



Office of Equity and Inclusion Newsletter



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

“All Hands-on Deck: By All, For All”

Three months ago, with the death of Mr. George Floyd, I didn't imagine that we would be back at the same place so soon, with the near death shooting of another apparent unarmed Black American, Mr. Jacob Blake. Like many previous shootings in the past, it was done by one who was sworn to serve and protect the people, all people regardless of race or ethnicity. The Kenosha, Wisconsin police officer who pulled the trigger, unloaded seven shots at point blank range in the back of this individual in front of his children as though one shot would not have stopped any man at such close range. In the June issue of the Equity and Inclusion newsletter, I challenged all of our readers to become change agents by being advocates and diversity champions for people from all walks of life, including Black Americans. We continue to need you to step up and challenge the norms that have consistently harmed Black Americans in Criminal Justice Due Process, Education, Employment, Health Care, and the like. As a reminder, this is not a “Black” problem, it's an American problem. I also challenged the readers to educate themselves on ways to engage and change systems and institutions that have been put in place to advantage a particular population, while intentionally or unintentionally harming others.

Taking my own advice, I have channeled my emotions and feelings into actions that I hope will move the university in a positive direction that will enhance the campus climate beyond ways that will make it more welcoming and supportive for all of the faculty, staff, and students that it serves. The strategic pursuit of a set of balanced diversity objectives which repositioned

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The more you know about another person's story, the less possible it is to see that person as your enemy. ~ Parker J. Palmer ~

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diversity and inclusion is fundamental to institutional excellence and quality (Williams, Berger, & McClendon, 2004). As a byproduct of the work that the strategic plan for Equity and Inclusion is intended to accomplish will lead to becoming a HEED designated institution, Higher Education Excellence in Diversity. This designation recognizes colleges and universities that demonstrate an outstanding work in the area of equity and inclusion.

The ETSU Equity and Inclusion Strategic Action plan has six very targeted goals. They include the following:

- Foster a welcoming, supportive and inclusive living, learning, and working environment for all faculty, staff, students, and visitors.
- Assess and monitor institutional progress on access, diversity, equity, and inclusion efforts.
- Provide personal and professional development and public programming related to enhancing understanding of diversity and inclusion.
- Recruit, retain, and graduate increasing numbers of students from underrepresented and underserved populations and international students.

Recruit and retain a greater number of individuals from underrepresented populations into administrative, faculty, and staff positions, and especially into leadership roles across campus, including chairs, deans, and vice presidents.

- Promote undergraduate curricular requirements to include significant intercultural perspectives.
- Develop and strengthen partnerships with diverse communities locally, regionally, nationally, and globally.

Though the plan will not officially be presented to the Board of Trustees, until later this month, I will provide you a shortlist of highlights that will appear in the plan that you can expect to see occurring on our campus over the next two years.

1. Formulate and implement a plan for Campus Climate Enhancement and Actualization.
2. Streamline bias incident response process. Streamline reporting protocol and implement a collaborative bias incident response team comprised of faculty and staff members, including representation from the Faculty Senate, Student Life and Enrollment, Office of Equity and Inclusion, Multicultural Center, and Department Chairs. An online reporting form can be created. (Incidents i.e. student protests on campus, list of demands by students for change, hate speech in public areas, vandalism to a building, controversial speaker on campus.)
3. Launch ETSU- Ballard Diversity Dialogue Series that will bring nationally recognized leaders to the ETSU campus.

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Continued ~ Message from Dr. Keith Johnson

4. Inclusive Excellence Training for Faculty, Staff, Students, and Board of Trustees.
5. Implement search committee training. Ensure compliance with equal employment opportunity requirements, all hiring supervisors, search committee chairs, and search committee members should attend a session before beginning the search process for faculty or non-faculty recruitment. Each training session should provide guidance related to affirmative action/equal employment opportunity compliance information, search process steps, and recognizing implicit bias in the search and hiring process.
6. Implement De-escalation training for Public Safety.
7. Establish benchmark data for the retention of underrepresented students.
8. Increase targeted efforts to recruit and retain undergraduate and graduate students of color and underrepresented populations.
9. Establish the Dr. Patricia Robertson LGBTQ+ Pride Center.
10. Infusion of Equity and Inclusion into curriculum.
11. Develop Community Partnerships (local churches, community groups).

