



# Office of Equity and Inclusion Newsletter

February 3, 2025



## A Message from Dr. Keith Johnson, Vice President for Equity and Inclusion

### “From Struggle to Strength: A Tribute to Black Achievements”

Dear Friends,

During the month of February, many Americans celebrate Black History. This year is especially important as many institutions across the country are removing African American history from academic curriculums.

As an African American, it is highly offensive to see the devaluing of Black history in a country where African Americans played a pivotal role in the establishment and ongoing evolution of the country. African Americans have contributed so much in so many fields, including medicine, engineering, politics, entertainment, sports, and the like.

Each time you approach a stop light, thank [Garrett Morgan](#). When you enter a room and turn on the lights, thank [Lewis Latimer](#). When you turn on your computer monitor, thank [Mark Dean](#). When you dry your clothing in your automatic clothes dryer, thank [George T. Sampson](#). When you leave your home and set your home security camera system, thank [Mary Van Brittan Brown](#).

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*My humanity is bound  
up in yours, for we can only  
be human together.*

*~ Desmond Tutu ~*

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## Continued ~ Message from Dr. Keith Johnson

And the next time you tee off on the golf course, please thank [George Franklin Grant](#) for inventing the golf tee. This is only a sample of the numerous contributions that African Americans have made in America.

I'm a descendant of [Nathaniel Hopkins](#), also known as "Uncle Nace". He was born a slave in Talbot County, Maryland in 1830 in the small town of Trappe. This little town is in the same vicinity where Fredrick Douglas and Harriett Tubman were born. In 1863, while still a slave, Uncle Nace enlisted in the Army. He served in the United States Colored Troops of the Union Army during the Civil War. However, in January 1864 his army career ended when he was sent home on a sick furlough. Uncle Nace returned to Trappe to assist newly freed Black Americans in southern Talbot County, including the 1878 establishment of Trappe's first black school and later the incorporation of their former "African Church," which eventually became the Scotts United Methodist Church, where I attended as a kid.

In 1867, Uncle Nace founded Emancipation Day in Talbot County to commemorate Maryland's emancipation of its slaves, which occurred on November 1, 1864 with the adoption of the new state constitution. This event made Maryland the first state to voluntarily free its slaves by popular vote. This differed from President Lincoln's Emancipation Proclamation of 1863 which only freed slaves in rebelling states, of which Maryland was not one.

Uncle Nace was a highly influential figure in the fight for racial equality and the advancement of the Black community in the late 19th and early 20th centuries. A leader of the African Methodist Episcopal (AME) Church and a passionate advocate for civil rights, He dedicated his life to education, economic empowerment, and justice for African Americans.

Uncle Nace was most noted for his efforts to establish schools for Black children in a time when access to education was severely limited due to systemic racism and segregation laws. He believed education was the key to uplifting the Black community and fought tirelessly to ensure that children received the tools they needed to thrive. In addition to his work in education, Uncle Nace was a powerful voice for labor rights and economic self-sufficiency within the Black community.

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## Continued ~ Message from Dr. Keith Johnson

He emphasized the importance of land ownership, skilled trades, and economic independence as pathways to freedom and equality. He also played a significant role in promoting political engagement and unity among African Americans. He encouraged voter registration and civic participation, recognizing the power of collective action in combating racial injustice. His leadership in the AME Church further provided a spiritual and organizational base for many social justice initiatives.

As a celebration of Emancipation, festivities, led by Uncle Nace himself, featured parades, church services, speeches, music, and communal meals. Uncle Nace would wear his Union uniform and march at the forefront of the parade, symbolizing freedom and progress. After his passing in 1900, the celebration was renamed "Nace's Day" in his honor. Over the years, "Nace's Day" has evolved but continues to be a significant event in Trappe. The annual celebration has been ongoing for over 150 years, underscoring the enduring legacy of his contributions to the community.

Each year, my family and I return to the little town of Trappe, Maryland and celebrate Nace's Day. In recognition of Uncle Nace's impact, a historical marker in Trappe commemorates his leadership and his role in establishing the Emancipation Day celebration.

As we take time to acknowledge and celebrate the many contributions that African Americans have made throughout the history of America, let us not forget the university's values which include:

- PEOPLE come first, are treated with dignity and respect, and are encouraged to achieve their full potential;
- RELATIONSHIPS are built on honesty, integrity, and trust;
- DIVERSITY of people and thought is respected;
- EXCELLENCE is achieved through teamwork, leadership, creativity, and a strong work ethic;
- EFFICIENCY is achieved through wise use of human and financial resources; and
- COMMITMENT to intellectual achievement is embraced.

