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### Office of Equity and Inclusion Newsletter - December 2022

Office of Equity and Inclusion, East Tennessee State University

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# Office of Equity and Inclusion Newsletter

December 1, 2022



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

**“ Please remember those we lost this December ”**

Dear Friends,

December is a month highlighted by many religious high holidays when one may begin reflecting back, hopefully on a year of prosperity, good fortune and the importance of family. Unfortunately, in recent months and weeks, the senseless increase in mass shootings has over shadowed the joyful spirit of the season.

Since there is no consensus on a definition of a mass shooting, it becomes very complicated

to document the scope of the problem. However, this year is on track to becoming the second highest year of mass murder on record in the United States. Last year at this same time, on November 22, there were 607 mass shootings; eventually topping 690 mass shootings by year end. As of November 22, of this year, there were another 607 mass shootings.

And on September 7, 2022 the city of Memphis, Tennessee shut down for hours

~ continued on page 2 ~



*"We are way more powerful when we turn to each other and not on each other, when we celebrate our diversity... and together tear down the mighty walls of injustice."*

Cynthia McKinney,  
American politician and activist

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## Continued ~ Message from Dr. Keith Johnson

during a manhunt for a gunman who killed four people and streamed some of the violence live on Facebook. On October 13, a white male juvenile shot and killed at least five people, including an off-duty police officer, near a popular bike trail in Raleigh, North Carolina.

And on November 13 in Charlottesville, Virginia three University of Virginia student athletes were killed and two were wounded by a former student athlete. On November 20, at least five people were killed and 18 injured in a shooting at an LGBTQ+ nightclub in Colorado. And just last week on November 22, six people were fatally shot in a Walmart store in Chesapeake, Virginia.

And earlier this year, on May 24, the deadliest mass shooting in the country occurred in Uvalde, Texas, where 19 elementary school children and two teachers were killed. And the mass murders in Uvalde occurred only 10 days after 10 people were shot and killed in a supermarket in Buffalo, New York.

So far in November, there have been at least 32 mass shootings across the nation resulting in more than 177 people shot and 43 dead.

The list of deaths due to mass violence is becoming very difficult to keep up with, due to the repeated occurrences. However, with the number of increased mass shootings, there will be more survivors left to process their grief and cope with the aftermath.

It appears that many of the mass shootings were directly related to hate crimes. If you are part of a minority community, LGBTQ+ community, Jewish community or the like,

please know that you are supported and valued at ETSU.

This university values ALL faculty, staff and students. And we believe people are resilient and can heal as a community after such difficult experiences with appropriate support. But these shootings have roughly interrupted our sense of safety and order.

If you believe you need some additional support, please do not hesitate to contact:

- [ETSU Counseling Center](#)
- [Dr. Patricia Robertson Pride Center](#)
- [Mary V. Jordan Multicultural Center](#)

And please remember that, as always, ETSU continues to embrace our core 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.
- COMMITMENT to intellectual achievement is embraced.

Sincerely,  
Dr. Keith Johnson

## Diversity Scholars Banquet



On November 9, 2022 the [Fall 2022 Diversity Scholars Banquet](#) was held to recognize students who come from across the country and globe with diverse identities, unique experiences and transformative challenges. Their diverse backgrounds, points of views, and humanness embody ETSU's mission and values and enhance its endeavor to develop a student-centered learning environment where students exceed their potential.



## Upcoming Events

### December 2022

Monday	Dec. 5th	"Heart" Art with Pam Murray	11:30am-1:00pm	Culp Center, Room 217
Monday	Dec. 5th	Moon Shot for Equity Campus Listening Session	2:00-3:00pm	<a href="#">Via Zoom</a>
Tuesday	Dec. 6th	Multicultural Graduation Ceremony	7:00-10:00pm	Culp Center Auditorium
Thursday	Dec. 8th	Moon Shot for Equity Campus Listening Session	1:00-2:00pm	<a href="#">Via Zoom</a>
Thursday	Dec. 8th	Lavender Graduation	6:00pm	East Tennessee Room
Saturday	Dec. 10th	ETSU Commencement	10am & 2pm	Mini-Dome

### January 2023

Monday	Jan. 16th	Martin Luther King Jr. Day		
Tuesday	Jan. 31st	Lunch and Learn <b>Actions at the Nexus of Environmental Justice and Diversity, Equity, and Inclusion</b> Discussion Leads: Dr. Meredith Powers, Assoc. Prof. Dept. of Social Work at UNC Greensboro and Ms. Alicia "LeeCee" Jones, IDEAL League	12:00-1:00pm	<a href="#">Via Zoom</a>

### February 2023

Tuesday	Feb. 7th	Lunch and Learn <b>Learning to Communicate Across Cultures</b> Discussion Lead: Chasity Drew, M.A., PDSO/RO, International Student and Scholarship Services	12:00-1:00pm	<a href="#">Via Zoom</a>
Tuesday	Feb. 14th	Lunch and Learn <b>DEI &amp; Well-Being</b> Discussion Lead: Dr. Kevin Brooks, Director Multicultural Center/Student Access and Success	12:00-1:00pm	<a href="#">Via Zoom</a>
Tuesday	Feb. 28th	Lunch and Learn <b>The Syllabus, an Impact or Barrier to Student Success</b> Discussion Lead: Brelinda Johnson, Ed.D. Vice President, Student Success, Motlow State Community College	12:00-1:00pm	<a href="#">Via Zoom</a>

