



Office of Equity and Inclusion Newsletter

September 2, 2021



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

"It Just Makes Census "

Dear Friends,

The U.S. Census Bureau data released on August 12, 2021, revealed a much more diverse America than it did in 2010. For the first time since recording demographic data, the white population shrank in the overall U.S. population. And the Asian and Hispanic populations experienced a significant increase during the past decade.

Given the current deep national division and struggles over voting rights, the census results potentially mirror a very intense partisan battle over representation. This could impact financial decisions on higher education. The shift in demographics will affect how 1.5 trillion dollars in annual federal spending will be disbursed, including funds for higher education.

The census data also revealed that the people who identified themselves by a race other than white such as: Asian, Black, American Indian, Pacific Islander or Hawaiian grew to 49.9 million people. According to Nichols Jones, a Census Bureau official, "The U.S. population is much more multiracial and much more racially and ethnically diverse than what we have measured in the past." This diversity allows us to infer trends in higher education, and ultimately at ETSU.

If we compare enrollment statistics at ETSU from the Fall of 2016 to the Fall of 2020, then a trend consistent with the census data is observable. Our numbers from October 2020 reveal that the population of underrepresented

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**Preservation of one's own culture
does not require contempt or disrespect
for other cultures.
~ César Chávez ~**

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enrolled at ETSU has grown consistently at a rate of more than five percent each year. Over the same five-year period, ETSU's student athletes experienced an increase in their underrepresented students by growing at average increase of ten students per calendar year. These increases stand out in contrast with significant declines in overall enrollment.

The trend of the underrepresented student populations increasing in higher education has traction nationwide. According to the American Council on Education, students of color made up just 29.6 percent of the undergraduate population in 1996. And this number grew to 45.2 percent in 2016. Graduate students of color increased from 20.8 to 32 percent in the same period. And ETSU fits this pattern within its student population.

But ETSU is still greatly underrepresented in racial diversity because the college faculty and staff remain predominately white. The US Census Bureau predicts that Blacks, Asians, Hispanics, and other racial minorities will make up most of the nation's population by 2050. So if universities across the country aim for a competitive edge, then a long-term Equity and Inclusion plan must be part of their overall mission and vision.

Data also revealed that a white majority no longer exists in this country, declining from 53.5 percent in 2010 to 47.3 percent in 2021. And according to Educationdata.org, the Caucasian demographic has dropped 34.5 percent since 1976. Many colleges and universities across the country have experienced declining enrollment of white students. This trend challenges traditional recruitment and retention strategies that target the majority population.

The landscape of students that ETSU recruits and retains from is shifting rapidly. The counties we target are expected to experience the same surge of minority growth that the US Census reflects. And that anticipated growth creates the possibility for a significant increase

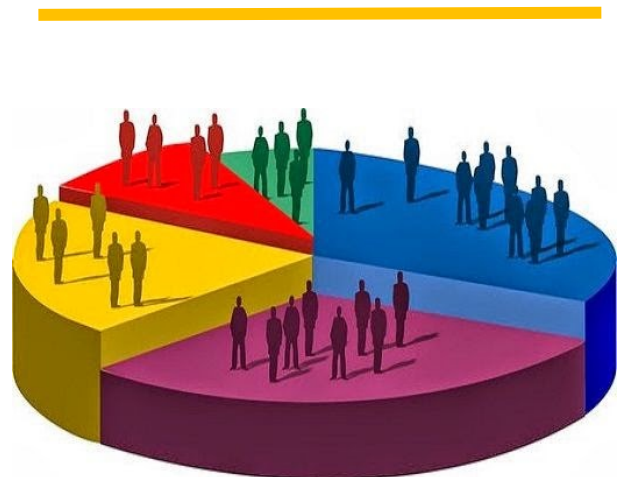
in diversity, equity, and inclusion in the local university population for both students and staff. As we continue to develop our Equity and Inclusion strategy, structure, and culture we are becoming more inclusive and welcoming to all.

As we strive to meet the challenges in the year ahead we keep in mind that our core values are:

- **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 V. Johnson



Cultural Competency

Cultural competence is having an awareness of one's own cultural identity and one's views about differences, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry. These understandings inform and expand teaching practices in the culturally competent educator's classroom. Cross-cultural competency has been named among the 10 most important skills for the future workforce by the US Department of Education. Employers value culturally competent employees in designing, developing, and marketing their products and services to culturally diverse customers. Culturally trained faculty and staff can prepare students with cultural competencies by including inclusive pedagogy techniques in and out of classrooms.



