



EAST TENNESSEE STATE
UNIVERSITY

Office of Equity and Inclusion Newsletter

November 1, 2022



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

“ Moon Shot Builds a Better Place for Diversity ”

Dear Friends,

We gain enormous benefits from promoting and supporting a diverse student population here. ETSU is becoming a stronger support system for diversity, as its growing minority population thrives academically, socially, and professionally.

And diversity enables student and faculty interaction with different cultures, ethnicities, and races. These diverse environments encourage young learners to question and challenge their world views. This constant exchange of both cultural and personal beliefs and perspectives leads everyone to greater understanding, and acceptance of one another.

~ continued on page 2 ~

**“Don't ever forget that you're a citizen
of this world, and there are things you
can do to lift the human spirit, things
that are easy, things that are free, things
that you can do every day: civility,
respect, kindness, character.”**

**~ Aaron Sorkin ~
Academy award winning screenwriter,
producer, and playwright**

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Continued ~ Message from Dr. Keith Johnson

And the need to better support diversity on college campuses is greatly underpinned by national data that suggests more than half of babies born in the United States today are people of color. And it is projected by the year 2050, the US will -for the first time- not have a clear racial or ethnic majority. And ETSU should plan to reflect this.

A culturally diverse classroom can be an amazing and encouraging environment for social interaction where students can learn about different backgrounds and learn how individuals are more alike than they are different. It also creates huge spikes in collaboration, critical thinking and innovation.

For ETSU to succeed as a university and fulfill its promise to educate citizens of this region successfully, we must eliminate persistent equity gaps at our institution. Our communities, our region and our country will only thrive if ALL people have a fair and equal chance to gain the knowledge and skills to succeed.

ETSU participates in Moon Shot for Equity, a public-private partnership for the elimination of equity gaps in higher education in the United States. Moon Shot for Equity is also a mentoring program that brings together insight from national experts and local community-based organizations to strengthen our commitment to equity and inclusion.

The collaboration of EAB, ETSU, Eastman Chemical Company, Northeast State Community College and Walters State Community College will concentrate on strategies for equity and inclusion implementation based on best practices, policies, and technology.

Collectively, we commit to following a comprehensive equity strategy proven to reduce and eliminate equity gaps. For our students, that means they reach their attainment goals faster, for less money, and they achieve better career outcomes.

We are committed to a student-focused approach that removes barriers inherent in university culture and systems. Therefore, as part of the process, ETSU will be evaluating and assessing both process and infrastructure in: admissions, financial aid, advising and overall campus navigation, climate, and engagement.

We will also scrutinize college transitions, student support technology, change management, data reporting infrastructure and accountability and equity – mindedness.

And if you are new to supporting local diversity, please consider the economic impact it will have on this region. Local people with college degrees are twice as likely to volunteer and they contribute nearly four times more money to charity than those without a degree

Continued ~ Message from Dr. Keith Johnson

The Lumina Foundation found that individuals with bachelor's degrees give an average of \$1,304 in charitable contributions annually, compared to around \$533 for those without a post-secondary degree.

In addition, communities with more citizens holding degrees have higher incomes and an even greater economic growth. One study suggested that over the course of a life-time, the average bachelor's degree holder will funnel \$278,000 more into local economies than the average wage earner with only a high school diploma.

In addition, these same alumni will contribute \$44,000 more in local and state taxes to enhance infrastructure and advance civil services.

Another study by economist, Enrico Moretti discovered a college-educated workforce could have a positive impact on all wage earners. He further suggested that just a one percent increase in the college -educated workforce increased wages for workers who did not complete high school by 2.2 percent. High school graduates gained 1.3 percent in wages and finally, those who completed some college enjoyed a 1.2 percent salary increase.

Higher wage earners are also more likely to support the arts locally; for example our Martin Center of the Arts.

It is clear that making higher education systems more equitable and accessible will create economic prosperity. But this cannot be achieved in a vacuum. Universities, colleges, community organizations, industry, and the general public must all work together to make obtaining a degree possible for everyone.

