

Equity and Inclusion Advisory Council
Minutes
April 29, 2021

Present – Amyre Cain, Calvin Claggett, Chassidy Cooper, Adrianna Guram, Keith Johnson, Mary Jordan, Kim Maturo, Joe Sherlin, Laura Terry, Phyllis Thompson, and Jessica Wang

Not Present - Felipe Fiuza and Antonio Rusinol

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Discuss ETSU Response to Derek Chauvin Verdict** - Keith Johnson briefed the members present about the preparations taken prior to the verdict and the response that was issued. He noted that in anticipation of the verdict, three different letters based on the verdict were drafted by Joe Sherlin, Wilsie Bishop, Brian Noland and Keith Johnson. This resulted in a well thought out response being issued shortly after the verdict was announced. Other things put in place were arranged through the Multicultural Center and Diversity Educators Program to provide a safe place where individuals could share their thoughts and feelings about the topic. Being prepared put the response team in a better position to be most effective and provide opportunities to help students, faculty, and staff. The Office of Equity and Inclusion website also includes resources for students, faculty, and staff.
- III. **Approval of Minutes** – A motion was made by Phyllis Thompson, and seconded, stating, “I move that the minutes of the March 25, 2021 meeting be approved as distributed.” The motion carried. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.
- IV. **Old Business**
 - A. **3rd Annual Equity and Inclusion Conference** - Phyllis Thompson shared that the conference will be virtually delivered on a platform called Whova. It will give it a professional finish, has high functionality, and ease of use. Adrianna Guram updated the council on the programming for the conference. The contracts for the keynote speakers are in legal for review. After they have been fully executed, the committee will begin promotion of Dr. Paul Farmer as the opening keynote speaker and Dr. Vernon Walls, as closing keynote speaker. Lots of other speakers and presenters have been retained for topics on decolonization of the curriculum, creating brave spaces, racial justice, action planning, etc. There will also be a land recognition at the start of the conference. Kim Maturo noted that registration is now open. Save the dates have been sent to area colleges and universities and to each of the presenters. Laura Terry suggested sending also to Emery & Henry, Virginia Tech, and Radford University. Joe Sherlin will have his office forward a list of institutions, out of state transfer community colleges. Keith Johnson asked everyone to also push the conference on their social media platforms. There will not be a limitation on the number of attendees, the

conference platform and webinar license can be increased to accommodate the number of registered attendees. Early registration is encouraged.

Adrianna Guram added that post-conference there would be a film presentation “I’m Not Racist...Am I?” with a workshop, talkback (with film director and students featured in film), discussion as the first action steps that will happen following the conference. Mary Jordan added that the conference is not an endpoint, but a beginning point.

Keith Johnson shared that he is working with Eastman and NFS for a two-year commitment to help fund the 2021 and 2022 conference.

- B. Climate Survey** - Chassidy Cooper reminded everyone to complete the campus climate survey that was recently distributed. The survey is being distributed, and the data is being collected, by the Higher Education Data Sharing Consortium (using their email address). The data will provide a scope for the Committee 125.2 Feedback from the council included questions related to if the survey is truly anonymous. Keith Johnson confirmed that it is anonymous to ETSU. The use of an outside vendor gives the anonymity. Reminder notices were sent from the outside vendor only to those that have not completed the survey. If someone received the follow up notice, the only way others knew is if they shared that information with others. Keith Johnson urged council members to reassure others that it is an anonymous survey and to complete the survey.
- C. Diversity Champion Participation/Interest Checklist** - Phyllis Thompson drafted a diversity champion participation/interest list based on the ideas submitted at last month’s meeting. This list to be completed by a diversity champion would help align them, and their skills and talents, with the various equity and inclusion efforts across campus. It was recommending adding the committees individuals could serve on such as the Annual Equity & Inclusion Conference Planning Committee or one of the conference subcommittees, an Equity and Inclusion Scholarship and Awards Committee, Access and Diversity Grant (SERS/OER) Proposal Review Committee, and SREB Scholars Committee.