The full plan will be available via the university's [website](#) and through the Office of Equity and Inclusion [website](#) on September 18, 2020. For the plan to be as successful as I envision, it will take all of us to engage and move our campus. The strategic plan is a roadmap with many pathways to get us there. And the "there" that is being referenced is a more equitable and inclusive ETSU.

2nd Annual Equity and Inclusion Conference

East Tennessee State University and the **Office of Equity and Inclusion** are committed to building awareness of equity and inclusion institution-wide, thereby affirming the educational value of a diverse and fully inclusive campus.

This year's conference theme, "***By All, For All: Remapping our communities, Economies, and Lives Through Equity and Inclusion***" brings together national and regional in the country to discuss and challenge our assumptions and values to help build stronger, more cohesive, and economically stable communities. Remapping without boundaries underscores the importance of building a

welcoming and inclusive community to sustain and revitalize the economic, cultural, and physical health of our region.

[Register here.](#)

After August 31, 2020

*ETSU Employee: \$65.00
Community Rate/Non ETSU: \$75.00
Student Rate: \$25.00

*Eligible ETSU employees may use the education assistance form when registering for this conference. Register at the link above, fill out the [Educational Benefits Form](#), and send to the Office of Professional Development at PO Box 70300.

2nd Annual Equity and Inclusion Conference ~ Keynote Speaker Opening Session ~ September 22, 2020 ~ 10:00-11:30am



Dr. Yvette Alex-Assensoh-Keynote Speaker

Dr. Yvette M. Alex-Assensoh joined the University of Oregon in August of 2012 as Vice President for Equity and Inclusion, with the responsibility for collaboratively leading the University of Oregon's efforts to embed inclusion, equity and diversity in its institutional practices, policies, and norms.

The Vice President's portfolio reaches broadly across many aspects of campus life, supporting the academic mission of the institution to ensure students, faculty and staff from all backgrounds have equal opportunity and access, as well as support to thrive and, ultimately, to succeed at the university.

Her responsibility also includes engaging with and facilitating partnerships with a wide variety of communities external to the university.

Dr. Alex-Assensoh leads the university's strategic diversity planning efforts, development of institutional policies, coordination of research and evaluation infrastructure for diversity work, coordination of pipeline programs and provides organizational leadership to units within the Division of Equity and Inclusion.

Prior to joining the University of Oregon, she served as a tenured Professor of Political Science and a Dean at Indiana University in Bloomington. While there, she won outstanding research awards, secured national funding for her research projects, served as a Fulbright Scholar at University of Zagreb in Croatia and also led national committees focusing on issues of equity, diversity, teaching excellence and ethics. She is the author/co-author of five books, dozens of scholarly essays and numerous journalistic/trade essays. She is a consultant on diversity/gender issues. She is a trained lawyer, registered mediator, and a member of the Indiana State Bar.

She and her husband (Indiana University History Professor Emeritus A.B. Assensoh) are parents of two sons.

2nd Annual Equity and Inclusion Conference ~ Keynote Speaker Closing Session ~ September 23, 2020 ~ 3:00-4:30pm



Dr. Shirley Davis-Keynote Speaker

Dr. Shirley Davis is an accomplished corporate executive, global workforce management expert, a certified leadership coach, and a master of reinvention. She works with leaders at all levels and has worked in more than 30 countries on 5 continents and delivers more than 80 speeches a year. She brings a high-energy, high-content and high-value message to audiences all around the world. She has over 20 years of business experience in a variety of senior and executive leadership roles with Fortune 100 companies and served as the Vice President of Global Diversity and Inclusion and Workplace Strategies for the world's largest HR membership association, the Society for Human Resource Management. Dr. Davis' expertise lies in providing solutions and strategies for

achieving leadership excellence and in building high performing and inclusive workplace cultures where all talent can thrive.

