to learn more.

Women's History Month



Ipinoluwa Akintola, ETSU Undergraduate Student



When I was 9 years old, I got to witness an inter ethnic marriage in my country: Nigeria. It was a marriage between a man and a woman from two main ethnic tribes (Igbo and Yoruba). Little me did not know that this wasn't common at that stage in my life. As I reflect back on that now, I see how beautiful it was that a marriage could occur without ethnic differences being ignored. Both sides were greatly represented, and compromises were made.

Growing up in a country with over 250 ethnic tribes and 500 languages made me realize the importance of inclusion and equity from an early stage in life. In my middle school years, I had a certain teacher who always saw it as a duty to ask people where they came from or a unique feature about themselves that made them feel different. My reply was always the same, I loved to read more than I loved to watch TV. For a middle schooler, that was something.

Being a good teacher involves more than just teaching the fundamentals; it also involves teaching those concepts that are more difficult to measure. Since we educate students to appreciate themselves when we value them, it is important to instill confidence in children and help them feel like

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Continued ~ Ipinoluwa Ankintola

unique individuals. I took this lesson I learned from my teacher into my life as I grew older. I realized that no two persons can be the same and that we all come from various walks of life. The experiences people have are priceless and when utilized well, they have a great impact on the community at large.

As a Nigerian girl, equity and inclusion have been essential factors in my journey toward achievements and leadership roles. In Nigeria, gender-based discrimination is still prevalent, especially in areas such as education and leadership roles. Girls are often denied equal opportunities to access education and are subjected to cultural and social norms that limit their potential. However, I was fortunate to have parents who believed in the importance of education and invested in my future. In terms of academic achievement, I have seen firsthand the importance of equity and inclusion in creating an environment that supports the success of all students, regardless of their gender or background. In my high school, there were several initiatives aimed at promoting gender equality in education, such as mentorship programs, scholarship opportunities, and workshops on leadership and entrepreneurship. Through these initiatives, I have been able to develop my skills and knowledge in various academic disciplines, including public relations and communication.

Moreover, I have also had the opportunity to take on leadership roles in various organizations, such as being a community manager on a Facebook platform, "Nigerian Teachers". It is one of the only verified Teachers platform in Nigeria where teachers, students, and parents come together from all over Africa to discuss their problems, lessons learned, and advice. It has close to 500,000 members now. All the members from different ethnic groups, nationalities, religions, and identities bring unique features to the community.

Being a head leader in school also opened my eyes to see various issues I couldn't have noticed if I was just an average student. I got to meet with staff, students, and visitors from various places and anytime we came together to share ideas, you could notice the uniqueness in those ideas and how those ideas were tailored to their backgrounds and experiences. It was an honor to be a part of that space and also amazing to see the final product of the combination of all those ideas. And as Audre Lorde once said, "It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." Let's not spend all our time being bothered by our differences, rather, let's look beyond that to the other wonderful things we could achieve as a whole.

In conclusion, as a Nigerian girl, I believe that equity and inclusion are critical to promoting equal opportunities for all individuals, particularly in terms of academic achievement and leadership roles. Through my experiences, I have seen the positive impact that these values can have on individuals and communities. By working together to create a more equitable and inclusive society, we can achieve our full potential and make a positive difference in the world.

Ipinoluwa Akintola
Media and Communications major
Creative Arts Scholar

International Women's Day - March 8, 2023

Equality versus **Equity**: What's the difference as we **#EmbraceEquity** for International Women's Day 2023 and beyond?

Equality means each individual or group of people is given the same resources or opportunities.

Equity recognizes that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome.



Equity can be defined as giving everyone what they need to be successful. In other words, it's not giving everyone the exact same thing. If we give everyone the exact same thing, expecting that will make people equal, it assumes that everyone started out in the same place - and this can be vastly inaccurate because everyone isn't the same.

Equality focuses on providing all genders with equal opportunities, such as a woman's right to vote. Yet, women often require more than a level playing field. They need to belong in a global culture that actively promotes and supports them in all aspects of their life, from education to the workplace to health.

Gender is intersectional, and women as a group are truly diverse. Policies that benefit white women, for example, may not benefit women of color due to historical or current inequalities. A shift from gender **equality** to the process of gender **equity** is required for meaningful progress.

Read more at [International Women's Day.com](https://www.internationalwomensday.com).

