



EAST TENNESSEE STATE  
UNIVERSITY

# Office of Equity and Inclusion Newsletter

October 1, 2020



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

### ***“A Case For Inclusion”***

Two weeks ago, East Tennessee State University Board of Trustees approved the University’s [strategic plan for Equity and Inclusion](#). Last week, ETSU concluded its 2<sup>nd</sup> Annual Equity and Inclusion Conference. There were over 350 eager participants learning about the importance of inclusion in curriculum, organizations, and community. One of the main goals of the conference was to recognize the importance of equity and inclusion relative to the health and growth of ETSU and beyond.

Recently, there have been federal actions by the current government by way of executive order to eliminate “diversity training” in federal agencies. In addition, there have been federal policy that provide roadblocks for international students coming to the U.S. to study. These efforts and similar ones impede efforts to be more inclusive. To further highlight such resistance, the federal government is also attempting to rewrite U.S. history in American schools, to exclude and eliminate components of history that is perceived to be less desirable. To rewrite history does not change it nor correct it. In addition, to do so deprives anyone of his or her history no matter the complexity of it or distastefulness. By doing so, is a disservice to everyone, especially those impacted by that history. These deliberate attempts to be exclusive have national implications. ETSU believes that **DIVERSITY** of people and thought is respected. So much so that the first Vice President for Equity and Inclusion was appointed in 2019, and reorganized the Office of Equity and Inclusion and redefined the mission.

~ continued on page 2 ~



**Nothing in life is to be feared, it is only to be  
understood. Now is the time to understand  
more, so that we may fear less.**

**~ Marie Curie~**

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## Continued ~ Message from Dr. Keith Johnson

The Office of Equity and Inclusion collaborates, promotes, supports, and advances the University's mission, vision, and values by guiding the development and implementation of proactive diversity, access, inclusion, research, and retention initiatives for all faculty, staff, and students.

The office serves to promote an environment where people come first, are treated with dignity and respect, and are encouraged and supported to achieve their full potential.

The office will collaborate with university and community partners on matters associated with equity and inclusion to promote relationships and advocate for underrepresented populations.

The success of ETSU's recruiting plan and the effectiveness of retention strategies that focus on underrepresented populations play a critical role in the long-term success of ETSU. According to our current enrollment, which does not include the Gatton College of Pharmacy and the Quillen College of Medicine, is a little over 13,000. Of that enrollment, 15.6% represent non-white or unknown races and ethnicity.

**Table 1: Fall 2016 and Fall 2020 Headcount by Race/Ethnicity**

Race/Ethnicity	Fall 2016		Fall 2020	
	N	%	N	%
American Indian or Alaska Native	27	0.20%	17	0.10%
Asian	189	1.41%	206	1.60%
Black or African American	833	6.21%	875	6.70%
Hispanic/Latino	273	2.03%	447	3.40%
Native Hawaiian or Other Pacific Islander	12	0.09%	8	0.10%
Nonresident Alien	646	4.81%	263	2.00%
Race and Ethnicity Unknown	189	1.41%	478	3.60%
Two or more races	337	2.51%	498	3.80%
White	10,913	81.32%	10,348	78.80%
<b>Total</b>	<b>13,419</b>	<b>100.00%</b>	<b>13,140</b>	<b>100.00%</b>

The population of underrepresented students has grown consistently each year since Fall 2016 with an average annual increase of 5.26%. Relative to headcount, this population grew an average of 95 students each year from 1,671 students in Fall 2016 to 2,051 students in Fall 2020. This growth is especially notable given recent declines in overall enrollment.

Over the same period, ETSU's student-athlete population also experienced an increase in underrepresented races/ethnicities. The underrepresented student-athlete population grew from 106 student-athletes in Fall 2016 to 148 student-athletes in Fall 2020 averaging an increase of approximately 10 students per year.

## Continued ~ Message from Dr. Keith Johnson

This trend is not just occurring at ETSU. This trend is consistent across the country in American universities. Currently, the student population in U.S. higher education is more diverse than ever before. According to a report by the American Council on Education, students of color made up just 29.6 percent of the undergraduate student population in 1996, increasing to 45.2 percent in 2016 <https://www.equityinhighered.org/resources/report-downloads/>. Graduate students of color increased from 20.8 to 32.0 percent in the same time period. This is the same time period when ETSU began experiencing significant growth in underrepresented student populations.

Although, there has been significant progress made relative to underrepresented populations of students participating in higher education, very little progress is evident with faculty and staff from underrepresented populations. College faculty, staff, and administrators remain predominantly White. Looking out into the future, according to the U.S. Census Bureau, Blacks, Asians, Hispanics, and other racial minorities will make up a majority of the population by the year 2050. If universities across the country are to maintain its competitive edge or gain it, equity and inclusion must be part of its long-term growth and development plan.

