



Office of Equity and Inclusion Newsletter

November 7, 2023



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

“A Time to Honor”

Dear Friends,

I hope this message finds you well. As November begins, we have the privilege of celebrating National Native American Heritage Month, a time to honor and recognize the rich and diverse cultures, traditions, and contributions of Native Americans to our society.

National Native American Heritage Month provides an opportunity for us to reflect on the invaluable heritage of the indigenous peoples of this land, as well as to acknowledge their enduring resilience, wisdom, and strength. It is a time to learn, appreciate, and promote awareness of the unique histories and traditions that have shaped the many tribes and nations across North America.

~ continued on page 2 ~



*“Without heroes, we are all
plain people, and don’t know
how far we can go.”
~ Bernard Malamud ~*

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Continued ~ Message from Dr. Keith Johnson

I grew up in a small rural area in eastern North Carolina in the town of Hollister. Though the population was less than one thousand, it had a thriving Native American population that made up for more than 55 percent of the community. As a child, I can remember during the summers when the Haliwa-Saponi Tribe would have a summer pow wow. It was so exciting to see so many people visit the area for such a large event. It was truly a celebration time. I can recall all of the artifacts that were for sale, Native Americans dancing, art and drum contests, and the like.

During this month, I encourage you to take part in various educational and cultural events that celebrate Native American heritage, such as attending talks, art exhibitions, or performances, and engaging with the vibrant traditions and stories passed down through generations.

Additionally, it is an opportunity for us to advocate for the rights and well-being of Native American communities. Many indigenous peoples face ongoing challenges, including preserving their cultural heritage, addressing social and economic disparities, and advocating for environmental conservation. Supporting their efforts and engaging in dialogue can make a meaningful difference.

As we mark Native American Heritage Month, let us honor the past, celebrate the present, and work toward a more inclusive and equitable future for all. We can do this by recognizing and respecting the indigenous communities in our region, listening to their voices, and amplifying their stories.

Your participation and support are essential in ensuring that these rich cultures and histories continue to thrive and be appreciated. It is important that the university continues to press onward with transforming the campus into an environment that lives out the values of the university 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; and
- COMMITMENT to intellectual achievement is embraced.

Sincerely,

Dr. Keith Johnson

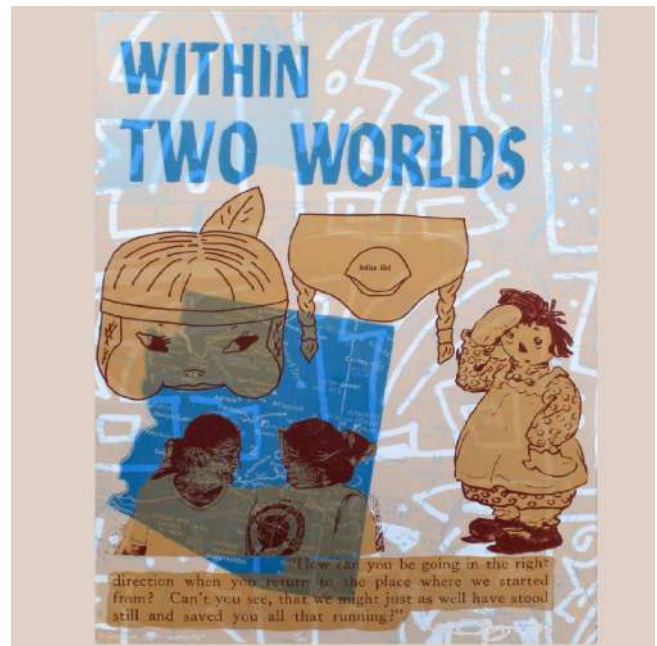
National Native American Heritage Month

Contributed by the Reece Museum; Irisa Hodges, Student Staff

In honor of Native American History month, we'd like to share an artifact #fromourcollection.

Within Two Worlds, 1995
Melanie Yazzie
screenprint

This screenprint depicts the head of a young native girl side by side with her lower jaw, mouth open with the words "Indian girl" inside. Beneath that is a sketch of the popular Raggedy Ann doll and a photo of the artist, presumably with a relative, overlaid with an opaque map of Arizona. Along the bottom is the quote "How can you be going in the right direction when you return to the place where we started from? Can't you see, that we might just as well have stood still and saved you all that running?"