Inclusive Language

P.R.I.S.M. - Ally Organization

ETSU is proud to announce the creation of a new faculty/staff organization on campus. P.R.I.S.M, an ally organization, is devoted to supporting and advocating for the LGBTQIA+ community on this campus and in the larger community. We are looking for new members who wish to join in this endeavor. P.R.I.S.M. will work closely with the ETSU Pride Center to create opportunities to celebrate the sexual/affectional and gender diversity on our campus and in our community.

If you are interested in getting involved, please complete this [short membership survey](#) or contact Dr. Michelle Hurley or Marc Tucker at PRISM@etsu.edu and someone will reach out to you soon.

World Federation of the Deaf

The World Federation of the Deaf (WFD) is an international non-profit and non-governmental organization of deaf associations from 133 countries.

The International Week of the Deaf People (IWDP) is an initiative of the [World Federation of the Deaf \(WFD\)](#) and was first launched in 1958 in Rome, Italy. It is celebrated annually by the global Deaf Community during the last full week of September to commemorate the same month the first World Congress of the WFD was held.

International Week of the Deaf People —September 20-26, 2021

Theme for 2021:
Celebrating Thriving Deaf Communities

International Day of Sign Languages —September 23, 2021

Theme for 2021:
We Sign for Human Rights

American Sign Language

American Sign Language (ASL) is a complete, natural language that has the same linguistic properties as spoken languages, with grammar that differs from English. ASL is expressed by movements of the hands and face. It is the primary language of many North Americans who are deaf and hard of hearing, and is used by many hearing people as well.

There is no universal sign language. Different sign languages are used in different countries or regions. For example, British Sign Language (BSL) is a different language from ASL, and Americans who know ASL may not understand BSL. Some countries adopt features of ASL in their sign languages.



Did you know....

- Claudia L. Gordon is an attorney and disability advocate. She is the first Black female attorney in the United States who lives with deafness.
- Known by many as America's greatest inventor, Thomas Edison spent much of his life with little to no hearing.

National Association of the Deaf

The [National Association of the Deaf \(NAD\)](#) is the nation's premier civil rights organization of, by and for deaf and hard of hearing individuals in the United States of America. Established in 1880, the NAD was shaped by deaf leaders who believed in the right of the American deaf community to use sign language, to congregate on issues important to them, and to have its interests represented at the national level.

The National Association of the Deaf embraces diversity and inclusiveness as core values in achieving its mission. It is the philosophy of the NAD that diversity encompasses a wide range of human abilities and perspectives.

The NAD is committed to building and maintaining an inclusive environment where differences of opinions, beliefs, and values are sought, listened to, respected, and valued. Through inclusiveness, the NAD is committed to expanded membership, participation, and leadership that reflect the diversity of the American deaf community.

The NAD also pledges to enhance its policies and practices so that these adhere to the highest standards of diversity and inclusiveness, and to work closely with its state and organizational affiliates to further this commitment.

What is the preferred term when referring to someone who is deaf — Deaf? Hearing-impaired? — Are they interchangeable?

Deaf and hard of hearing people have the right to choose what they wish to be called, either as a group or on an individual basis. Overwhelmingly, deaf and hard of hearing people prefer to be called “deaf” or “hard of hearing.”

The National Association of the Deaf strongly urges the use of “deaf and hard of hearing” when referring to the community or individuals in the community. Many in our community find other terms outdated and/or offensive including but not limited to: “hearing impaired,” “deaf and dumb,” and “deaf-mute.”

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- 1 in 5 Teens experience some degree of hearing loss
 - 2.7M Veterans have service connected hearing disabilities or are in treatment for hearing related issues
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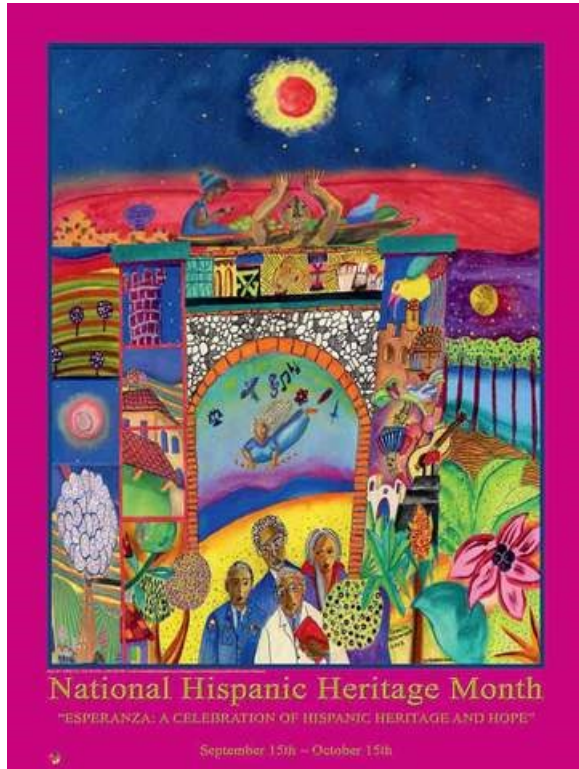
Frontier Health Services

