

Equity and Inclusion Advisory Council

Minutes

June 30, 2021

Present - Chassidy Cooper, Felipe Fiuza, Mary Jordan, Kim Maturo, Antonio Rusinol, Joe Sherlin, Laura Terry, Phyllis Thompson, and Jessica Wang

Not Present - Amyre Cain, Calvin Claggett, Adrianna Guram, and Keith Johnson

- I. **Call to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – A motion was made by Antonio Rusinol, and seconded, stating “I move that the minutes from the April 29, 2021 and May 27, 2021 meetings 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. **3rd Annual Equity and Inclusion Conference** - Phyllis Thompson acknowledged all the hard work that that has gone into translating the work done by the programming committee into Whova, the conference virtual platform. Council members are encourage to register early and use their employee benefit form.
 - B. **Office of Equity and Inclusion location** - The council was presented with a preliminary draft of new office space for relocating the Office of Equity and Inclusion to the first floor of Burgin Dossett. The new space will provide offices for the three current staff members, a graduate assistant, storage space, etc. The new location provides for department growth.
 - C. **Women’s Resource Center** - Phyllis Thompson shared that Dr. Johnson is looking for a new location for the Women’s Resource Center with greater visibility and greater access for students. Ideally, a location in the Culp Student Center, close to the Pride Center. The size of the space would include an area for a small library and other resources, an office area for the director, and a cozy sitting area for people to gather.

Phyllis Thompson announced that the ETSU Commission on Women has selected the Staff Woman of the Year. The award will be presented at the Equity and Inclusion Conference. A press release is forthcoming.
 - D. **Open Dialogue** - Kim Maturo noted that future guests to attend an Advisory Council meeting might include: Daryl Carter, Associate Dean/Equity & Inclusion College of Arts and Sciences; Kimberly McCorkle, Provost; Joy Fulkerson, Diversity Educators Program; and the Mason Mosier, SGA President. Phyllis Thompson added that possbily

the students who attend the BUCS Academy trip to NYC would do a group presentation and share about their experience.

Felipe Fiuza shared that he has been writing a lot. His latest publication has just recently been released. It is an online journal, all in Portuguese, from a Brazilian University. He was also interviewed by a Brazilian editor who interviews new authors. In March, he presented at an international conference between Portugal, Latin American countries, and Brazil. A book with the articles is to be published. Felipe Fiuza noted that he has been collaborating on the musical part of the Umoja Festival, scheduled for September 11th in Kings Common, downtown Johnson City. He also plans to do an event in the fall celebrating the Asian American, Asian culture.

Laura Terry added that she is on the Umoja planning committee and will keep the council updated on the planning and events to be held during the festival. Upcoming events in the Mary V. Jordan Multicultural Center include welcome week cultural remix (8/26) and a Culparoo (8/27). She will be planning a Native American Fest in September and working with Felipe Fiuza on a National Hispanic Heritage Month events. The International Day of Peace is September 21st and would like to promote it during the Equity and Inclusion Conference. Laura Terry also thanked those who were able to attend the Juneteenth program.

Phyllis Thompson mentioned that a summer virtual Safe Zone Training took place on June 28 and another is scheduled for July 1st and that the Center for Teaching Excellence is doing a series on post pandemic teaching, learning, policy, and teamwork. Phyllis Thompson also shared that women's studies is transitioning to women's, gender, and sexuality studies this fall.

Jessica Wang shared that Clemmer College had a diversity belongingness committee that met consistently for several weeks. The committee came up with a list of priorities and recommendations for the College. The leadership team is looking at what items to move forward on as well as a timeline. The leadership team at Clemmer College will be participating in inclusive language training. For example, moving away from using the word minority to using marginalized, using historically underrepresented when referring to a specific population such as black students, Latino students, etc. The goal is to have all faculty trained. Antonio Rusinol shared that the College of Medicine has been working on something similar and would like to collaborate with Clemmer College. Jessica Wang welcomed the collaboration. Chassidy Cooper added that several colleges/departments have expressed the need for inclusive language/microaggression workshops; scenario/in-depth training. She also noted that there might be a possibility of bringing someone in externally as sometimes internal people are not comfortable having these conversations with people they see every day. Felipe Fiuza added that we also need to try to understand each other's fights and develop more empathy in the area of disability and accessibility.

Antonio Rusinol shared the College of Medicine is moving to a new curriculum which it is developing from scratch. It will be team based learning; all disciplines will be integrated into clinical treatment, etc. They are creating learning communities, which

are vertical integration and will have students from all four years with faculty mentors. This evolve around issues of well-being, diversity, interpersonal relationships, etc. Antonio Rusinol stated that he is going to be very involved in the curriculum development and would like to recommend to Keith Johnson that Rachel Walden take his place on the Advisory Council. Rachel Walden is very active on the College of Medicine Diversity Council.

Felipe Fiuza shared the LCRC is establishing a partnership with the College of Medicine to start offering Spanish classes. It will create many opportunities for bilingual students to do internships or conversation hours with medical students. Antonio Rusinol would like to connect with HASCA (Hispanic American Student Community Alliance).

Joe Sherlin stated that the Division of Student Life and Enrollment had a director's retreat where a significant amount of time was spent talking about diversity, equity, and inclusion efforts. He shared that the consensus it that it important to maintain and support opportunities for continued dialogue throughout the year. It is critically important to make and take time for continuous conversations with staff teams and students. It is not about a model where we are in dialog only when responding to something on campus or nationally. Moving forward with systemic changes in partnerships, policies, etc. is on-going work that is everyone's responsibility. Areas will include the Pride Center, the 1020 first year experience course, fraternity and sorority community anti-racism service, accessibility, process for recruitment and support, working with the Latin students, and focusing on recruitment of underrepresented students at events.

Jessica Wang added that Clemmer College is working on creating a list of diverse resources, restaurants, markets, hair salons, etc. in the area for recruiting and retention of faculty and staff; working on building up the STRIVE program (students of color mentoring program); and developing a first generation program asking first generation student faculty to mentor students at Calmer College. She will be presenting on recognizing and responding to macroaggressions at the Equity and Inclusion Conference in the fall. Jessica Wang and Chassidy Cooper will be part of a presentation at the Langston Centre for the Johnson City Public Schools to teaching some of their teachers on diversity, equity, and inclusion.

Chassidy Cooper reminder members to review the list of upcoming events, participate and the lunch and learns, and submit information for monthly newsletter.

V. **Next Meeting Date** – July 28, 2021, 2:00-3:00 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