### March/April 2023

Tuesday	Mar. 28	Lunch and Learn <b>Divisive Concepts</b> Discussion Lead: Brian A. Lapps, Gen. Counsel, TBR	12:00-1:00pm	<a href="#">Via Zoom</a>
Tuesday	April 4	Lunch and Learn <b>Universal Design for Learning in Higher Education</b> Melody Blevins, Ed.D., Project Mgr, Access ETSU	12:00-1:00pm	<a href="#">Via Zoom</a>

### Upcoming Events 2023

- Mini-Conference to Mark Women's History Month/Sexual Assault Awareness Month
- LGBTQIA+++ Awareness/ Sensitivity Voluntary Training
- Washington County Health Department: Resource Roundup
- Don't Break My Heart: Women's Heart Health with Dr. Cerrone Foster
- WGRC Library Book Drive

YOU ARE CORDIALLY  
INVITED TO

*Lavender  
Graduation*

**December 8, 2022**

East Tennessee Room

Event begins at 6:00PM

*Light Refreshments Provided*

*RSVP*

(not required but appreciated)

PrideCenter@ETSU.edu



EAST TENNESSEE STATE  
UNIVERSITY

Dr. Patricia Robertson  
Pride Center

## Moon Shot for Equity Information/Q&A Sessions

The Office of Equity and Inclusion invites all faculty, staff, students, and community members to attend an informational and Q&A session regarding the ETSU Moon Shot For Equity initiative led by Dr. Keith Johnson, Vice President for Equity and Inclusion and an EAB Moon Shot team member, via Zoom on:

December 5th, 2:00-3:00pm - [Join Zoom Meeting](#)

December 8th, 1:00-2:00pm - [Join Zoom Meeting](#)



THE MARY V. JORDAN MULTICULTURAL CENTER

**GRADUATION CELEBRATION**

DEC 6

CULP AUDITORIUM

7 PM

For More Information: Email: [etsumc@etsu.edu](mailto:etsumc@etsu.edu) / Call: (423) 439-4844

The image is a promotional graphic for a graduation celebration. It features four graduates in blue caps and gowns with yellow and red stoles. One graduate is wearing a blue face mask with 'ETSU STRONG' written on it. The background is a collage of graduates. The text 'GRADUATION CELEBRATION' is prominently displayed in the center. Below the main title, there are three icons: a calendar icon for 'DEC 6', a location pin icon for 'CULP AUDITORIUM', and a clock icon for '7 PM'. At the bottom, there is a dark blue banner with contact information: 'For More Information: Email: etsumc@etsu.edu / Call: (423) 439-4844'. The overall design uses a blue and yellow color scheme.

## Office of Equity and Inclusion Community Voices Magazine

[Click here](#) to read issue three of the ETSU Office of Equity and Inclusion's quarterly magazine.



### COMMUNITY VOICES

Helping People Hear Each Other...  
One Story at a Time

## Meet Jonathan Wilson, Diversity Champion

Jonathan Wilson is the Outreach & Distance Library Services Coordinator/Assistant Professor at the Charles C. Sherrod Library.

*The purpose of the Office of Equity and Inclusion is to maintain a close relationship with the faculty and staff to guarantee that our institutional culture, practices, and processes ensure a mode of interaction that will counteract, neutralize, and progressively overcome regressive and resistant patterns of discrimination that still persist in the higher education workplace and our region.*

*The role of the Equity and Inclusion Advisory Council is to provide a safe place for people to voice their opinions or concerns, as well as to collaborate and share experiences and ideas. This atmosphere will help build a better and stronger alliance and will help foster a culture of inclusion. The Advisory Council should visit uncomfortable issues that happen in our surrounding communities and on our campus. We must all work together and strive for equality, especially in rural areas such as the one in which we live. We are on the right path but have many more challenges to face. I believe that this Advisory Council has made an enormous positive change over the past few years and only see it getting better. We will succeed if we can do it together.*

*Diversity means that we are all unique and different in numerous ways and that uniqueness is perfectly fine. We all need to understand that it is ok to be different because if we were all the same it would be boring. To me, diversity means accepting and understanding that each of us is different in terms of gender, religion, social standing, politics, or sexual orientation. We must all agree that it is ok to be who you are and recognize, accept, and respect those differences. We need to celebrate who we are as human beings and be happy with ourselves.*

*At the Sherrod Library, we employ around 100 student workers from APS to FWS to Graduate Assistants. We employ student workers from all over the world with various backgrounds and diverse populations. This*

*allows us to learn about different cultures and to learn to be accepting. Our goal is to lead by example and these students are vital for daily operations at Sherrod Library.*

*I contribute a great deal to help enhance diversity, equity, and inclusion at ETSU. It is about educating and helping the ETSU community on how to be accepting of others and to look at all of the unique qualities that we each have. Gaining more awareness of DEI topics is an important step.*

*The Sherrod Library has implemented the Diverse Characters Book Club, where students receive a free copy of the book. We meet twice in the semester to discuss it. We usually like to choose books that have diverse backgrounds and talk about different unique cultures. We recently launched an LGBTQIA+ lib guide (<https://libraries.etsu.edu/lgbtqia>) with a variety of resources from print, government information, and other resources. We have a DEI committee with the ETSU Libraries and Archives of Appalachia, where we focus on things like making our collections more diverse and offering activities that promote DEI in the library. As ETSU faculty, I feel that we are moving in the right direction now more than ever. If we continue putting in the effort to make the campus and community inviting and inclusive to diverse populations, it will continue to become a better place for everyone.*

*~ Jonathan Wilson*



**Office of Equity and Inclusion**  
 109 Burgin E. Dossett Hall  
 P.O. Box 70705  
 Johnson City, TN 37614  
 P 423-439-4445  
 F 423-439-4543

**Webpage:** <https://www.etsu.edu/equity/>  
**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).