Melanie Yazzie, the artist, works in printmaking, sculpture, mixed media, and painting. Yazzie uses her lived experiences as a member of the Navajo Nation, more properly referred to as the Diné Nation, to share her cultural heritage and to bring attention to the social and political issues that directly impact indigenous peoples.

It is likely that this screenprint explores Yazzie's struggle with her cultural heritage growing up in a world that has not been kind or respectful to indigenous peoples.



The QR code will take you directly to the artifact in our collections portal or go to:

<https://reece.pastperfectonline.com/webobject/1C378D40-7A0E-4793-8EE5-521682778410>

#FromOurCollection is a series of student-led research of artifacts in our permanent collection. If you are interested in learning more about this artifact and others, please visit this link to our collections portal: <http://reece.pastperfectonline.com/>.

#art #history #Museum #reecemuseum #NativeAmericanHeritageMonth #etsu #appalachia #indigenousart"

Complimentary Lunch for Veterans/Military Members

**Attention Veterans and Current Military Members
You Are Invited To A Complimentary Lunch On**

Date: November 13, 2023

Time: 11:00am-2:00pm

Place: ETSU Dining Hall, 3rd Floor Culp Student Center

Pick up your meal ticket at one of the following locations:

- Office of Military and Veteran Services - 125 Yoakley Hall
 - ETSU Army ROTC - 206 Brooks Gym
- Office of Equity and Inclusion - 109 Burgin Dossett Hall

Veterans Day Ceremony at ETSU

East Tennessee State University will honor military veterans with a special ceremony at 10 am on November 13th in the Quad, a grassy area located between Brooks Gym and Gilbreath Hall. Speaking at the event is CSM Lovelace.

Music will be provided by the University School Choir and the ETSU Ensemble Band. The Cadets will participate in a Roll Call conducted for the specific ETSU alumni that were KIA. The Color Guard will place a wreath on the Veteran's Memorial and Taps will be played.

Observed each year on November 11, Veterans Day is a federal holiday with origins traced back to the end of World War I. Veteran's Day honors the service of all U.S. military veterans.



30th Annual SREB Institute on Teaching and Mentoring



East Tennessee State University received a participation award as a recruiting institution at the 30th Annual SREB Institute on Teaching and Mentoring Conference.



Dr. Cerrone Foster, Dr. Jean Swindle, doctoral student, Deepshila Gautam, and Dr. Chassidy Cooper attended the event held in Tampa, FL October 26-29, 2023.

5th Annual Equity and Inclusion Conference Beyond “Checking a Box” Building and Sustaining Campus-Wide Engagement for Belonging

The 5th Annual Equity and Inclusion Conference, held September 28-30, 2023 drew over 350 attendees over the three day event. Attendees include ETSU faculty, staff, and students, local and regional community members, and included attendance from other universities and business from Illinois, North Carolina, South Carolina, and Tennessee.

A big thank you to all the volunteers who accumulated over 200 hours of volunteer time as room hosts, greeters, parking lot attendants, check-in attendants, and hospitality hosts. And, a huge thank you to the conference planning committee who spent numerous hours planning and preparing for the annual conference which impacted the campus, region, and beyond.