Upcoming Events - Pride Center and Women and Gender Resource Center

March 2023				
Wednesday	March 8th	International Women's Day! Women's History Trivia, etc. WGRC & Pride Center	11:00am-1:00pm	Culp Room 219
Wednesday	March 22nd	Women's Networking and Professionalism Event WGRC & Pride Center	11:00am-1:00pm	Culp Room 219
Wednesday	March 29th	WGRC Coffee and Conversation Topic: Women's Holistic Wellness	Noon-1:30pm	Culp Room 210
Thursday	March 30th	Name Burning and S'mores (Transgender Power!) WGRC & Pride Center	6:00-8:00pm	Tri-Hall Field
Friday	March 31st	Transgender Day of Visibility WGRC & Pride Center	11:00am-1:00pm	Culp, 1st Floor Booth

Centering on Women at ETSU

Women and Gender Resource Center

The Women and Gender Resource Center serves ETSU faculty, staff and students as well as the larger community. ALL ARE WELCOME! It serves people of all genders while uplifting cis and trans women, girls, non-binary and femme individuals. Through campus and community organization partnerships, the Center may provide resource referrals both on and off campus and the Center itself (located in the Culp Center, room 215) is designed to enable patrons to rest, relax and rejuvenate in a calm, peaceful environment.

- Is an inclusive space on campus that fosters belongingness, addresses inequity and promotes safety
- Builds a capacity for social justice and leadership through gender-related programming, outreach, advocacy and support for all individuals and all identities.
- Enriches, through programming, education and activism
- Creates change on campus and beyond in response to sexism and misogyny

- Does social justice work at the intersection of multiple identities such as sex, gender identity, gender expression, race, class, sexual orientation, ethnicity and disability

Women's, Gender, and Sexuality Studies

The Women's, Gender, and Sexuality Studies Program at ETSU is committed to strengthening interdisciplinary and diversity emphases at the university and to training students to address issues affecting women in the Appalachian South, nationally, and globally.

Our focus on Leadership through Diversity makes our program unique and highlights our emphasis on applied learning and leadership. As a result of our programs emphasis on this link between the theory and practice, our graduates enter the workforce and/or graduate programs as accomplished social thinkers who are focused on civic engagement, social justice, and change and who can help to satisfy the continuing need locally, nationally, and globally to improve the lives, opportunities, and futures of women, gender, and sexual minorities.

CARE Women's Health

(ETSU Center for Applied Research and Evaluation in Women's Health)

Mission: Advance women's health and well-being in the US South and beyond through applied, inter professional research and evaluation aimed at informing policy and practice.

Vision: Women and families are empowered to make informed choices, achieve their full health potential, and lead healthy lives.

Goals:

1. Conduct population-based research that informs women's health programs, policy, and

practice at the national, state, and local level.

2. Advance the use of rigorous mixed-methods research activities to evaluate the impact of health programs, policies, and initiatives on women's health outcomes.
3. Mobilize existing capacity within ETSU and in regional partners to leverage external resources to support research related to women's health.
4. Provide training opportunities for students, junior faculty, post-doctoral fellows, and regional partners to develop or enhance their research skills and expertise in women's health issues.

Upcoming Events

March 2023				
Tuesday	March 8th	Lunch and Learn <i>DEI in the Criminal Justice System</i> Discussion Lead: Dr. Richard Hough, Professor, Criminal Justice & Criminology	12:00-1:00pm	Via Zoom
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
Thursday	March 30th	<i>Understanding the Effects of Racism on Students' Experience and Outcomes</i> Discussion Lead: USC Race and Equity Center	1:00-3:00pm	Via Zoom
April 2023				
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: Jill Channing, Ph.D., Assistant Pro- fessor of Educational Leadership and Policy Analysis	12:00-1:00pm	Via Zoom
Wednes.	April 19th	<i>Confronting Explicit Acts of Racism and Racial Violence on Campus</i> Discussion Lead: USC Race and Equity Center	1:00-3:00pm	Via Zoom
May 2023				
Monday	May 22nd	<i>Strategically Recruiting Employees of Color</i> Discussion Lead: USC Race and Equity Center	1:00-3:00pm	Via Zoom
June 2023				
Thursday	June 29th	<i>Supporting and Retaining Employees of Color</i> Discussion Lead: USC Race and Equity Center	1:00-3:00pm	Via Zoom

The Rehabilitative Health Sciences Club and
Program Presents

Disability Awareness Day





When: March 10th, 2023
Where: The CAVE
Time: 10 a.m.- 4 p.m.
Free for Everyone!

Join us in celebrating
disability as
diversity!

Let's share knowledge, talk advocacy, and
explore a more inclusive accessible
environment at ETSU!
Student Government Association sponsored event

USC Race and
Equity Center

Understanding the Effects of Racism on Students' Experiences and Outcomes

*East Tennessee Higher Education
Regional Alliance*

**Thursday, March 30
1pm-3pm EDT**



Royel Johnson

Dr. Royel M. Johnson is an Associate Professor of Education at the University of Southern California. He also serves as the Director of Student Engagement at the USC Race and Equity Center and is faculty in the Pullias Center for Higher Education. He is known for his expertise on issues related to educational access, racial equity, and student success, with a particular focus on Black and multiply marginalized students. Dr. Johnson has published over 60 academic articles, including two books: *Racial Equity on College Campuses: Connecting Research and Practice* and *Enacting Student Success: Critical and Alternative Perspectives for Practice*.

