

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

**Present** - Calvin Claggett, Felipe Fiuza Adrianna Guram, Keith Johnson, Mary Jordan, Kim Maturo, Laura Terry, Phyllis Thompson, Rachel Walden, and Jessica Wang

**Not Present** - Amyre Cain, Chassidy Cooper, and Joe Sherlin

- I. **Call to Order** - Phyllis Thompson 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 August 24, 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** - The council members shared their experience at the virtual annual equity and conference.
    - a. Phyllis Thompson noted that the programming team did a stupendous job with retaining speakers and everything was well organized.
    - b. Kim Maturo stated that she is retrieving the session feedback forms, overall conference evaluations, and other data reports from Whova. Feedback to date indicates that the conference was a huge success. Kim Maturo thanked Felipe Fiuza and Laura Terry for their help in promoting and signing up students during the welcome week events. Students talking about the conference and recruiting other students was a valuable connection.
    - c. Adrianna Guram shared that the programming subcommittee was intentional in how they scaffolded the conference. The virtual format gave accessibility to the most number of people and allowed it to bring in presenters from all over.
    - d. Laura Terry commended everyone on the planning committee for a great conference. She noted that there needs to be more/better communication with the students on what the conference is about, how to sign up, etc. Phyllis Thompson added that this includes spreading the word to faculty who in turn spread the word to their students. This would provide an opportunity for faculty to transition from being an advisor to a mentor.
    - e. Mary Jordan thought the student track day was excellent. She would like there to be follow up with the students in terms of continuing the discussions.
    - f. Jessie Wang agreed that the conference was really good, that a virtual format did foster bringing in the caliber of speakers that might not have been possible if it was all in person. She looks forward to some in person sessions

because she feels that more dialogue can be form when meeting in person. She also agreed that we need to figure out how to better target students to promote the conference. Lastly, she shared that she did not observe nor was she aware of any technology difficulties.

- g. Felipe Fiuza enjoyed the one session he was able attended. He wanted more time for Q&A because the things talked about were engaging and felt there was a need for the attendees to ask more questions. He noted that students learn the most when they feel comfortable asking questions. Mary Jordan added we should look at more ways to make the conference more engaging for the students. A goal of the student track was to give the students some tools and moving forward there is a need to incorporate that more into the student track.
- h. There was discussion about the need to keep the momentum going after the conference and leading up to the next conference. Asking attendees what they have been doing in the area of equity and inclusion, what has or hasn't been going well, continuation of action steps discussions, providing opportunities for people to create action for themselves and the community at large to foster continued learning and growth, etc. A conference is great, but should not be the only think that happens. All this ties into the HEED recognition the Office of Equity and Inclusion is pursuing which requires a real holistic approach.
- i. Calvin Claggett shared that he found the conference incredibly impactful. It was eye opening for him as in his athletic world, he does not think about things such as global health disparities and intersectionality. The conference also influenced another from the athletic department who attended which provided an opportunity for them to reflection and discussion the topics together. He would like there to be future opportunities for discussion on race and sports, equity and inclusion in sports, how they intersect.
- j. Phyllis Thompson spoke about the partnering across campus with the Multicultural Center, the Office of Equity and Inclusion, Clemmer College Diversity and Belonging Committee, College of Public Health, and Counseling and Human Services. The question is how to bring in the unlikely partners.
- k. Rachel Walden was excited to see so much interaction on the Whova platform in particular the community boards, which really exceeded her expectations.

**B. Umoja Fest** - Laura Terry and Felipe Fiuza commented that the Umoja Fest was a success. The location was great for attendees, vendors and entertainment to all gather in one area. There was good participation with ETSU and would like to see more in next year's festival. Calvin Claggett added that he would like to have the ETSU athletes and coaches have more of a presence and participate in the Umoja Fest.

**C. Inclusive Excellence Through Cultural Competency** - Discussion/update was tabled to next meeting.

**D. LGBTQ Community** - Phyllis Thompson shared a handout with the committee a “First Day of Class Introductions: Trans Inclusion in Teaching” by Lars Stoltzfus. With LGBTQ history month in October, she wanted to provide additional discussion around pronouns. In particular, whether or not to ask students for their pronouns; that is, is it breaching some sort of confidentiality. The December and January issues of the Office of Equity and Inclusion Newsletter will include the topic of pronouns, providing information to educate and assist faculty about policy, what to possibly add to a syllabus, etc.

**E. Other Discussion Items** - Felipe Fiuza shared a copy of the upcoming issue of the LCRC newsletter.

**V. Next Meeting Date** – October 26, 2021, 1:00-2:00 pm, via zoom.

Meeting adjourned at 2:00 pm.

**Respectfully submitted by Kim Maturo**