CENTER for GLOBAL ENGAGEMENT

EAST TENNESSEE STATE UNIVERSITY

Schedule of Events for International Education Week 2023 November 13-17

Monday, November 13th	Opening Talk and Reception—Catherine Fuko, Teddy John, and Jess Rodriguez Potter speak about the importance of international education and inter-cultural understanding in their lives. Open to all.	6:00-7:00 pm	Culp 304
Tuesday, November 14th	Informal Q & A on applying for prestigious awards with Jess Rodriguez Potter, sponsored by the Office of Prestigious Awards. Open to all.	10:00-11:00 am	Carter Social Room
	International Language Expo: Have some snacks and learn to write your name in other languages and alphabets, sponsored by the Multicultural Center. Open to all.	11:00 am-2:00 pm	The Cave
	Jess Rodriguez Potter will speak to Honors College students about applying for the Critical Language Scholarship, her experiences in Tanzania, and her work with refugees in Atlanta. Open to all. Pizza will be served!	4:30-5:30 pm	Carter Hall Social Room
Wednesday, November 15th	International Students' and Scholars' Panel Presentation and Reception, sponsored by International Enrollment Services. This event is open to all students, faculty, and staff. Please come and hear from our international students and scholars about why they believe in the importance of international education. Open to all.	3:30-5:00 pm	Culp 304/305
	Writing for International Awards Workshop, sponsored by the Office of Prestigious Awards. This session will begin with a brief overview of international awards and then facilitators will conduct writing exercises for students to learn best practices in awards applications. Open to all. Coffee and light snacks provided!	5:30-6:30 pm	Culp 311 (Forum)
Thursday, November 16th	Ecuador Global Year Recap and Announcement of Next Global Year (Lunch and Learn) Come and hear from faculty seminar participants Drs. Roy Andrade, William Tollefson, and Ante Ursic about their experiences in Ecuador, and be the first to hear what country the focus of our next Global Year will be! Open to all. Light lunch provided, so RSVP to Karla Leybold at leybold@etsu.edu by Tuesday, November 14th.	11:30 am-1:00 pm	Carter Social Room
Friday, November 17th	Global Research (Lunch and Learn) Dr. Bill Duncan will speak about global research opportunities for faculty and students! Open to all. Light lunch provided, so RSVP to Karla Leybold at leybold@etsu.edu by Tuesday, November 14th.	1:00-1:45 pm	Carter Hall Social Room

Upcoming Events

November 2023				
Tuesday	Nov. 7th	<p>Lunch and Learn</p> <p><i>Preventing Burnout, Managing Grief, and Cultivating Resilience</i></p> <p>Discussion Lead: Kate Emmerich, Clinical Instructor, Students Services, COM</p>	12:00-1:00pm	Via Zoom
Tuesday	Nov. 7th	<p>Leading Voices in Public Health Health, Equity and Inclusion Lecture</p> <p><i>A Call for Action: Truth, Racial Healing and Transformation in the United States</i></p> <p>Lead by: Dr. Gail C. Christopher, Executive Director National Collaborative for Health Equity</p> <p>This lecture is free and open to all faculty, staff, students and community members.</p>	<p>5:30pm - Meet/Greet Reception</p> <p>6:00pm - Lecture</p>	Carnegie Hotel, Grand Soldiers Ballroom
Thursday	Nov. 9th	<p>Moon Shot for Equity Professional Learning Series led by USC Race and Equity Center</p> <p><i>Using Disaggregated Data to Identify and Address Racial Inequities</i></p> <p>Discussion Lead: Ryan Davis, Senior Strategist at USC Race and Equity Center</p>	1:00-3:00pm	Register Here
Wednesday	Nov. 15th	<p>Lunch and Learn</p> <p><i>Deaf and ASL Issues</i></p> <p>Discussion Lead: Dr. Leonard Granda, Clinical Asst. Professor, Dept. of Audiology and Speech-Language Pathology</p>	12:00-1:00pm	Via Zoom
Wednesday	Nov. 15th	<p>Women and Gender Resource Center Presents</p> <p>Coffee & Conversations</p> <p><i>Navigation Food-Centered Holidays</i></p> <p>Discussion Lead: Dr. Alison Davis</p>	2:00-3:00pm	Culp Center, Room 2319
December 2023				
Tuesday	Dec. 5th	<p>Moon Shot for Equity Professional Learning Series led by USC Race and Equity Center</p> <p><i>Strategic Planning and Action For Racial Equity</i></p>	1:00-3:00pm	Register Here

LEADING VOICES IN PUBLIC HEALTH

Health, Equity and Inclusion Lecture

**FREE AND OPEN
TO PUBLIC**



**DR. GAIL C.
CHRISTOPHER**

Executive Director
National Collaborative for
Health Equity

*A Call for Action: Truth, Racial Healing
and Transformation in the United States*

Meet and Greet Reception at 5:30

Carnegie Hotel-Grand Soldiers Ballroom

6:00 PM

NOV

7th

2023



EAST TENNESSEE STATE
UNIVERSITY

SPONSORED BY: COLLEGE OF PUBLIC HEALTH
AND THE ETSU OFFICE OF EQUITY AND
INCLUSION

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 30 | 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