Dr. Davis has also been a featured expert on *NBC's The Today Show*, the *Wall Street Journal*, *USA Today*, *CBS News*, *HR Magazine*, *Profiles in Diversity Journal*, *CNN.com*, and *Inclusion Magazine*. She is also a featured author of two popular *LinkedIn Learning* courses entitled "*Leadership Foundations*" and "*Inclusive Leadership*." She is the author of, "*Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life*," and "*The Seat: How to Get Invited to the Table When You are Over-Performing and Undervalued*."

Women's Studies ~ Women on Wednesdays



Women on Wednesdays Lecture Series

12 noon – 1:00pm

via zoom

September 2, 2020

Deidre Rogers, Department of Counseling & Human Services, Clemmer College

"Braving MY own Wilderness"

October 7, 2020

Chassidy Cooper, Coordinator, ETSU Office of Equity and Inclusion

"Supporting African American Women Student Leaders"

November 4, 2020

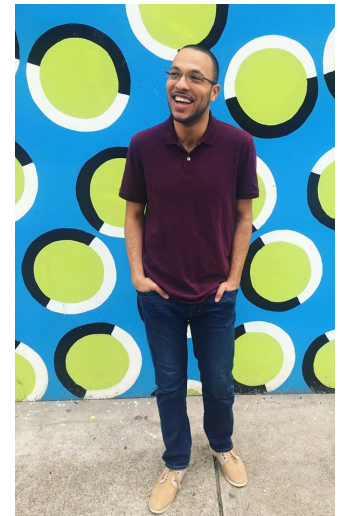
Rachel Miller-Slough, Psychology, A&S

"Emotion Socialization: Implications for Youth Psychosocial Adjustment"

Student Spotlight ~ Kevante Drew

Kevante Drew is currently pursuing his Masters of Science in Speech-Language Pathology here at East Tennessee State University. Prior to attending East Tennessee State University, Kevante graduated with his Bachelor of Science in Education with a major in Speech-Language Pathology.

Kevante was selected to be a participant in the Minority Student Leadership Program (MSLP) Class of 2018. This program is sponsored through the American Speech-Language Hearing Association (ASHA) where they accept roughly 40 students each year to attend their annual convention, and complete a research project. He was also invited to be a panelist at the National Black Association of Speech-Language and Hearing (NBASLH) on the recruitment and retention of males in the Communication Science Disorder programs. In September 2020, Kevante will begin his term as the Tennessee Student State Officer (SSO) for National Student Speech Language Hearing Association (NSSLHA). In this position, Kevante will serve as the liaison between NSSLHA Chapters at universities across Tennessee and the National NSSLHA. Kevante will also serve as an informant to the local chapters as accountability partner. More recently, Kevante was invited to be a panelist for the National NSSLHA on becoming an anti-racist where panelists addressed racial and inequalities in Communication Science Disorder programs around the country. Lastly, Kevante's aspires to become a Speech Language Pathologist and work with adults in an acute care setting. Let's celebrate the wonderful work Kevante is doing locally, regionally, and nationally!

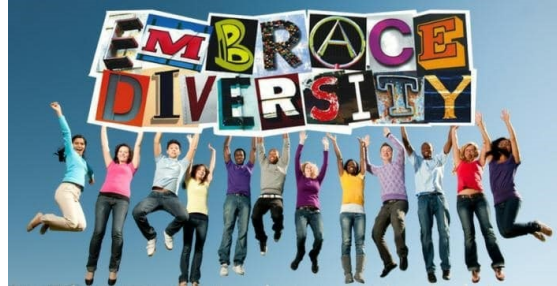


Diversity Educators Program

The Diversity Education Program consists of a group of undergraduate peer educators dedicated to promoting the university's values. They affirm diversity of thought and the various experiences of the members of our campus community by working to create opportunities for inclusion and engaging dialogue on campus.