ETSU 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

Moon Shot for Equity Monthly Newsletter

November 2022



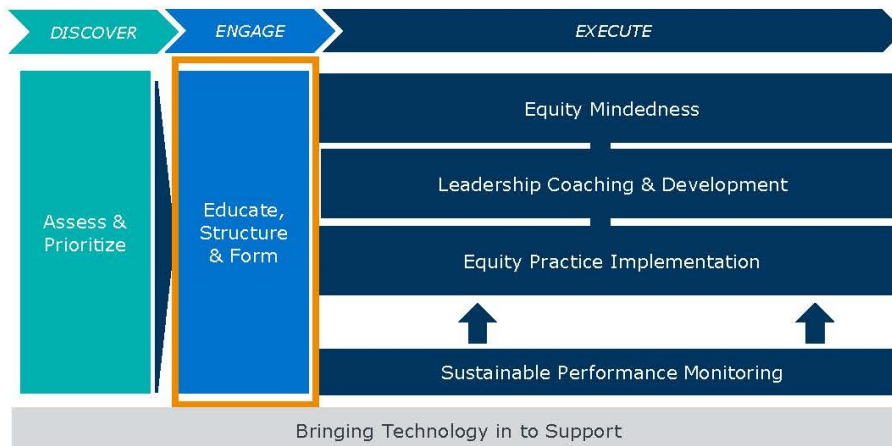
What We Are Doing This Month

We have completed our first 100 days of the Moon Shot Partnership, during which we have formed a steering committee and launched several diagnostics to ensure we build upon the work done to date.

We are now moving into the engagement phase of Moon Shot and have selected four best practices to focus on across the next year. The steering committee will begin selecting team leaders to assist with this work across November and early December.

Our Process

Moon Shot for Equity Project Phases



Moon Shot Q&A Sessions:

- November 3, 2-3pm
- November 10, 12-1pm
- December 5, 2-3pm
- December 8, 1-2pm

Join us to learn more from members of the Moon Shot steering committee.

[Zoom Link available here](#)

Best Practices to Launch for Tier 1

As part of our Moon Shot for Equity Partnership, we are participating in launching 15 equity best practices to eliminate equity gaps in student outcomes. The key areas that will be tackled are:

- Leadership and campus climate
- Access and enrollment
- Academic policy and practice
- Student support and belongingness

You can review a list of all 15 equity best practices [here](#).

We are launching these practices in phases. For the first phase, we will begin implementing the following: Hold Reform, Retention Grants, Coordinated Care Network, and Transfer Student Experience. Each practice will build upon existing work done at ETSU and provide additional capacity to create the best experience for our students.

Here are high level goals for each best practice team:

- 1. Hold Reform:** This team will conduct a holds audit, evaluating the rationale for their creation and determine whether they are still relevant today. The team will then analyze the impact of holds by demographics and seek to reform holds that may disproportionately affect certain populations of students.
- 2. Retention Grants:** This team will audit existing retention, emergency, and completion grants and then develop institutional strategies for seamlessly connecting students with needed funds.
- 3. Coordinated Care Network:** This team will support the expansion of the coordinated care network and assist Moon Shot teams as they enable and scale practices through Navigate.
- 4. Transfer Student Experience:** Moving beyond articulation agreements, this team will identify barriers for transfer students in academic pathways, credit transfer policies, onboarding, and their ETSU student experience.

Continued ~ Moon Shot for Equity Information/Q&A Sessions

The Office of Equity and Inclusion invites all faculty, staff, students, and community members to attend an informational and Q&A session regarding the ETSU Moon Shot For Equity initiative led by Dr. Keith Johnson, Vice President for Equity and Inclusion and an EAB Moon Shot team member, via Zoom on:

November 3rd, 2:00-3:00pm - [Join Zoom Meeting](#)

November 10th, 12:00-1:00pm - [Join Zoom Meeting](#)

December 5th, 2:00-3:00pm - [Join Zoom Meeting](#)

December 8th, 1:00-2:00pm - [Join Zoom Meeting](#)

Disability Services

Do you have a concern or suggestion about campus accessibility?

Disability Services has added a button their webpage (<https://www.etsu.edu/students/ds/>) to allow the campus community to report any non-emergency accessibility concern.

Concerns may include areas such as campus and parking, building and classroom access, construction and renovation, programs or events and technology.

Please use the [button](#) to share your observations and concerns and help them identify areas for improvement!

