



EAST TENNESSEE STATE
UNIVERSITY

Office of Equity and Inclusion Newsletter

May 3, 2021



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

"Locate Our Shared Humanity"

Reproduction of March 19, 2021 correspondence to ETSU community regarding attacks on Asian, Asian-American, and Pacific Islander Community

Greetings! I hope that you are taking advantage of the recent warm weather and the change in time that we are experiencing, allowing us to have more daylight to enjoy.

Unfortunately, not all families nor eight individuals will have the same privilege of enjoying the weather and daylight in the same context. We recently experienced another senseless act of murder that has taken the lives of eight innocent people. A man who police say went on a rampage at three spas in the Atlanta area has been charged with eight counts of murder in connection with the fatal attacks. Further reports indicate that at least six of the murdered victims were women of Asian descent.

As we begin to process this and attempt to move towards a brighter future, we must recognize the troubling trend that we have seen and many have experienced in major American cities, which includes a significant increase in hate crimes and violence targeting Asians, Pacific Islander, and Desi Americans, at least in part due to the pandemic.

During the last few months, many disturbing and shocking videos have surfaced on social media and other outlets depicting violent assaults against Asian-Americans. Recent studies and one in particular report from the California State University's Center for the Extremism and Hate highlighted that hate crimes against Asian-Americans jumped 150



***"We are all a part of one another."
~ Yuri Kochiyama,
civil rights activist ~***

Inside this issue

Message from Dr. Johnson.....	1-2
Meet Dr. Hong.....	3
Meet Dr. Ko.....	4
Meet Justin Phouymanivong.....	5
Asian Pacific American Heritage Month.....	4, 6-7
Upcoming Events.....	8-9
Diversity Champion Spotlight.....	10

Continued ~ Message from Dr. Keith Johnson

percent in the larger American cities just last year. This equates to nearly 3,800 hate incidents during 2020. We are not immune from these incidents in our own region. We must remain vigilant of such behavior and not remain complicit if we hear, see, or experience such abuse.

I encourage our ETSU community to stand up, support our Asian-American community. Speak up, and speak out if you witness such discriminatory behavior that is rooted in racial bigotry against any group. Now is not the time to remain silent. It is time to dig deep and locate our shared humanity as citizens of this society as we seek to live out the mission of ETSU 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.

Members of the ETSU community should be aware of support services for those students, faculty, and staff who may have been impacted.

The ETSU [Counseling Center](#) provides personal counseling for students, as well as outreach and referrals. Students may contact the ETSU Counseling Center (423) 439-3333. The Counseling Center is open from 8:00 a.m. to 4:30 p.m., Monday-Friday and is encouraging appointments via Zoom. The Bucs Press 2 service is available 24/7 by dialing (423) 439-4841 and pressing 2 for a counselor.

The [Employee Assistance Program \(EAP\)](#) is a resource for faculty and staff members who need counseling support and referral to other resources. Assistance is available 24/7 by calling (855) 437-3486.

The [Dean of Students website](#) is a resource for students and for student referral. The site includes the most often utilized resources along with links to other support services. Student referrals may be made to the Dean of Students office by submitting a [CARE Report](#) or emailing deanofstudents@etsu.edu

For those students living in impacted areas, we recommend reviewing class absence policies in your course syllabi. If your online connectivity or ability to continue your course is affected, please contact your professors. Student Life and Enrollment can help with Emergency Notifications to professors and discuss academic options. Call 423-439-4210 or email studentlife@etsu.edu

Thank you for your continued support and values regarding equity and inclusion at East Tennessee State University. Please continue to live and share our values as you interact with others on and off the campus of ETSU.

Meet Dr. Jinseok Hong, Associate Professor Dept. of Engineering, Engineering Technology, and Surveying

Dr. Hong is an associate professor of the Surveying and Mapping Science program, Department of Engineering, Engineering Technology, and Surveying at East Tennessee State University. He was born and raised in Korea, a city with a population of 2.3 million. He moved to the United States when he was in his mid-20s to experience diversities in languages, cultures, nationalities, races, and all the U.S. has to offer. He has lived in California, Nebraska, and Florida before moving to Johnson City in 2009. He enjoys engaging with students inside and outside of the classroom. He also enjoys time with his family whether traveling or at home exercising with them.