### **BLACK DIASPORA: *From Africa to Appalachia to Affrilachia Reclaiming History, Memory, and Place***

In keeping with ETSU Slocumb Galleries mission to provide venues and access to contemporary art within the region through innovative and diverse exhibitions that promote artistic excellence, cultural awareness, and creative thinking, they present **BLACK DIASPORA: *From Africa to Appalachia to Affrilachia Reclaiming History, Memory, and Place*** currently on view from August 27 to October 16, 2020 at the Tipton Gallery. This exhibition features Black artists from Kentucky, North Carolina, South Carolina, Louisiana, Georgia, and Tennessee, namely Chris Aluka Berry, LaKisha Blount, Jane Buis, Jason Flack, Nikky Finney, Sean Gerard Clark, Lynn Marshall-Linnemeier, Viola Spells, Frank Walker and the late Sammie Nicely+. [Click here](#) to learn more.



Grammy Award-nominated musician Amythyst Kiah will give a free virtual performance Friday, Oct. 2, at 6 p.m. from Tipton Gallery in downtown Johnson City, Tennessee.

Her performance is in conjunction with the city's monthly First Friday celebration and with the **BLACK DIASPORA: *From Africa to Appalachia to Affrilachia Reclaiming History, Memory, and Place*** exhibit currently on display at Tipton Gallery. The gallery is operated by East Tennessee State University's Slocumb Galleries and Department of Art and Design.

**2020 FALL  
LECTURE  
SERIES**

**WOMEN ON  
WEDNESDAYS**

# **SUPPORTING AFRICAN AMERICAN WOMEN STUDENT LEADERS**

**CHASSIDY COOPER**

*Office of Equity and Inclusion*

In this talk, Dr. Cooper will focus on the experiences of successful African American women in college. Through the use of qualitative research, Dr. Cooper explores the ways that leadership opportunities and individualized involvement have impacted the perceptions and experiences of African American women college students on predominantly White campuses.



**OCTOBER 7  
@ NOON  
ZOOM ID 938 2961 3210**



**WOMEN'S  
STUDIES PROGRAM**

EAST TENNESSEE STATE UNIVERSITY

Contact  
womenstudies@etsu.edu  
for more information

ETSU is an AA/EEO employer.  
ETSU-CAS-0012-20 60



## Upcoming Events

### October 2020

Tuesday	<del>Oct. 6</del> Postponed (New Date TBA)	Lunch and Learn Lecture Series <b><i>Coping With Crisis</i></b> Discussion lead: Tonya McKoy, Ph.D., LPC-MHSP/AS, NCC Licensed Professional Counselor	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Wednes.	Oct. 7	Women on Wednesdays Lecture Series Chassidy Cooper, Coordinator, ETSU Office of Equity and Inclusion <b>Supporting African American Women Student Leaders</b>	12:00-1:00pm	Zoom ID: 938 2961 3210
Tuesday	Oct. 20	Lunch and Learn Session <b><i>How to Run an Inclusive Search</i></b> Discussion co-leaders: Ms. Lori Erickson, Assistant Vice President and Ms. Kasey Hommel, EEO Specialist, Office of Human Resources	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Tuesday	Oct. 27	Lunch and Learn Session <b><i>Diversity, Inclusion, and Career Services: Helping students navigate their career through and after college</i></b> Discussion lead: Mr. Jeffrey Alston, Director University Career Services	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>

### November 2020

Wednes.	Nov. 4	Women on Wednesdays Lecture Series Rachel Miller-Slough, Psychology, A&S <b><i>Examining Risk and Protective Factors for Youth Mental Health</i></b>	12:00-1:00pm	Zoom ID 992 0791 0939
Tuesday	Nov. 10	Lunch and Learn Session <b><i>The Biology of Skin Color</i></b> Discussion lead: Dr. Cerrone Foster, Assistant Professor, Biological Sciences	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>

### Up-Coming

Tuesday	January 26	Lunch and Learn Session <b><i>Make Your Classroom More Inclusive</i></b> Discussion lead: Dr. Taine Duncan, Associate Professor & Director of Gender Studies, University of Central Arkansas	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Wednes.	February 17	Lunch and Learn Session <b><i>Working With First Generation Students</i></b> Discussion lead: Dr. Michelle Hurley, Assistant Director McNair Program and Ms. Meagan Stark, Retention Coordinator TRiO Program	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Tuesday	February 23	Lunch and Learn Session <b><i>Debiasing Techniques</i></b> Discussion lead: Dr. Antonio Rusinol, Associate Professor, Biomedical Sciences, COM	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Tuesday	March 9	Lunch and Learn Session <b><i>Recruiting and Retaining Diverse Populations</i></b> Discussion lead: Ms. Jessica Wang, Director of Student Success, Clemmer College of Education	12:00-1:00pm	<a href="#">Join Zoom Meeting</a>
Spring	2021	Corazon Latino	TBA	

## LGBTQ+ Faculty/Staff Association & LGBTQ+ Ally Faculty/Staff Association

The LGBTQ+ Faculty/Staff Association is an organization dedicated to both connecting with one another as sexual and gender minority individuals and showing up for students by having a visible and accessible presence on campus. We meet several times a semester, both formally and informally, for meetings and events. The Pride Center is in the process of organizing an LGBTQ+ Ally Association for Faculty and Staff who do not identify as LGBTQ+, but want to be involved and supportive in our efforts. If you are interested in supporting these efforts, please email us at [pridecenter@etsu.edu](mailto:pridecenter@etsu.edu).