For more information, contact Joy Fulkerson, Director of Leadership and Civic Engagement at fulkersj@etsu.edu.

*It is not our differences that divide us.
It is our inability to recognize, accept,
and celebrate those differences.
– Audre Lorde –*



Dr. Daryl Carter, Interim Director Africana Studies



Dr. Daryl A. Carter has been named the new, interim director of the Africana Studies effective August 1, 2020.

Dr. Carter brings a wealth of experience as a professor of history, specializing in American political history and African American history, to Africana Studies. Reacting to this new role, Dr. Carter shared *“I am humbled by this opportunity to lead this wonderful program. I believe that Africana Studies is needed now more than ever. As a program, college, and university, we have an opportunity to constructively and positively contribute to our collective understanding of the value of history, education, equity, and inclusion of all peoples. To that end, Africana Studies looks forward to working with a broad cross section of people across the campus to fulfill the university’s teaching, research, and service missions.”*

Dr. Carter is looking to do the following:

- Revise the Africana Studies minor
- Develop relations across campus to improve course offerings
- To increase enrollment in the minor
- To establish partnerships with off campus agencies and institutions
- To modernize Africana Studies for students, faculty and staff

The [Africana Studies](#) program expects to become a leading academic program and minor at ETSU. Anyone wishing to contact Dr. Carter may do so by telephone at (423) 439-7429 or email at carterda@etsu.edu.

Microaggressions in the Classroom

Microaggressions: everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

~ Derald Wing Sue, PhD ~

Professor of Psychology and Education at Teachers College, Columbia University



Microaggressions may be based on socioeconomic status, disability, gender, gender expression or identify, sexual orientation, race, ethnicity, nationality, or religion. These insults or insensitivities may be exhibited by students or adults within the school community. As reported and documented by students, the following are offered as examples for reflection in an effort to raise awareness and sensitivity toward creating more inclusive and supportive classroom and school environments.

- Failing to learn to pronounce or continuing to mispronounce the names of students after they have corrected you.
- Scheduling tests and project due dates on religious or cultural holidays.
- Disregarding religious traditions or their details. (Ex. Impacts of fasting)
- Setting low expectations for students from particular groups, neighborhoods, or feeder patterns.
- Calling on, engaging and validating one gender, class, or race of students while ignoring other students during class.
- Assigning student tasks or roles that reinforce particular gender roles or don't allow all students flexibility across roles and responses.
- Anticipating students' emotional responses based on gender, sexual orientation, race or ethnicity.
- Using inappropriate humor in class that degrades students from different groups.
- Expressing racially charged political opinions in class assuming that the targets of those opinions do not exist in class.
- Using the term "illegals" to reference undocumented students.
- Hosting debates in class that place students from groups who may represent a minority opinion in class in a difficult position.
- Singling students out in class because of their backgrounds.
- Expecting students of any particular group to 'represent' the perspectives of others of their race, gender, etc. in class discussions or debates.
- Denying the experiences of students by questioning the credibility and validity of their stories.
- Assigning class projects or creating classroom or school procedures that are heterosexist, sexist, racist, or promote other oppressions, even inadvertently.
- Using sexist language.
- Using heteronormative metaphors or examples in class.
- Assuming the gender of any student.
- Continuing to misuse pronouns even after a student, transgender or not, indicates their preferred gender pronoun.
- Assigning projects that ignore differences in socioeconomic class status and inadvertently penalize students with fewer financial resources.
- Excluding students from accessing student activities due to high financial costs.
- Assuming all students have access to and are proficient in the use of computers and applications for communications about school activities and academic work.
- Assuming that students of particular ethnicities must speak another language or must not speak English.
- Complimenting non-white students on their use of "good English."
- Discouraging students from working on projects that explore their own social identities.
- Asking people with hidden disabilities to identify themselves in class.
- Forcing students with non-obvious disabilities to "out" themselves or discuss them publicly.
- Ignoring student-to-student microaggressions, even when the interaction is not course-related.
- Making assumptions about students and their backgrounds.
- Featuring pictures of students of only one ethnicity or gender on the school website.
- Having students engage in required reading where the protagonists are always white.