2022 SREB Institute on Teaching and Mentoring



East Tennessee State University was recognized for ten years of participation as a recruiting institution at the 29th Annual SREB institute on Teaching and Mentoring event in Atlanta, GA, October 27-30, 2022.

Pictured receiving this recognition from left to right Ms. Christa Reid, Dr. Chassidy Cooper, Dr. Jean Swindle, and Dr. Cerrone Foster.

Inclusive Excellence Workshop - Fall 2022

All ETSU faculty and staff are invited to participate in a virtual Inclusive Excellence Workshop offered by the Office of Equity and Inclusion and facilitated by ETSU faculty and staff.

Purpose of the Workshop: The goal of the Workshop is to prepare and deliver the professional development workshop(s) in ways that enhance faculty and staff's abilities to: (i) demonstrate a solid understanding of cultural diversity; (ii) effectively accommodate diverse students through inclusive pedagogy and inter-cultural communication; and (iii) effectively prepare students with cultural knowledge for academic, career and civic success.

Eligibility: All ETSU faculty and staff are eligible to attend the Workshop. There is limited number of spaces available so apply early.

Schedule of the Workshop: The Workshop will be conducted virtually over 4 weeks (two hours each week) in November 2022.

Date/Time

November 8
8-10am or 1-3pm
November 15
8-10am or 1-3pm
November 22
8-10am or 1-3pm
November 29
8-10am or 1-3pm

Thematic Topic

Laying the Foundations: Movements of the Heart

Cultural Agility: What it is and how it works

Tools for Cultural Agility in the Classroom and Beyond

Expanding the Foundation: Developing and Sharing Your Training with Others

Workshop Facilitators:

Morning Session with: Daryl Carter, Associate Dean of Equity and Inclusion, Director of Black American Studies and Professor of History, College of Arts and Sciences

Afternoon Session with: Chelsie Dubay, Clinical Instructor, Director of Instructional Design, Computing and Teresa Carnevale, Assistant Professor, College of Nursing

Registration Link: <https://etsuredcap.etsu.edu/surveys/?s=R8CMAJAP3AJFH3CP>

Registration Deadline: November 1, 2022

If you have any questions, please contact Dr. Chassidy Cooper at coopercl@etsu.edu or call 423-439-4444.



Veterans Day

East Tennessee State University will hold a Veterans Day Ceremony on Thursday, November 10, 2022 at 10:00 AM at the Veterans Memorial in the Quad (behind Gilbreath Hall) and is open to the public.

The theme for Veterans Day 2022 is "Honor."

Honor reflects the military value and tradition of answering the call to duty.

There is distinct honor in serving to protect our way of life and the Constitution of the United States of America.



A Walk in Their Boots will host its 10th annual All-Era Military Timeline

This tribute to the American soldier will take place prior to Veterans Day weekend Saturday and Sunday, November 6th and 7th, at Tipton Haynes State Historic Site, Johnson City. The event will run from 10 am to 4 pm daily, is free and will feature battle re-enactments, weapons demos, military vehicles and more. There are opportunities to visit displays of Soldiers in the Field with representations from Revolutionary War to Modern Day.

Complimentary Lunch at ETSU Dining Hall Honoring for Veterans/Military Members

***All Veterans and
current military members
are invited to enjoy lunch on***

Date: November 10, 2022

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

International Education Week

**International
Education
Week**

Engaged • Resilient • Global



International Education Week is November 14-18, 2022. International Education Week is an opportunity to celebrate the benefits of international education and exchange worldwide. This [joint initiative of the U.S. Department of State and the U.S. Department of Education](https://iew.state.gov/) is part of their efforts to promote programs that prepare Americans for a global environment and attract future leaders from abroad to study, learn, and exchange experiences.