Sincerely,  
Dr. Keith V. Johnson



# Black History Month Quiz

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**Who is credited with founding Black History Month?**

- a) Rosa Parks
- b) Carter G. Woodson
- c) Frederick Douglass
- d) Malcolm X

Answer: b) Carter G. Woodson

**In what year did Black History Month officially become a month-long celebration?**

- a) 1926
- b) 1964
- c) 1976
- d) 1981

Answer: c) 1976

**What was the original name of Black History Month?**

- a) African Heritage Week
- b) Negro History Week
- c) Black Excellence Week
- d) Freedom History Week

Answer: b) Negro History Week

**Who was the first African American Supreme Court Justice?**

- a) Clarence Thomas
- b) Thurgood Marshall
- c) Charles Hamilton Houston
- d) Benjamin O. Davis

Answer: b) Thurgood Marshall

**Which amendment to the U.S. Constitution abolished slavery?**

- a) 13th Amendment
- b) b) 14th Amendment
- c) c) 15th Amendment
- d) d) 19th Amendment

Answer: a) 13th Amendment

## Upcoming Events

### February 2025

Monday	Feb. 3rd	Red, Black and Green Ribbons Give away.	D.P Culp Student Center	2:00pm-4:30pm
Tuesday	Feb. 4th	Red, Black and Green Ribbons Give away	D.P Culp Student Center	2:00pm-4:30pm
Wednesday	Feb. 5th	Sherrod Library Diverse Characters Book Club	Sherrod Library room #309	5:00pm-6:00pm
Wednesday	Feb. 5th	TRIO McNair Informational Session	<a href="#">Zoom</a>	1:00pm-2:00pm
Tuesday	Feb. 18th	<b>Lunch and Learn</b> How Do The Executive Orders Impact ETSU Discussion lead: Mark A. Fulks, Esq. Office of University Counsel	<a href="#">Zoom Link</a>	1:30pm-2:30pm

# BLACK AFFAIRS ASSOCIATION

Presents

## RED, BLACK & GREEN RIBBON GIVEAWAY

**11:00 AM - 2:00 PM**

**FEBRUARY 03 - 04, 2025**

**LOCATION: MAIN STREET BOOTH 3**



FOR MORE INFORMATION CONTACT: 423-439-4844 OR [ETSUMC@ETSU.EDU](mailto:ETSUMC@ETSU.EDU)

# Upcoming Events ~ continued

## BLACK HISTORY MONTH SPEAKER SERIES

### MEET THE SPEAKER

Bettie Mae Fikes is a celebrated icon of the Civil Rights Movement who dedicated her life to social justice and musical excellence. Known as 'The Voice of Selma' Fikes inspires audiences through powerful performances, civil rights speeches, and her legacy as a Freedom Singer.



February 3, 2025  
5:00pm



Martha Street  
Culp Auditorium

BETTIE MAE FIKES



EAST TENNESSEE STATE  
UNIVERSITY  
Mary V. Jordan Multicultural Center



etsumc@etsu.edu



423-439-4844

## BLACK HISTORY MONTH PERFORMANCE WORKSHOP

TRADITIONAL DANCE OF THE IVORY COAST



KOTCHEGNA

Kotchegna is a corps of dancers and drummers who bring the thrill of joyful drumming and the vibrant color of traditional African dances.

This workshop includes a demonstration and teaches participants dance steps with the drums.



February 7, 2025  
5:00pm



D. P. Culp  
Cave

AFRICAN DANCERS & DRUMMERS



EAST TENNESSEE STATE  
UNIVERSITY  
Mary V. Jordan Multicultural Center




etsumc@etsu.edu



423-439-4844

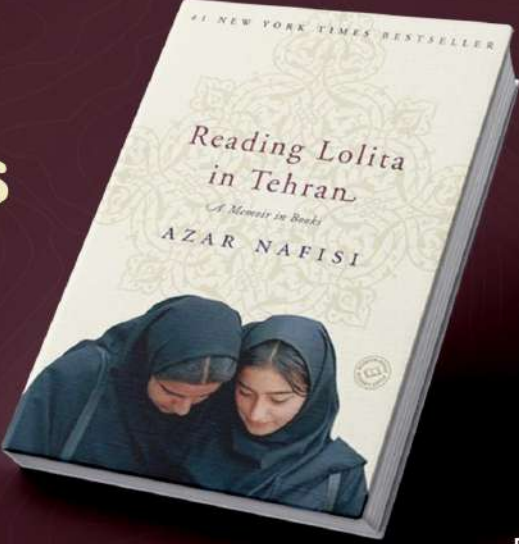
## Upcoming Events ~ continued




# Diverse Characters Book Club

“Reading Lolita in Tehran”  
By Azar Nafisi

Feb 5th & Apr 2nd 5pm  
Sherrod Library, Room 309





**Register here**

First 30 registrants receive FREE copy

Ready to level-up your Safe Zone skills? Join us for **SAFE ZONE 2.0** this semester!

This interactive online training is designed for those who are interested in taking their allyship to the next level.