Most examples taken, with slight adaptations, from [Microaggressions in the Classroom](#) and [Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation](#),

Upcoming Events

September 2020

Wednes.	Sept. 2	Women on Wednesdays Lecture Series Deidre Rogers, Department of Counseling & Human Services, Clemmer College Braving my own Wilderness	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/96401232165
Tuesday	Sept. 8	Lunch and Learn Session Social Media Presence Discussion lead by: Jennifer Barber, Marketing and Social Media Manager, University Relations	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/94713040827?pwd=U3Z0NnR4aFR4UEFGVnIHc2RxVUIUZ09
Tuesday	Sept. 15	Lunch and Learn Session Becoming an LGBTQ Ally Discussion co-lead by: Bethany Novotny, Assistant Professor, Dept. of Counseling and Human Services and Stacey Williams, Professor, Dept. of Psychology	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/92785616155?pwd=U29GN3lCbJBCaUJENStIb21TU25Qdz09
Tues-Wed	Sept. 22-23	2nd Annual Equity and Inclusion Conference	Visit website for details	Virtual Conference

October 2020

Wednes.	Oct. 7	Women on Wednesdays Lecture Series Chassidy Cooper, Coordinator, ETSU Office of Equity and Inclusion Supporting African American Women Student Leaders	12:00-1:00pm	Via zoom
Tuesday	Oct. 20	Lunch and Learn Session How to Run an Inclusion Search Discussion co-lead by: Lori Erickson, Assistant Vice President and Kasey Hommel, EEO Specialist, Office of Human Resources	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/97822406142?pwd=MVhOYVRwanFtYHJBNXN0bWRPeUFQUT09
Tuesday	Oct. 27	Lunch and Learn Session Diversity, Inclusion, and Career Services: Helping students navigate their career through and after college Discussion lead by: Jeffrey Alston, Director University Career Services	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/92318735769?pwd=RGdRVmRrZ1lsWF09bW1lcERCRGRFUT09

November 2020

Wednes.	Nov. 4	Women on Wednesdays Lecture Series Rachel Miller-Slough, Psychology, A&S Emotion Socialization: Implications for Youth Psychosocial Adjustment	12:00-1:00pm	Via zoom
Tuesday	Nov. 10	Lunch and Learn Session The Biology of Skin Color Discussion lead by: Cerrone Foster, Assistant Professor, Biological Sciences	12:00-1:00pm	Join Zoom Meeting https://etsu.zoom.us/j/99516630751?pwd=U2hMKzJRZytIR0NCUytwVEF4a0ptZz09

Up-Coming

Spring	2021	Corazon Latino	TBA	
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Equity and Inclusion Advisory Council Member Spotlight



Joe Sherlin serves as Vice President for Student Life and Enrollment. He received his Ph.D. in College Student Personnel from the University of Maryland, College Park in 2002. He grew up in Sweetwater, Tennessee – Go Wildcats! He enjoys reading history and poetry, watching sports, and jogging very slowly. He also loves taking road trips with his spouse, Erin and two daughters, Emma and Elizabeth. He has worked in Student Affairs and Student Life and Enrollment at ETSU since 2002. **Go Bucs!**

TBR Biennial Conference on Equity and Completion

The Biennial Conference on Equity and Completion began as the TBR Diversity Workshop in 2006. This event is the oldest, largest, and most comprehensive public higher education focused equity and diversity conference in the state.



This convening of key administrators and staff from Tennessee's locally governed universities and community and technical colleges provides participants the opportunity to learn from and network with state and national experts who work in the areas of equity and inclusion; faculty, staff and student engagement and inclusion; and increasing student success and completion rates. [Click here](#) for more information.

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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.