He is also very interested in various social issues. Dr. Hong strongly believes that each country/culture/race has its own strength and advantages so no matter what backgrounds an individual has, we all can learn from one another.

Heritages of Korea that I am proud of

I am honored to share the heritages of Korea with you and I would like to start with a few facts about Korea.

- *South Korea's (Korea) population is about 52-million. It is the size of the State of Indiana or Pennsylvania. Hills and mountains cover approximately 70% of its land, so most of the population (81%) lives in urban areas.*
- *Korea has more than 4,300-years of history and has its own language, which is about 600-years old. Due to the easiness and scientific structures of the language, the literacy rate of Korea is very high (97.7%).*
- *Korea became the only divided-country (South and North Korea) after the reunification of East and West Germany in 1990.*

Koreans are often known as hard working, generous, (relatively) quiet and humble due to the influence of Confucianism and history of its own.

Korea has been invaded more than 900 times by its larger neighbors. However, Koreans have never given up and always overcame those difficult times and I believe that the endurance and



strength of Korea have been rooted in the DNA and inherited from generations to generations. Historically South Korea has never invaded another country with its own will and this is an indicator of the peaceful nature of Korea.

Korea has a very impressive recent economic development that I am proud of.

After the Korean War (1950-1953), Korea lost pretty much everything and became the second poorest country in the world. However, thanks to much various aid from the United Nations including the United States, Korean government led its own industrial revolution in the 1960s. Samsung, LG, Hyundai, and Kia are a few well-known Korean companies.

Typically Koreans highly (often too much) value education because Korea did not (still does not) have much (natural) resources other than people. I still remember that my parents worked more than 80~100 hours a week including weekends for years to support my brother and myself because like most Koreans they believed that education was the only way to live better life styles. During a typical senior year at high school, students spent more than 12~15 hours on weekdays and 5~7 hours on Saturdays, which was too much!

Thanks to much sacrifice and hard work from all generations, Korea is now one of the most technologically advanced and dynamic countries as K-pop and K-drama get enormous attentions from the world. Korea hosted one Summer Olympics in 1988 and one Winter Olympics in 2018 and now the Gross Domestic Product (GDP) currently ranks 10th in the world. It took less than a half-century for Korea to become a well-developed country from the second poorest country in the world.

I am very proud of the fact that I am Korean and I hope that other people can learn something good from the heritages of Korea.

~ Jinseok Hong ~

Meet Dr. Kwangman Ko, Assistant Professor Clemmer College, Department of Counseling and Human Services

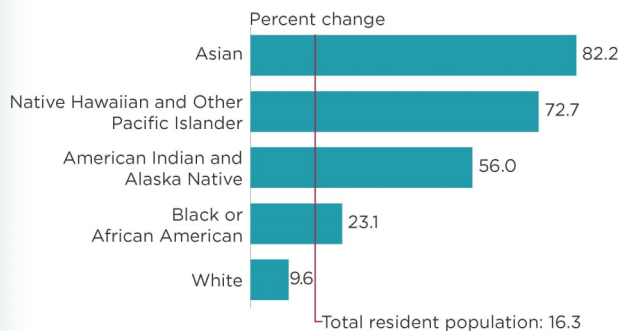
Dr. Kwangman Ko is an Assistant professor of the Department of Counseling and Human Services at East Tennessee State University. Born and raised in South Korea, East Asia, he joined the doctoral program in the Department of Human Development and Family Science at the University of Missouri in 2013. After receiving his Ph.D. in 2018, he joined ETSU with his current position. His research interests lie in family support behaviors and motivations while focusing on fathering and fatherhood in the contexts of family structure, work-family, and multi-culture. As one of the Multicultural Center faculty mentors, he joined mentoring programs such as Dish it Up in March 2019. He also worked as a faculty research panel for multicultural students in April 2020. He recently completed ETSU inclusive excellence cultural competency workshop.