There are two options:

**Monday, February 10 from 1:00pm-4:00pm** ([Register Here](#))

**Tuesday, April 1 from 1:00pm-4:00pm** ([Register Here](#))

On 12 spots available in each training, so register today! As a reminder, since this is an interactive training, **audio/microphone access is required**, and we ask that you only if you are able to attend the full training session.

Questions: email [marshh@etsu.edu](mailto:marshh@etsu.edu) or [wilkinsb@etsu.edu](mailto:wilkinsb@etsu.edu)

## Upcoming Events ~ continued



# B.U.C.S. ACADEMY

JOIN THE  
SUMMER  
FUN!



Apply  
Now!

Applications Open from  
December 1, 2024 - May 1, 2025

BUILDING UP COLLEGE SUCCESS!

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For more information

Email: [bucacademy@etsu.edu](mailto:bucacademy@etsu.edu) /

Call: (423) 439-4844

SCAN ME 



## Eat. Connect. Discover.

Join us via zoom for an hour of discussion and learning.

All times are 1:30 p.m.

All sessions are open to members of the ETSU community.  
Dates subject to change.

View our [website](#) for additional information.

Sponsored by:

The ETSU Office of Equity and Inclusion

## Spring 2025 Series

# Tuesday, February 18th

### How Do The Executive Orders Impact ETSU

Discussion lead: Mark A. Fulks, Esq., Office of University Counsel

[Zoom Link](#)

To request an accommodation in order to fully participate in the Lunch & Learn program,  
please contact the ETSU Office of Equity and Inclusion at 423-439-4445



# Upcoming Events ~ continued

PRESENTED BY THE ETSU WOMEN'S, GENDER, AND SEXUALITY STUDIES PROGRAM, DEPARTMENT OF LITERATURE & LANGUAGE AND "THE MOCKINGBIRD"

# SPEAKING QUEERLY



WEDNESDAY FEBRUARY  
12TH 2025, 7-9PM  
CULP CENTER 272 EAST  
TENNESSEE ROOM

COFFEE BAR BY EARLY BIRD'S COFFEE CO.  
FEATURED PERFORMERS  
OPEN MIC BY ETSU COMMUNITY

TO SHOWCASE THE POETRY OF THOSE OF US WHO BELIEVE IN  
THE RESILIENCE OF THE QUEER COMMUNITY — AND TO  
UPLIFT THOSE WHO MAY NOT YET KNOW HOW.

\*EVENT IS 18+ AND MAY CONTAIN SENSITIVE CONTENT, PLEASE HELP US CREATE  
A SAFE AND SUPPORTIVE ENVIRONMENT AND TAKE CARE OF EACH OTHER!

WGSS@ETSU.EDU / DAUGHT@ETSU.EDU



## Upcoming Events ~ continued

# WOMEN'S HISTORY MONTH

BROUGHT TO YOU BY BLACK AFFAIRS



**MARCH 1, 2025**  
7PM

**MARTHA STREET CULP AUDITORIUM**

**DOORS OPEN AT 6PM**

## COMEDY SHOW

**FEATURED**

"On Late Night with Seth Meyers & The Tonight Show with Jimmy Fallon"

**NOMINATED**

"For Critics Choice Award for her stand-up special LOVE JOY on Peacock."

**DEBUT COMEDY ALBUM YELL JOY OUT NOW!**

Come and experience the joy of laughter with

## JOYELLE NICOLE JOHNSON!!!



**EAST TENNESSEE STATE UNIVERSITY**  
Mary V. Jordan Multicultural Center

## Intersect & Connect: A Feminist Forum

Thursday, March 13, 2025  
4:00 – 5:00 pm  
D.P. Culp Center, Room 215



Join the Women and Gender Resource Center for a relaxed, casual group conversation on feminist issues that rotate every time the group meets on the 2nd Thursday of every month. Whether you're experienced in feminist discussion, or just curious to learn more, all are welcome in this judgment-free space.

This week's topic is Women's Reproductive Justice and Autonomy.

For more information email [wrcetsu@etsu.edu](mailto:wrcetsu@etsu.edu).

## Access ETSU

# ~~YOU~~ WE ARE HIRING

You have work piling up...  
We have students in need of  
internships & work-based learning...  
**Let's see if we can make a match!**

### **We are in search of the following roles:**

- Appointment Setting
- Copying
- Data Entry
- Filing
- Labeling
- Inventory
- Organizing
- Scanning



ACCESS ETSU

EAST TENNESSEE STATE UNIVERSITY



FOR MORE INFORMATION :  
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Facebook: <https://www.facebook.com/etsuequity/>

Instagram and Twitter - [etsu\\_equity](#)

**We would like to  
hear from you.**

If you have an announcement, event, accomplishment, etc. you would like to have published in the newsletter send them to Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).

To add a name to our mailing list, please email Kim Maturo at [maturo@etsu.edu](mailto:maturo@etsu.edu).