Frontier Health's dedicated staff provide communication between people who are hearing and people who are Deaf or Hard of Hearing. People who are Deaf or Hard of Hearing are not billed for interpreting services. The Tennessee Communication Center for the Deaf & Hard of Hearing (CCDHH) can help make referrals to meet individual needs or network for more intensive specialized services or community resources including job placement, mental health counseling, audiologists or psychologists in 11 Tennessee counties: Carter, Claiborne, Cocke, Greene, Hamblen, Hancock, Hawkins, Johnson, Sullivan, Unicoi, and Washington.

[Click here](#) for information on services in Tennessee and Virginia.

Hispanic Heritage Month - September 15 to October 15

Recognize Hispanic Heritage Month by partaking in Hispanic traditions and honoring the many ways in which Hispanics have enriched our lives. Here's a few suggestions on how to celebrate Hispanic Heritage Month:



Honor Hispanic People

Appreciate Hispanic Art

Read Hispanic Literature

Listen to the Music of Talented Hispanic Performers

Discover Hispanic-American History

Have Fun the Hispanic Way

Explore the Hispanic World

Dine the Hispanic Way

Hispanic refers to a person who is from, or a descendant of someone who is from, a Spanish-speaking country.

In a literal sense, Hispanic refers to people who speak Spanish or who are descended from Spanish speaking lineage. This English word evolved from the Latin word *Hispanicus*, which is reported to have been used to refer to people living in Hispania—the Iberian Peninsula in today’s Spain—during the Roman Empire.

Latino/a or **Latinx** refers to a person who is from, or a descendant of someone who is from, a country in Latin America.

Unlike Hispanic, which refers to language, Latino is a term that more so refers to geography. At its heart, it is used to signify that a person is from or descended from Latin America and has a mix of Black, Indigenous, and European ancestry. It is, in fact, a shortened form of the Spanish phrase *latinoamericano*—Latin American, in English.

[Read more](#)

Upcoming Events

September 2021

Wednes.	September 1st	WGAS on Wednesday "Project Self Discover: The Journey" Bethany Novotny, Dept. of Counseling and Human Services Stacy Onks, University Advisement, and Michelle Hurley McNair Program	12:00-1:00pm	Join Zoom Meeting
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
Saturday	September 11th	Umoja Festival	4:00-11:00pm	King Commons Johnson City
Wednes.	September 15th	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
Friday	September 17th	Native American Festival	10:00am-5:30pm	Amphitheater
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
Tuesday	September 21st	Julio Corro Workshop and Concert A luthier (maker of string instruments) who makes the jarana, an instrument for son Jarocho	TBA	TBA
Tuesday	September 21st	International Day of Peace Vigil	8:30pm	Amphitheater

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
Wednes.	October 6th	WGAS on Wednesday "The Untold Stories of Gender Diverse Individuals with Polycystic Ovary Syndrome" Stacey Williams, Dept. of Psychology	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 Chelsie Dubay, Internet Program Support Coord.	12:00-1:00pm	Join Zoom Meeting
Wednes.	October 27th	WGAS on Wednesday "Navigating Queer and Trans Self-Disclosure in Higher Education" Mickey White, Dept. of Counseling and Human Services	12:00-1:00pm	Join Zoom Meeting
Thursday	October 28th	Hispanic Student Day	TBD	Culp Center Ballroom

