

**Equity and Inclusion Advisory Council**  
Minutes  
June 23, 2022

**Present** - Chassidy Cooper, Mary Jordan, Kim Maturo, Joe Sherlin, Phyllis Thompson, Rachel Walden, and Jessica Wang

**Not Present** - Amyre Cain, Felipe Fiuza, Gladstone Gunn, Adrianna Guram, Keith Johnson, and Laura Terry

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

**II. Approval of Minutes** – A motion was made by Jessica Wang and seconded, stating, “I move that the minutes from the April 28, 2022 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. Review of Award Applications** - Chassidy Cooper shared that one student applied for the Dr. Patricia Robertson Scholarship Award. The application was reviewed by Keith Johnson, Chassidy Cooper, Karen Sullivan, and Patricia Robertson. There is currently approximately \$1,300 in the scholarship account. The applicant, Ahmad Robinson, will be awarded \$1,000 to be applied \$500/semester for the academic year 2022-2023. Chassidy Cooper stated that the goal for the upcoming year(s) is to have multiple applicants for this award.

Chassidy Cooper noted that the HEED Award Application is scheduled to be submitted in June 2023. The HEED Award Application Committee is currently gathering narrative information, and reaching out to individuals across campus for detailed information to ensure a substantial application. She also noted that she and Keith Johnson were able to speak with East Carolina State University which gave them some great insight. The advisory council will be asked to read through the application to make sure it does tell our story and covers all the bases. Phyllis Thompson followed up by saying that many don't know our story and this award allows us to reconnect with the past to capture those moments and not lose the history.

**B. 125.2** - Tabled to next meeting.

**C. Student Equity Taskforce Report** - Chassidy Cooper shared the following links: <https://www.insidehighered.com/news/2022/06/06/fewer-tennessee-high-school-graduates-are-choosing-college> and <https://www.chronicle.com/article/why-fewer-high-school-graduates-are-going-to-college>? These articles discuss enrollment decreases/retention rates. Phyllis Thompson shared that there has been a slight increase in women, gender, and sexuality studies enrollment while other programs are seeing a slow decrease. She posed the question “If we are seeing some increases in enrollment in some places what are the learning moments for us and how is it teaching us about

how we need to shift or transition or rethink what it means to do higher education?” Joe Sherlin stated that the trend in the last couple of years across the state and nation is lower enrollment. Enrollment appears to also be down at the community colleges and the TCATs. Joe Sherlin commented that in certain areas the percentage of underrepresented students has gone up, such as the growth of latinx, but not everywhere. The goal is to try to understand what is contributing to the decline and how universities can respond to it. Jessica Wang added that the global pandemic disrupted people's lives and young people are still going through the impact on their mental health. She added that in Clemmer College recruiting students to become teachers with all the issues facing them has been challenging. Mary Jordan added that another contributing factor is the high cost of everything. Potential students are already in the workforce contributing to paying for the cost of living.

Chassidy Cooper stated that the Student Equity Report does touch on the items the members mentioned. The statistics show that the affected groups are marginalized students, young men, and those in rural areas

**D. Moon Shot** - In-depth discussion was tabled to the next meeting. Chassidy Cooper noted that council members were sent a one-page FAQ and shared the link to EAB’s Moon Shot for Equity website <https://eab.com/moon-shot-for-equity/> and Joe Sherlin provided <https://eab.com/moon-shot-for-equity/15-practices-to-erase-equity-gaps/>. Kim Maturo added that Keith Johnson has begun bi-weekly meetings with the EAB Moon Shot team. An announcement to the campus community is expected later this summer.

Regarding the 15 best practices, Joe Sherlin noted that a number of those are change management focus that includes what they call racial equity training for staff, racial literacy, and racial equity problem solving for faculty and staff, campus climate assessments, access and enrollment strategies and academic policy and practices. He noted that ETSU does a lot of these. But, he added, we don't do them at the scale that some institutions are doing. For example, having faculty members involved in early alert, support for students, probably about 10% of faculty at ETSU who teach first year students are actually in that coordinated care network as opposed to other institutions such as Mississippi State that has 80% of their faculty. Georgia State gives out millions of dollars in grants, we give out a relatively small amount, so I think there are opportunities for us to institute some new practices, but also to figure out how we grow things that work towards this goal of eliminating the equity gap.

**E. Magazine/Social Media** - Kim Maturo shared that the inaugural issue of the Community Voice magazine has been published. The magazine, newsletter, conference, and other related equity and inclusion topics/events are being promoted on the Office of Equity and Inclusion website and social media platforms. Chassidy Copper noted that the magazine editor, Elizabeth Cloyd is always looking for contributing writers.

**F. Amplify Student Voices and Actions** - Phyllis Thompson shared that a central focus of our work is serving the students. The group discussed how do we let the students educate us on what they need, how do we provide opportunities to honor and amplify student voices, and build capacity for students through the advisory council. Suggestions included: one question surveys for students through social media outlets; provide internship and/or fellowship opportunities on the advisory council; solicit less active students, those that may be slipping through the cracks, to engage them;

have students create tik-toks for the council; create opportunities to invite members of SGA, fraternity/sorority groups, faith based groups, etc. to attend an advisory council meeting; meet students where they are and have an advisory council member attend a student group meeting; have student groups designate a DEI person and meet regularly with the group.

Jessica Wang asked if there was a specific position on the SGA that focused on diversity, equity, and inclusion. Joe Sherlin will discuss with Michelle Byrd about instituting a position in student government and other affinity groups that specifically focuses on diversity, equity, and inclusion. Jessica Wang shared that when she was in student government there was such a position. She will forward language she helped develop to Joe Sherlin and Michelle Byrd. Chassidy Cooper commented that she would like to incorporate these students as members of the Advisory Council. When positions have been created, the council can work on revising the bylaws to reflect a change in student membership on the council.

**G. Group Photo** - Kim Maturo will schedule a group photo in the fall along with individual photos to update those on the Office of Equity and Inclusion webpage.

**H. Open Discussion Items** - Chassidy Cooper noted that the recent Office of Equity and Inclusion lunch and learn, Building and Supporting LGBTQIA+ Pride and Resilience, had over 30 attendees. Individuals are interested in learning more in this area and would like more than a one hour session on topics such as Allyship and Inclusive Language regarding the LGBTQ community. Chassidy Cooper reminded the group that there are over 30 lunch and learn recordings available on the Office of Equity and Inclusion's website.

Kim Maturo share the following:

- The Counseling Center is looking for a diversity-focused clinical counselor <https://jobs.etsu.edu/postings/22065>
- The Office of Equity and Inclusion will host an open house on September 9<sup>th</sup>
- Dr. Johnson has been working on a pre-conference event to be held at the Martin Center; registration will open once the details have been finalized

Rachel Walden added that a call for highly reliable volunteers to serve as in-person and virtual moderators, room hosts, etc. will go out soon. Position descriptions are currently being finalized.

**IV. Next Meeting Date** – July 19, 2022, 1:30-2:30 pm, via zoom.

Meeting adjourned at 2:50 pm.

**Respectfully submitted by Kim Maturo**