

Equity and Inclusion Advisory Council
Minutes
February 15, 2023

Present - Chassidy Cooper, Adrianna Guram, Keith Johnson, Kim Maturo, Phyllis Thompson, Rachel Walden, and Jessica Wang

Not Present - Felipe Fiuza, Gladstone Gunn, Mary Jordan, Joe Sherlin, and Laura Terry

- I. **Call to Order** - Chassidy Cooper called the meeting to order.

- II. **Approval of Minutes** – A motion was made by Adrianna Guram and seconded stating, “I move that the minutes from the January 18, 2023 meeting be approved as written. The motion carried. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.

- III. **Old Business**
 - A. **Moon Shot** – Keith Johnson provided updates on the Moon Shot initiative.

 - B. **Annual Review of Bylaws** – After a brief discussion it was agreed that additional time would be given to council members to review the bylaws for revision. Voting on approval was tabled to the next meeting.

- IV. **New Business**
 - A. **Students of Color Symposium** –

 - B. **Open Discussion Items**

Keith Johnson shared that there is new legislation coming from the state (Nashville) that pushes back against diversity, equity, and inclusion efforts on campus. Keith Johnson noted that there is no policies at ETSU related to this state legislation. With recent legislation in other states such as Florida, Keith Johnson noted that he anticipates similar requirements are headed our way such as accounting for all the money the University spends on diversity, equity, and inclusion efforts. He recommends that everyone look at their websites and refrain from using specific race or ethnicity in descriptions. Instead, be general using language that refers to closing equity gaps. A lunch and learn is scheduled for March 28th with the Tennessee Board of Regents general counsel to update on current and new legislation in this area.

As part of the initiative to closing equity gaps on campus, the Office of Equity and Inclusion will be filling a new position, Strategic Initiatives Project Director. The job description will focus on closing equity gaps for all.

Keith Johnson informed the council members that all Safe Zone trainings are currently on hold while the training material is reviewed by the university’s legal team to ensure it complies with TN SB2290 on teaching divisive topics.

It was noted that the divisive concepts bill is not intended to jeopardize accreditation requirements for programs.

Keith Johnson emphasized that the work of equity and inclusion is a university wide effort involving each college and department on campus. The Office of Equity and Inclusion provides support and guidance to all on campus.

IV. Next Meeting Date – March 23, 2023, 1:00-2:00 pm, via zoom.

Meeting adjourned at 2:00 pm.

Respectfully submitted by Kim Maturo