Continued ~ Upcoming Events

November and December 2021

Tuesday	November 2nd	Lunch and Learn Lecture Series <i>Exploring Ways to Honor Indigenous Peoples in the Classroom</i> Discussion lead: Dr. Debi Thibeault, Assistant Professor, Social Work	12:00-1:00pm	Join Zoom Meeting
Wednes.	November 3rd	WGAS on Wednesday “Hardboiled Hysterics: Shell Shock and Tough Guys” Michael Jones, Dept. of Literature and Language	12:00-1:00pm	Join Zoom Meeting
Thursday	November 4th	Asian Culture Celebration Series - Event #1 Women’s Identity in Chinese Literature Guest Speaker: Dr. Anna Meng	3:00-4:30pm	Via zoom
TBA	TBA	Asian Culture Celebration Series - Event #2 Martial Arts as a Way of Life, Guest Speakers: Master Amanda Olson and Master Keith Olson	TBA	Multicultural Center
TBA	TBA	Asian Culture Celebration Series - Event #3 1st ETSU Open Martial Arts Tournament This event will be a fundraiser for helping the families of the victims of the shootings in Atlanta that happened back in March, 2021.	TBA	TBA
Tuesday	November 9th	Lunch and Learn Lecture Series <i>Wellbeing through Diversity, Equity, and Inclusion Lens</i> Discussion lead: Dr. Nicholas Hagemeier, Associate Professor and Vice Chair, Department of Pharmacy Practice, Director of Student Professional Development, Director of Pharmacy Practice Research Fellowship	12:00-1:00pm	Join Zoom Meeting
Wednes.	December 1st	WGAS on Wednesday Title To Be Announced Jessica Wang (Clemmer College)	12:00-1:00pm	Join Zoom Meeting

Together in Community: A Conversation Series Hosted by the Center for Teaching Excellence, the Office of Equity and Inclusion, and the Strong BRAIN Institute

This fall, Provost McCorkle will launch “Together in Community: A Conversation Series” hosted by the Center for Teaching Excellence in partnership with the Office of Equity and Inclusion and the Strong BRAIN Institute. The virtual series begins on Friday, September 3 at 9 a.m. Throughout the fall, dialogue will take place and resources will be provided on what it means to have productive conversations, respect differences, and build community. You can register for the September 3, hosted by the Strong BRAIN Institute, event [here](#).



3rd Annual
*Equity and
Inclusion*
VIRTUAL
CONFERENCE

From Discussion to Action:
Bold Steps Toward
Equity and Inclusion

**SEPTEMBER
20-22, 2021**

DAY 1 KEYNOTE SPEAKER



Dr. Paul Farmer

"To Repair the World:
Dr. Farmer Speaks to
the Next Generation"

DAY 2 KEYNOTE SPEAKER



Vernon Wall

"Creating a Campus
Culture Committed to
Equity & Inclusion"

Register early

Space is limited due to Zoom license restrictions. Registrants will have access to all three days of the conference. All registration links will close at the end of business September 15, 2021.

ETSU is an Equal Opportunity/Affirmative Action University: etsu.edu/universitycounsel/compliance/ ETSU-EQI-17-22



DAY 3 KEYNOTE SPEAKERS



Wes Moore

New York Times
Best-Selling author



D'Lo

Sri Lankan-American
performer, writer,
and community activist

FREE for current ETSU students!

Register online at etsu.edu/equity

[Click here to register.](#)
Registration closes September 15th

* 200 ETSU students who attend the conference will receive a free copy of Dr. Paul Farmer's book, ["To Repair the World: Dr. Farmer Speaks to the Next Generation"](#)

Equity and Inclusion Diversity Champion Spotlight

Jean Croce Hemphill, PhD, FNP, Director of the DNP Program and Associate Professor in the College of Nursing, describes diversity as a way of knowing ourselves and others. She adds that diversity requires understanding of healthy, acceptance of ideas in relationships. Jean uses a strength-based approach to management and in interaction with colleagues, patients, and communities.



Jean states that the purpose of the Office of Equity and Inclusion is to promote both equity and inclusion for all by demonstrating action rather than by words only. Inclusion means listening, accepting divergent opinions, stances, and values, and providing equal access to opportunities and resources to the "other". Inclusion also requires demonstrable ethical behavior in interactions with all by reminding those in power positions of their responsibilities to the powerless. She also believes the role of the Office of Equity and Inclusion should challenge an ethos of exclusion of those who have not had the opportunity to benefit from family or social connections. Actively addressing and acting with those persons or groups who have not had the same opportunities because of historical racism or trauma requires talking about and challenging social structures that treat others as objects to be used, manipulated, or exploited.

Jean states that she will continue to identify individual strengths of all her colleagues who are students, staff, and faculty and strive to treat students, staff, and faculty with respect. Staff members have thanked her for, "always being kind".

Jean works at accepting the strengths and gifts of students who come from all backgrounds by treating them with respect, challenging exclusiveness, and trying to facilitate their growth as scholars. She will continue to champion the underdog. Her family is comprised of immigrants and first-generation immigrants. "I will remember the words of my father, 'never forget your roots'."

Office of Equity and Inclusion
230 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://](https://www.facebook.com/etsuequity/)

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.