

Equity and Inclusion Advisory Council
Minutes
August 18, 2022

Present - Chassidy Cooper, Felipe Fiuza, Keith Johnson, Kim Maturo, Laura Terry, Phyllis Thompson, and Jessica Wang

Not Present - Amyre Cain, Gladstone Gunn, Adrianna Guram, Mary Jordan, Joe Sherlin, and Rachel Walden

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – Approval of July 19, 2022 minutes tabled to next meeting.
- III. **Old Business**
 - A. **Voices of Inclusion Award** – Chassidy Cooper noted that there is a working draft of the nomination in a Team’s folder. The folder also contains history from previous submissions. Chassidy Cooper invited members of the council to review the draft and to add to the nomination directly in Teams or email information to her.
 - B. **Moon Shot** – Keith Johnson discussed the moon shot initiative as an initiative to close the equity gap that allows ETSU to fine-tune some of its practices and to engage with a current software called Navigate. Fifteen best practices teams will be set up in mid-fall. Announcements to the campus will begin this week as Dr. Noland speaks to faculty at the 2022 Faculty Convocation. University Marketing and Communications is currently working with EAB on the communication piece. Keith Johnson has also been working with other units on campus and a lot of areas will be touched. He believes this initiative will be extremely successful. Other institutions that have implemented moon shot have experienced great success in closing their equity gap.
- IV. **New Business**
 - A. **Office of Equity and Inclusion Open House** – Keith Johnson shared that an open house will be held at the Office of Equity and Inclusion on September 9th. Several units on campus will partner with the office for the event. At some point, he would like to have more of an impact on the students and bring the open house to the students such as having one at the Culp Student Center.
 - B. **Women and Gender Resource Center Open House** – Chassidy Cooper shared that the Women and Gender Resource Center will host an open house on September 14th. Flyers are being distributed across campus.
 - C. **Student Involvement** – Phyllis Thompson spoke about ways to operationalize student engagement and involvement. For example, having math and psychology students gather quantitative data, having media and marketing students assist with digital media and marketing, and human services and public health students could also have meaningful roles. Student investment and student action will help professionalize them and assist them in becoming change agents. The goal is to have students work with us and for us. Student involvement in the moon shot best practices is another area to consider.

D. Open Discussion Items

Keith Johnson shared that he has gotten support from the Provost's Office and plans to move forward with the Dr. Angela Radford Lewis Inclusive Excellence in Diversity Award. Work on establishing this award began a few years ago when members of the Advisory Council drafted award criteria and nomination forms. It will be funded like the current teaching, research, and service awards that are given. In conjunction, Keith Johnson would like to bring back the Dr. Patricia Robertson Diversity Leadership Award for staff and will discuss funding and if recipients will include students with Patricia Robertson. In the past faculty/staff got recognition, but no financial reward. Students received recognition as well as a \$500 scholarship award.

Felipe Fiuza reported that he is on a QEP committee and there was a question about the mission of the Office of Equity and Inclusion and data that measures achieved goals. Keith Johnson confirmed that the Office of Equity and Inclusion has data to support the office's strategic plan. This data includes details related to participation in lunch and learns such as attendance and survey results, annual conference participation, inclusive excellence workshop participation, monthly newsletter and quarterly magazine distribution, creation of faculty/staff organizations to support the Pride Center, climate surveys; a foundation/structure has been put in place. We have descriptive data, but no experimental data which is hard to measure; it's like trying to measure ethics or safety. For example, just because someone didn't get hurt doesn't mean it's safe. We do have some data and can demonstrate that we are doing the things we said we were going to do. Keith Johnson commented that we have to begin to look at the colleges and units on campus and how what the Office of Equity and Inclusion has done has impacted them. Are they closing their equity gaps all the way down to the programmatic level? Colleges/units need to determine what they need to do to meet standards and expectations. Many colleges have diversity, equity, and inclusion accreditation standards they need to meet. The Office of Equity and Inclusion is here to support their efforts. There are other accountability lines as there is no direct accountability line from the Office of Equity and Inclusion to the colleges/units.

Chassidy Cooper noted that the Women and Gender Resource Center will be developing an advisory board. The board will work towards ensuring there is a distinction between the ETSU Commission on Women and the Women's, Gender, and Sexuality Studies department. This is another area where projects are coming out of other units on campus.

Advisory council members were reminded to register for the 4th Annual Equity and Inclusion Conference.

IV. Next Meeting Date – September 22, 2022, 1:00-2:00 pm, via zoom.

Meeting adjourned at 2:50 pm.

Respectfully submitted by Kim Maturo