“Learning is a treasure that will follow its owner everywhere.” Chinese Proverb

Asian Pacific American Heritage Month

A More Diverse Nation Asian Alone Population Was the Fastest-Growing Race Group¹ From 2000-2019



¹ Hispanic origin is considered an ethnicity, not a race. The population that is Hispanic may be of any race. Responses of "Some Other Race" from the 2010 Census are modified. For more information, see <<https://www2.census.gov/programs-surveys/popest/technical-documentation/methodology/modified-race-summary-file-method/mrsf2010.pdf>>.

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Bureau

U.S. Department of Commerce
U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)

Source: 2000 to 2010 Intercensal
Estimates (2000-2009) and Vintage
2019 Estimates (2010-2019)

A joint congressional resolution in 1978 established Asian/Pacific American Heritage Week. May 1st-10th was chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the U.S. of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869.

In 1992, Congress expanded the observance to a month long celebration that is now known as Asian American and Pacific Islander Heritage Month. Per a 1997 U.S. Office of Management and Budget directive, the Asian or Pacific Islander racial category was separated into two categories: one being Asian and the other Native Hawaiian and Other Pacific Islander.

[Click here](#) for more facts from the U.S. Census Bureau surveys.

Meet ETSU Undergraduate Student Justin Phouymanivong



ETSU has served as an integral support system for me and many other students over the years. It fosters belonging and an overwhelming sense of peace and security. I have grown to love our community and it has become a home. I was a very timid and naive child and growing up Asian American living in the south of the United States created many tumultuous and opposing views to either assimilate or remain distinct. I am Thai Asian American, a first-generation student, and a second-generation immigrant. Thailand is a moderately sized coastal country in Southeast Asia. It is a vibrant country with a rich and extensive history composed of breathtaking cultures, beliefs, people, food, and landscapes.

Asian American and Pacific Islander Heritage month this year is more meaningful than it has been in the past. In the U.S. there has been a surge in racially motivated crimes within the past year, and all across the nation

there is prolific fear and mourning over these various tragic events. We are grieving for all the losses that are not our own because of the striking similarities and resemblances across all our narratives. These incidents serve as a reminder of the pervasiveness of intolerant beliefs in social action. We are in a time of great social divide which has all been amplified by global crisis and previous administrations. The movement to stop Asian hate has been a longstanding effort in the United States that has recently gained moderate attention during intense periods of civil engagement and social unrest. This work is necessary to achieve common social justice. In these most recent moments for many Asian people, this is the first opportunity our suffering has been acknowledged.

My mother and my father are both immigrants who came to this country hoping to achieve their contemporary version of the American Dream. Along the way my family and I all faced all the challenging adversities and unjust discrepancies the world has had to viciously offer because of a small component of our identities. The subliminal feelings of estrangement linger on even after thirty years of living in this country and receiving U.S. citizenship. We are not perpetual foreigners, but we have been alienated in a country that we are proud to call our own. A majority of Asian ethnicities share a strong sense of community and love that is deeply rooted. Generational households and non-nuclear family structures are exceedingly common. This past year has been the most mentally and physically taxing period of my life. I was diagnosed with an autoimmune disorder along with a mood and personality disorder. I was left disabled and hopeless, but with the gracious help of my communities I prevailed triumphant. Considering all the harrowing trials and tribulations that we have endured, I would not change a single aspect.



It is critical to create lasting change, shift harmful perspectives, and uphold the attributes of diversity, equity, and inclusion. We must affirm unity and solidarity in our communities because we are only as progressive as we treat our most vulnerable and marginalized populations. I am proud to be Thai, and to all my fellow Asian Americans and Pacific Islanders out there we see you, we hear you, and we love, and accept you.

