

**Equity and Inclusion Advisory Council**  
Minutes  
July 28, 2021

**Present** - Calvin Claggett, Chassidy Cooper, Felipe Fiuza, Keith Johnson, Mary Jordan, Kim Maturo, Joe Sherlin, and Phyllis Thompson

**Not Present** - Amyre Cain, Adrianna Guram, Laura Terry, and Jessica Wang

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – A motion was made by Joe Sherlin, and seconded, stating “I move that the minutes from the June 30, 2021 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** - None at this time.
- IV. **New Business**
  - A. **3<sup>rd</sup> Annual Equity and Inclusion Conference** - Kim Maturo gave an update on conference planning. University Relations recently did a press release for the community. Michelle Hurley, steering committee chair will also make an appearance on Daytime TriCities. Follow-up outreach to area colleges/universities and businesses has been done. Kim Maturo encouraged all members of the council to register for the conference and use their educational benefits to cover the cost of the register fees. The conference virtual platform is under construction and practice sessions will be scheduled soon. On-ground registration for students will take place at a few events being held during Welcome Weeks. Volunteers are needed to assist with behind the scene tech administrators during the conference and to assist on the welcome events.
  - B. **Update on Committee 125.2 Equity and Inclusion Taskforce** - Chassidy Cooper shared a draft PowerPoint summarizing the work done by the Committee for 125 Chapter II, Equity and Inclusion Task Force. Felipe Fiuza was also a member of the task force. The committee, which met eight times, consisted of 14 members from across campus led by Janna Scarborough as faculty lead and Chassidy Cooper as staff lead. The committee came up with definitions of diversity, equity, inclusion, and belonging. Vision statements for the University were created and broken down into one year, three year, five year, and 10 years. They determined that this is important because of the impact it has on people and families, and the community, region, institution and businesses. Goals were formed by looking at other HEED institutions and the data from the climate culture survey. Some of the language was pulled from the strategic plan. Target outcomes will only be meaningful if the behaviors and work they represent is lived, seen, experienced, and felt throughout the institution. Chassidy Cooper noted that

she would like a HEED task force needs to be put together to actually apply for the HEED award. Phyllis Thompson commented that there is a real opportunity for the University to be resource for the whole community. Joe Sherlin added the committee's work is very focused and strategic and will help us more forward on student success and engagement with the community.

- C. Bucs Academy Study Abroad Trip to NYC** - Calvin Claggett briefly shared about the BUCS Academy trip to New York City, which teamed up the Multicultural Center with the Honors College. The trip provided an opportunity for students who never would have been in contact with each other to experience the “City as a Text” together. Calvin Claggett shared that the investment in this program is not only worth it, but necessary. He added that providing an opportunity for students who may otherwise never have these experiences is what the program is about. A second trip is planned for December. This type of experience can have the greatest impact on an individual's life. Mary Jordan added that 46 students registered, 44 attended, and she has interacted with a number of these students as she has sat in some of the class sessions. She concurs that offering this program is a very impactful experience for everyone involved. Felipe Fiuza shared that based on his interaction with the BUCS Academy students, he senses that many of the students are feeling like a BUC already, asking more questions about how to do well academically, looking for recommends on how to improve focus and concentration, etc. These students are feeling welcomed and like they belong.
- D. Recommendation for Council Member Representative** - Keith Johnson discussed the recent resignation from the council of a College of Medicine (COM) representative on the council due to a change in his responsibilities. He noted that he would like to continue to have COM representation on the council. Rachel Walden from the COM medical library has been leading a lot of equity and inclusion efforts in the COM. Keith Johnson presented her diversity champion questionnaire for review and consideration as a member of the council. A motion was made by Kim Maturo, and seconded, stating, “I move that Rachel Walden be asked to join the Equity and Inclusion Advisory Council”. The motion carried. A co-chair will extended an invitation to Rachel Walden to join the council.
- E. Return to Campus Update** - Keith Johnson stated that an announcement would be going out stating that ETSU encourages the use of face coverings inside and to follow CDC recommendations. The council discussed that supervisors do have some degree of autonomy to work with any high-risk employees while there is current resurgence of COVID infections and low vaccination numbers in our area. For example, supervisors can alter schedules. Communication from the University indicates that we cannot just tell employees to go home and work from home at this time. It is recommended that supervisors work with human resources.
- F. Open Dialogue** - Kim Maturo noted that Dr. Kimberly McCorkle, Provost has been invited as a guest to join the council at its next meeting. Laura Terry sent information that the Native American Festival will be held September 17<sup>th</sup>, a vigil will be held September 21<sup>st</sup> in honor of International Peace Day, and the Umoja Fest is on

September 11<sup>th</sup>. Phyllis Thompson shared the Women on Wednesday is transitioning to WGAS on Wednesday with the following fall lineup:

Sept 1 Bethany Novotny, Stacy Onks, Michelle Hurley (Dept. of Counseling and Human Services, University Advisement, and Ronald McNair Program) “Project Self Discover: The Journey” 943 6325 9129 <https://etsu.zoom.us/j/94363259129>

Oct 6 Stacey Williams (Dept. of Psychology) “The Untold Stories of Gender Diverse Individuals with Polycystic Ovary Syndrome” 915 3425 8461  
<https://etsu.zoom.us/j/91534258461>

Oct 27 Mickey White (Dept. of Counseling and Human Services) “Navigating Queer and Trans Self-Disclosure in Higher Education” 960 0829 5876  
<https://etsu.zoom.us/j/96008295876>

Nov 3 Michael Jones (Dept. of Literature and Language) “Hardboiled Hysterics: Shell Shock and Tough Guys” 972 3852 3812 <https://etsu.zoom.us/j/97238523812>

Dec 1 Jessica Wang (Clemmer College) Title TBA 987 9699 7075  
<https://etsu.zoom.us/j/98796997075>

V. **Next Meeting Date** – August 24, 2021, 2:00-3:00 pm, via zoom.

Meeting adjourned at 3:00 pm.

**Respectfully submitted by Kim Maturo**