### What Does Being An LGBTQ+ Ally Mean?

An **Ally** is a person who openly supports the Lesbian, Gay, Bi, Transgender, and Queer/Questioning (LGBTQ+) community and confronts anti-LGBTQ+ sexism, privilege and prejudice.

#### *Positive Levels of Attitude*

**Support** - Work to safeguard the rights of gays, bi and trans people. People at this level may be uncomfortable themselves, but they are aware of the anti-LGBTQ+ biased climate and the irrational unfairness.

**Admiration** - Acknowledge that being LGBTQ+ in our society takes strength. People at this level are willing to truly examine their biased attitudes, values, and behaviors.

**Appreciation** - Value the diversity of people and see LGBTQ+ people as a valid part of that diversity. These people are willing to combat bias in themselves and others.

**Affirmation** - Assumes that LGBTQ+ people are indispensable in our society. They view LGBTQ+ people with genuine affection and delight and are willing to be allies and advocates.

### Pronouns Matter

Pronouns are used in every day speech and writing to take the place of people's names. We frequently use them without thinking about it. Often, when speaking of someone in the third person, these pronouns have a gender implied. These associations are not always accurate or helpful. [Click here](#) to read more.



## Grant Opportunity ~ Open Educational Resources and Low Costs/No Costs Educational Support Materials

The Office of Equity and Inclusion is now accepting grant proposals for a new TBR Office of Organizational Effectiveness funding opportunity for eligible locally governed institutions. The primary purpose of this grant initiative is to increase equity in access to quality digital education initiatives and educational support materials (textbooks, articles, printed or electronic documents) by:

- Reducing the costs or identifying “no costs” textbooks and other educational support materials via the creation of Open Educational Resources or adoption of materials available at no costs;
- Closing the digital divide in the state of Tennessee via increased access to technologies;
- Demonstrating innovation and transformation of in the requirements and/or use of textbooks; and
- Developing course content and educational materials that are culturally responsive, inclusive, focused on equity and social justice that will produce pedagogical transformation.

Applications will be accepted through October 21st for review by the Office of Equity and Inclusion and the Office of Research and Sponsored Programs before an applicant directly submits their application by the November 1, 2020 submission deadline. (Awards notification by December 18, 2020.) To access the grant application and other materials go to <https://tbrgrants.webgrantscloud.com/>. All applications must be submitted through the grant portal. No hard copies of grant materials will be accepted.

## The Inner Work That Makes Cross-Racial Conversations Easier By Mary-Francis Winters

Practicing metacognition can improve your skills in engaging in conversations across differences, especially on the topic of race, one of the most difficult to navigate. Metacognition is the ability to think about and regulate one's own thoughts. It is thinking about thinking. Through the process of thinking about thinking, you can change your thoughts. This concept is gaining popularity in how teachers train students to approach a task.

It has been described as "knowing about knowing", becoming "aware of one's awareness," and the ability to engage in higher-order thinking skills.

Metacognition refers to a level of thinking that involves active control over the process of thinking that is used in learning situations. There are three stages to metacognitive thinking; planning, monitoring, and evaluation.

1. Planning Your Inclusive Conversation
2. Keeping Your Conversation on Track
3. Assessing the Outcome

[Read more](#) on how self-talk and self-concept can improve inclusion conversations.

## Equity and Inclusion Advisory Council Member Spotlight



Laura Terry is the Director of Programming and Outreach for the Mary V. Jordan Multicultural Center. She received her B.S. in Social Work and her M.A. degree in Sociology both from East Tennessee State University. She worked as an Intake Specialist at the Roanoke Valley Mental Health Center, March-September 1985. From 1985-1987, she was the Program Planner for the Johnson City Senior Citizen Center. In 1987, she found her way back to ETSU where she became an Admission Counselor in the Office of Admissions, 1987-1994. In September 1994, her role changed and she became the Director of Multicultural Affairs under the Division of Student Affairs, 1994-2019. With the growth of the multicultural center, her title changed to the Director of Programming and Outreach. In addition to her professional achievements, Laura Terry was recognized for her 32 years of

service to ETSU and as "Staff Woman of the Year". She also serves the community through her student organizations and the annual UMOJA Festival. Lastly, Mrs. Terry serves on many presidentially appointed committees as well as task force committees.

**To everyone who participated in the  
2nd Annual Equity and Inclusion Conference....**



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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](mailto:maturo@etsu.edu).

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