<https://iew.state.gov/>

***Education is for improving the lives of others and for leaving your community
and world better than you found it.
~ Marian Wright Edelman ~***

Upcoming Events

November 2022

Wednes.	November 2nd	Safe Zone 1 Training	3:00-6:00pm	Via Zoom (link to be sent after registering)
Thursday	November 3rd	Moon Shot for Equity Campus Listening Session	2:00-3:00pm	Via Zoom
Monday	November 7th	Safe Zone 1 Training	9:00am-12:00pm	Culp, Multicultural Center
Monday	November 7th	Intersectionalities of Gender with Audrey Besch (Co-sponsoring with Pride Center)	1:00-2:30pm	TBD
Wednesday	November 9th	Lunch and Learn Series Health Equity in the Curriculum Discussion Lead: Dr. Patricia Amadio, Course Director, QCOM, Dr. Brian Cross Assistant Vice-Provost IPERC, and Dr. Kiana Johnson, Associate, Professor of Pediatrics	12:00-1:00pm	Via Zoom
Thursday	November 10th	Moon Shot for Equity Campus Listening Session	12:00-1:00pm	Via Zoom
Monday	November 14th	Know Your Resources: Sexual Health (Co-sponsoring with WGSS)	12:00-2:00pm	Culp Center, Room 210
Monday	November 14th	Diverse Characters Book Club	4:00-5:00pm	Sherrod Library, Room 309
Monday	November 14th	LGBTQIA Panel During the Skim Im In Exhibit	5:00-7:00pm	Tipton Gallery
Tuesday	November 15th	Lunch and Learn Series Making Sense of American Fragmentation: Race, Class, and Politics in the early 2022 Discussion Lead: Dr. Daryl Carter, Assoc. Dean Equity & Inclusion, College of Arts & Sciences, Dir. of Black Studies Program, and Professor of History	12:00-1:00pm	Via Zoom
Thursday	November 17th	Safe Zone 2 Training	9:00am-12:00pm	Via Zoom (link to be sent after registering)
Sunday	November 20th	Trans Day of Remembrance (Co-sponsoring with the Pride Center)	TBD	TBD

December 2022

Monday	December 5th	"Heart" Art with Pam Murray	11:30am-1:00pm	Culp Center, Room 217
Monday	December 5th	Moon Shot for Equity Campus Listening Session	2:00-3:00pm	Via Zoom
Thursday	December 8th	Moon Shot for Equity Campus Listening Session	1:00-2:00pm	Via Zoom





KNOW YOUR RESOURCES: SEXUAL HEALTH

NOV 14TH, 12-2PM, CULP, MEETING ROOM 210

Q&A LUNCH AND LEARN

The Women's, Gender, and Sexuality Studies Program (WGSS) & Women and Gender Resource Center (WGRC) are partnering to provide a comprehensive look at Sexual Health and the local resources in the community that provide support and safe spaces for those in need.

FREE LUNCH (first come first serve)

SANE Nurse Presentation

Sexual Health Goodie Bags

Roe V. Wade Q&A

Menstrual Products

On and Off Campus Resources:

Free Birth Control


Discrete pregnancy testing

Discrete Sexual Assault

Evaluation

WGSS, 423-439-4125

WGRC, 423-439-5772



Meet Dr. Kevin L. Brooks

Director of the Mary V. Jordan Multicultural Center and Student Access and Success

JOHNSON CITY, Tenn. – East Tennessee State University's Mary V. Jordan Multicultural Center, located in the D.P. Culp Student Center, now has newly appointed leadership at the helm.

Dr. Kevin L. Brooks will serve as director of the Multicultural Center at ETSU and Student Access and Success following a national search for the position. His new role began in September.



champions inclusion makes this possible.”

Brooks has played an integral role in higher education for more than 20 years as a civic engagement practitioner, scholar and administrator.

“I am dedicated to promoting a high-quality, interdisciplinary educational environment for all students at ETSU while maintaining a commitment to serve as a transformative agent to amplify

“I believe that the Multicultural Center impacts the campus and community through its provision of programs that promote cross-cultural learning and awareness,” said Brooks. “My personal desire is that we as individuals, as a campus community and as citizens of this region always strive to build bridges in our collective purpose to serve people. The Multicultural Center’s embracement of creating a nurturing and inclusive environment that celebrates our commitment to diversity and

diversity, equity and inclusion (DEI) and champion for an equitable campus community while focusing on a student-centered learning environment where students exceed their potential and achieve academic excellence,” said Brooks.

Prior to assuming his duties with ETSU, Brooks served as an academic specialist for diversity and civic engagement at the Residential College in the Arts and Humanities at Michigan State University.

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Instagram and Twitter - [etsu_equity](#)

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

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

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