Register at www.uscrec.info/ETHERA_3

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)

USC Race and
Equity Center

EQUITY CONNECT



INTERACT



CONNECT



SHARED LEARNING



FORM INTEREST GROUPS



**VIRTUAL COMMUNITIES
OF PRACTICE**



FIND RESOURCES

Learn more at
equityconnect.usc.edu

This portal is for employees of colleges and universities that are members of the USC Race and Equity Center's alliances, equity institutes, leadership academies, and other partnerships. It includes video recordings and assets from eConvenings, as well as other downloadable racial equity resources. This portal also allows persons with authenticated profiles to form and actively participate in virtual communities of practice. Posing questions of practice, offering advice to colleagues, sharing effective practices, and fostering new collaborations are all possible in the virtual communities.

Student Support Group

Let's Talk!

Multicultural Center Location - All Students

Spring Semester 2023

When:

Tuesdays

from 3:00pm-4:30pm

Where:

Mary V. Jordan Multicultural Center,
2nd floor Culp

More information :

counselingcenter@etsu.edu

<https://www.etsu.edu/students/counseling/services/letstalk.php>



Khia Hudgins-Smith, LPC-MHSP
Diversity-Focused Clinical Counselor



COUNSELING CENTER

EAST TENNESSEE STATE UNIVERSITY

Student Support Group

Let's Talk!

ETSU Student-Athletes

Spring Semester 2023

When:

Thursdays

from 9:00am-11:00am

Where:

Buc Sports

More information :

counselingcenter@etsu.edu

<https://www.etsu.edu/students/counseling/services/letstalk.php>



Khia Hudgins-Smith, LPC-MHSP
Diversity-Focused Clinical Counselor



COUNSELING CENTER

EAST TENNESSEE STATE UNIVERSITY

Student Support Group



COUNSELING CENTER

EAST TENNESSEE STATE UNIVERSITY

ONE VOICE:

The BIPOC (Black, Indigenous and People of Color) support group is for whom identifies as African American, Asian, Arab, Latina/o, Native American, Pacific Islander, and/or multiracial..

"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. We hope you'll join us.



Led by:
Khia Hudgins-Smith,
LPC-MHSP

The purpose of ONE VOICE is to create a discussion opportunity for students and to build an encouraging community on campus. ONE VOICE will be open to undergraduates, graduates, faculty and staff who would like to participate as well.

counselingcenter@etsu.edu

<https://www.etsu.edu/students/counseling/>

Meet Diversity Champion, Christiana Keinath



**Christiana Keinath,
Assistant Professor and
Health Sciences
Librarian, Sherrod
Library/Research and
Instruction Services**

The purpose of the Office of Equity and Inclusion at ETSU is to maintain a visible, undaunted focus on diversity, equity, inclusion, and justice

on campus in spite of the obstacles there may be to this work. In particular, I believe that the OEI can help improve the experience of minority students, faculty, and staff on campus, not only in the form of academic and professional achievements but by fostering community and belongingness.

To me, a diverse committee, classroom, campus, society is one in which everyone's unique experiences and identities are acknowledged and valued – neither ignored nor tokenized - and bigotry is not tolerated. One way I try to honor the uniqueness of each individual in my role as a librarian is to create a nonjudgmental environment for students to share their research topics with me during consultations. These may be highly personal and deal with their religion, family situation, medical history, political views, or anything you could imagine.

College to me is a key time for exploring ideas and working out what you believe in conversation with other voices past and present, and I aim to teach students the skills to find information to further their own knowledge and discovery.

My approach to discussions about potentially difficult topics is to continue educating myself in order to speak knowledgeably when the time comes, such as when answering a research question about healthcare for trans and nonbinary patients. Another skill I work to cultivate is an understanding of when I am not the expert – which is frequent! Part of fostering a diverse and inclusive environment is to recognize when to step back and listen and amplify the voices of others who have experiences and knowledge that you do not.

In my role as an assistant professor and health sciences librarian, I have contributed to ETSU's efforts to enhance DEI by attending and volunteering for the Equity and Inclusion conference and collaborating with the Sherrod Library's Diversity, Equity, and Inclusion in Libraries and Archives group to make our hiring practices more inclusive. In addition, it is important to recognize my own privileges and biases and how those have shaped my life and outlook. I strive to take an asset-based approach to working with students, in which I focus first and foremost on the unique strengths and talents they have rather than what skills they may (in my view) be lacking. Finally, in keeping with the "champion" part of "diversity champion," I will share and promote and show up for the amazing work that others are doing on campus, from my coworkers' diverse book displays in the library to campus resources for minority students to the Moonshot for Equity learning sessions.

~ Christiana Keinath

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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.

To add a name to our mailing list, please email Kim Maturo at maturo@etsu.edu.