Thursday, September 28th, 1:30-3:30pm

ETSU DP Culp Center Ballroom

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

*East Tennessee Higher
Education Regional Alliance
presents*

**USING
DISAGGREGATED
DATA TO IDENTIFY
AND ADDRESS
RACIAL
INEQUITIES**

with
Ryan Davis



Ryan Davis is a Senior Strategist at the USC Race and Equity Center where he provides equity coaching and organizational development for clients across public and private sectors. Ryan also leads a management consulting firm that provides coaching and strategic planning to support organizational diversity, equity, and inclusion goals. Ryan's prior appointments included serving as the Associate Vice President for Institutional Equity and Diversity at Brown University; Director of Assessment and Educational Programs at Purdue; and Senior Program Manager for UNCF's Gates Millennium Scholars Program, a \$1.6 billion dollar initiative funded by the Bill & Melinda Gates. Ryan has co-authored more than 20 publications on equity.

**Thursday,
November 9
1-3pm EDT**

Register here

www.uscrec.info/ETHERA_11

The Women & Gender
Resource Center presents

COFFEE & Conversation



Navigating Food- Centered Holidays

with Dr. Alison Davis
Director of ETSU's Counseling Center

Wednesday November 15, 2023

2:00pm-3:00pm

D.P. Culp Center

Room 219

wrcetsu@etsu.edu | Refreshments served

ETSU Students - CGI Diversity Open House

All ETSU Students are invited to attend. Students will have the opportunity to engage with current CGI members via panel discussion, breakout groups, and professional development sessions. The event is virtual and there is no cost to attend.

You belong here

CGI Presents.. Diversity Open House: **First Steps to Forever**

We invite everyone from all backgrounds to see firsthand the diversity that we have within CGI. You will have the opportunity to engage with our members through panel discussions, and professional development sessions.

This season's Diversity Open House will be centered around empowering, recognizing, celebrating and sharing the experiences and accomplishments of first-generation college students.

November 7th-9th Virtually



Check out all our on-campus events and job postings at <https://bit.ly/CGIEarlyCareers> **CGI**

CGI



**CGI Presents.. Diversity Open House:
First Steps to Forever**

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November 7th-9th Virtually

Scan Here for more information



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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.

Nate Tadesse, New Assistant Director for Access and Success at the Mary V. Jordan Multicultural Center

The Mary V. Jordan Multicultural Center Selects an Assistant Director for Access and Success

By Alyssa Morel & Kevin L. Brooks, Ph.D.



Nathnael "Nate" Tadesse accepts new role as Assistant Director of the Mary V. Jordan Multicultural Center and Student Access and Success. For the past seven years, Tadesse has been a champion for students' academic and leadership development while serving as mentoring coordinator for the MCC. Prior to his role as mentoring coordinator, he served as a program assistant for the Office of Multicultural Affairs. He looks forward to strengthening the access and success programs and supporting student belongingness and engagement.

Tadesse strives to help students develop their knowledge and skills and better understand how their curricular and co-curricular experiences connect intellectually, culturally and occupationally. "My interests have been and will always be education and the impacts on students and their futures," he stated. "Assisting diverse students to actualize their potential motivates and inspires me every day."

A former middle school history teacher, he emphasizes the importance of cultural representation and understanding when working with students and colleagues from diverse backgrounds. His goals for the MCC and the Pride Center are to collaborate with the campus community to advocate for equitable students access and success. "My overall goals for the centers are to provide educational training and resources to better expand the knowledge and understanding of topics related to cultural diversity and the LGBTQ+ community." Tadesse added, "I want both centers to be the hub for the campus and the region in empowering students, staff, faculty, and allies with seamless affirmation, program celebrations, and support services."

The most enjoyable part of working in the MCC for Tadesse is the presence of friendship, community, and the team's upmost priority of student support and success. "Witnessing students' persistence, collaborations and outcomes of their programs and activities is the most rewarding part of my role in the Multicultural Center," he asserted.

Office of Equity and Inclusion
109 Burgin E. Dossett Hall
P.O. Box 70705
Johnson City, TN 37614
P 423-439-4445
F 423-439-4543

Webpage: <https://www.etsu.edu/equity/>
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.