~ Justin Phouymanivong ~

Asian Pacific American Heritage Month

The history of North America is shaped by the stories of immigrants from Asia and the Pacific and the native people of the Pacific Islands. While some of the earliest Asian immigrants arrived from China, Japan, India, and Korea, immigration reforms tied to U.S. civil rights legislation brought even more groups to the United States—such as Vietnamese, Cambodians, Laotians, Indonesians, the Hmong and other peoples from South and Central Asia.

[Read more](#) from the National Park Service.



Asian Pacific American Heritage Month Events

Asia Society live webcast Thursday, May 6th, 7:30pm CT: [Standing Against Racism in the time of COVID: A Conversation on Activism](#).

What can people and organizations do to combat escalating acts of racism and xenophobia against Asian Americans? Join Asia Society Texas Center and Asia Society Southern California to learn what immediate and long-term changes are possible. They'll be joined by Stop AAPI Hate co-founder **Dr. Russell Jeung**, Georgia State Rep. **Bee Nguyen**, Compassion in Oakland co-founder **Katrina Ramos**, and CNN anchor **Amara Walker**.

Watch Asia Society [On-Demand Discussion: Building Black and Asian Solidarity: Women Leading Across Race, History, and Culture](#)

More events can be found on the Asia Society website [31 ways to celebrate Asian Pacific American Heritage Month 2021](#).

Stereotypes about Asian American

There are two primary stereotypes that continue to affect Asian Americans. One is that all Asian Americans are the same. That is, many people are either unable or unwilling to distinguish between different Asian ethnicities -- Korean American from a Japanese American, Filipino American from an Indonesian American, etc. This becomes a problem when people generalize certain beliefs or stereotypes about one or a few Asian Americans to the entire Asian American population. The result is that important differences between Asian ethnic groups are minimized or ignored altogether, sometimes leading to disastrous results.

The second stereotype is that all Asian Americans are foreigners. Although more than half of all Asians in the U.S. were born outside the U.S., many non-Asians simply assume that every Asian they see, meet, or hear about is a foreigner. Many can't recognize that many Asian American families have been U.S. citizens for several generations. As a result, because all Asian Americans are perceived as foreigners, it becomes easier to think of them as not fully American and then to deny them the same rights that other Americans take for granted. Yes, that means prejudice and discrimination in its many forms.

[Click here](#) to read about today's diverse Asian-American community.

Notable Asian/Pacific Islander Americans

[Emma Gee and Yuji Ichioka](#)

founded the Asian American Political Alliance and publicly coined the term "Asian American". They united many different groups of people of Asian descent under a single umbrella.



Their fight for equality of Asian Americans continues to have a lasting impact on American society today.



Akiko Fujimoto, is a conductor based in the U.S. who creates engaging and impactful performances.

[Click here to listen.](#)

Yuri Kochiyama was a lifelong activist, fighting for social justice and human rights from the 1960s until her passing in 2014.

[Read more.](#)



George Takei, is well known for his portrayal of Mr. Sulu in the television and film series *Star Trek*. Takei is more than an actor; he is a social justice activist, social media mega-power, bestselling author, and more.



His more recent projects include the Broadway musical [Allegiance](#), which tells the story of the Japanese-American internment camps through events from Takei's own life. Read more about [Takei's here.](#)



Born in Seoul to a Korean mother and an African-American serviceman stationed in Korea, [Rep. Strickland](#) became the first Korean-American woman elected to Congress and chose to honor her mother's heritage by [wearing a traditional Korean hanbok](#) to her swearing-in at the 117th Congress in Washington, D.C. on January 3, 2021.

Sometimes referred to as the Chinese Dr. Martin Luther King Jr., [Wong Chin Foo](#) (1847-1898) is credited as the first person to use the term "Chinese-American" and advocated for equal rights for Chinese-American citizens.