V. New Business

- A. Membership Subcommittee** - As diversity, equity, and inclusion committees are being formed across campus, such as Daryl Carter being named Associate Dean for Equity and Inclusion for the College of Arts and Sciences, Chassidy Cooper spoke about adding subcommittee members from these areas. It would increase collaboration with others across campus.
- B. Response team** - Chassidy Cooper shared that she met with Jeff Howard, Associate Vice President for Student Life and Enrollment, Joy Fulkerson, Director of Leadership and Civic Engagement, Carshonda Martin, Director of Multicultural Center and Access and Student Success Programs, and Amy Johnson, Associate Provost for Faculty and Director, Center for Teaching and Excellence to discuss the crafting of responses to current events that contain action and resources. A response team from across campus shows a collaborative effort with the Office of Equity and Inclusion. Laura Terry and

Joe Sherlin agreed that a response team working collaboratively across campus is a good idea. Chassidy Cooper will follow up with individuals on campus regarding their participation on the team. Laura Terry suggested that a student be a member of the team.

- C. Open Dialogue** - Keith Johnson opened the floor as a safe space to talk about all the things that have happened since the basketball team kneeling. He noted that there have been lots of discussions and listening sessions (both virtual and in person) with students, faculty, staff, and alums, and lots of decisions and actions centered around them. The Advisory Council discussion included making sure the ETSU community is informed of results/outcomes from listening sessions, etc. and administration is intentional about getting information out. For example, students are asked to participate and do things, but then are not notified of outcomes.

Keith Johnson noted that after graduation Dr. Noland wants to also meet with local pastors and other civic groups. Dr. Noland has some immediate ideas and will be looking for funding to address certain issues based on what he has learned through the listening sessions. This will also have an impact on the Committee 125.2 planning. Chassidy Cooper is the staff lead on the Equity and Inclusion Task Force for this committee. Keith Johnson added that results from the climate survey would also impact things that will be put into place.

Laura Terry shared that alum involvement is an opportunity for them to share their feelings/opinions and to get their feedback about events. Alum can also serve as mentors to current students. She also shared a concern that because there are not many students currently on campus those students are not aware of what is going on. Keith Johnson asked Laura Terry to schedule listening sessions/meetings with alum, current student, Carshonda Martin, and himself to ensure they have an opportunity to express their concerns and talk.

Joe Sherlin commended the focus on immediate action and noted that we need to have a plan in place for more long-term action. For example, what needs to be done in the classroom, what needs to be done when hiring faculty/staff and retention of same. There has been a lot of listening over the years and it is time to look systemically and take it to the next level. Keith Johnson agreed and said the Office of Equity and Inclusion's strategic plan is intended to focus on these things and enhancing some of the services currently in place. Things have been accomplished, but more needs to be accomplished.

Keith Johnson spoke about a life cycle plan for students at ETSU. It would start at kindergarten and go through employment. He is hoping to involve industry and the city, enhance current programs in place at ETSU such as Bucs Academy and Quest, recruit alumni to be mentors, curriculum infusion, involve ETSU career services, etc. to increase diversity at the university and in the Appalachian Highlands region. Plans are in place, and being put into place. He added there is a lot of hope and promise happening on campus.

Keith Johnson continued by adding that some of the faculty and staff who were involved in the inclusive excellence training will be presenting at the upcoming Equity and Inclusion Conference.

VI. Next Meeting Date – May 27, 2021, 1:00-2:00 pm, via zoom.

Meeting adjourned at 2:10 pm.

Respectfully submitted by Kim Maturo

ACTION Items			
Status	Action to be taken	Responsible	Due Date
12/17/20 1/28/21, 2/25/21 3/25/21	Dr. Patricia E. Robertson Diversity Leadership Award; Review award criteria. Nomination criteria, nomination form, and cover letter will be drafted to present to Pat Robertson Office of Equity and Inclusion to promote award through website	Keith Johnson, Chassidy Cooper, Karen Sullivan (Uni. Advancement) Adrianna Guram and Phyllis Thompson	Fall 2021
12/17/20 1/28/21	ETSU Staff Woman of the Year Award Call for nominations went out to the campus community	ETSU Commission for Women Standing Committee	March/April 2021
12/17/20 1/28/21	Mary V. Jordan Inclusive Excellence Award Committee reviewed submission guidelines, nomination form, cover letter		
12/17/20	Development of an Angela Claxton Freeman Award		
12/17/20	Establishment of a Dr. Angela R. Lewis Scholarship	Keith Johnson and Honors College	
12/17/20	HEED Award		
	Voices of Inclusion Award		Due October/November 2021
3/25/21 4/29/21	Discuss having a Diversity Champion Participation/ Interest Checklist Reviewed draft, recommendations made	Phyllis Thompson	Spring 2021