Upcoming Events

May 2021

Friday	May 7th	Multicultural and Lavender Graduation	7:00pm	Culp Ballroom
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June 2021

Tuesday	June 8th	Lunch and Learn Lecture Series <i>Allyship</i> Discussion lead: Dr. Taine Duncan, Associate Professor and Director of Gender Studies Program, University of Central Arkansas	12:00-1:00pm	Join Zoom Meeting
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July 2021

Tuesday	July 13th	Lunch and Learn Lecture Series <i>Accessibility Matters</i> Discussion lead: Miriam Smith, Director of Accessibility Services, Oglethorpe University	12:00-1:00pm	Join Zoom Meeting
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August 2021

Tuesday	August 10th	Lunch and Learn Lecture Series <i>Leadership Identity Development on Black Men's College Experience</i> Discussion lead: Dr. Shannon Williams, Affiliate Officer, Arkansas Community Foundation	12:00-1:00pm	Join Zoom Meeting
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September 2021

Tuesday	September 7th	Lunch and Learn Lecture Series <i>The Problem with Diversity by Numbers Only: A Talk About Ideological Diversity, Hegemony, and A Dead Italian Guy</i> 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 <i>Inclusive Leadership</i> 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 <i>From Discussion to Action: Bold Steps Toward Equity and Inclusion</i>	Visit conference website	Virtual

October 2021

Tuesday	October 5th	Lunch and Learn Lecture Series <i>Equity and Inclusion in the Sustainability World</i> Discussion lead: Irene Poulton, Grad Student	12:00-1:00pm	Join Zoom Meeting
Tuesday	October 19th	Lunch and Learn Lecture Series <i>Microaggressions</i> Discussion leads: Dr. Teresa Carnevale, Director of Quality Improvement, Assistant Professor, College of Nursing; Dr. Chassidy Cooper, Coord. Office of Equity and Inclusion; and Dr. Chelsie Dubay, Internet Prog. Support Coord.	12:00-1:00pm	Join Zoom Meeting

Continued ~ Upcoming Events

**SAVE
THE DATE**

September 20-22, 2021
Virtual Conference

etsu.edu/equity



3rd Annual
*Equity and
Inclusion*
CONFERENCE

From Discussion to Action:
Bold Steps Toward
Equity and Inclusion



**EAST TENNESSEE STATE
UNIVERSITY**

Conference Goals

Participants will:

- Increase their awareness of equity and inclusion issues and opportunities on campus and in the community.
- Recognize the benefits of a diverse organization and community and the importance of equitable and inclusive practices, policies and procedures.
- 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.
- Develop and/or increase their skill set related to equity and inclusion contexts and recognize the difference between intent and impact.
- Adopt and utilize tools that will increase advocacy for groups that are disenfranchised.

Registration is Open

Early Bird Rate, available May 1, 2021— Aug 31, 2021

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

Community Rate/Non-ETSU: \$60.00

ETSU Student Rate: Free (call 423-439-8266 or 1-800-222-ETSU for discount code)

Non-ETSU Student Rate: \$25.00

[Click here to register.](#)

Equity and Inclusion Diversity Champion Spotlight

Chasity Drew is a Choctaw Nation member and is an International Student Advisor in East Tennessee State University's International Program and Services office. She is a champion for equity, inclusion, and belonging. Chasity makes herself available to students and keeps an open line of communication with them so she can provide support when needed. Chasity wants to share her story so others know how important it is to cultivate a culture of inclusion and belonging.



When the Office of Equity and Diversity changed its name to the Office of Equity and Inclusion (OEI), Chasity was glad. She feels the OEI's purpose is to cultivate an environment of inclusivity across campus and develop strategies that enhance the students, staff, and faculty sense of belonging. Chasity says that diversity is a set of numbers. It informs the community on the number of X populations attending the university or living in the community. It does not tell us how those individuals are involved in their community, if the community includes these individuals, or if these individuals feel like they belong to the university or the community, etc.

Chasity tries to highlight how an individual's uniqueness adds to our campus community. For example, when international students come to the U.S., they are here for a cross-cultural exchange of ideas. This is how she approaches the topic about how important it is to value one's uniqueness. When she first sees them at the Check-in Presentation, Chasity tells them about herself, her culture, and her struggles when she moved off the reservation. Chasity emphasizes the importance of remaining true to themselves, just as she did, and taking every opportunity to discuss her culture, so it diminishes misconceptions and builds dialog.



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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.