



Equity and Inclusion

CONFERENCE

By All, For All: Remapping
Our Communities, Economies, and
Lives Through Equity and Inclusion

September 22-23, 2020



EAST TENNESSEE STATE
UNIVERSITY

Good morning, and thank you for being part of our annual Equity and Inclusion Conference. I understand that we have more than 300 students, faculty, staff, business leaders and community members who are joining us today virtually.

To begin, I want to thank Dr. Keith Johnson and his staff in the Office of Equity and Inclusion for all they do every day on this campus to promote what I call “one ETSU” – one campus, one community where inclusivity and diversity are embraced and modeled by everyone.

Bringing this event together was a considerable task, especially considering that most of the planning and coordination had to be done remotely, and I want to extend my deepest appreciation to Dr. Jean Swindle from the Clemmer College for her leadership in chairing this conference. I also want to thank all members of the planning committee who have spent months organizing what promises to be a dynamic and robust series of conversations over the next two days.

Before we start, I would like to take a brief moment to provide an update on some of the work our institution has done during the past year as well as share what you can expect to see during the upcoming year.

Last fall, I appointed Dr. Keith Johnson as the university’s first Vice President for Equity and Inclusion. Dr. Johnson assumed this role with tremendous passion and has spent the past year engaging with our students, faculty, staff and community members and also developing our new Office of Equity and Inclusion. Historically, our equity office was also tasked with handling complaints and compliance issues on campus. We have shifted those responsibilities to another area, allowing Dr. Johnson and his staff to center all of their efforts on education, programming, and guiding our strategic efforts related to equity and inclusion. Dr. Johnson is also working with leaders on campus to create additional scholarship opportunities for minority and underrepresented students.

During the past year, our D.P. Culp Student Center reopened and we named two facilities in the building in honor of individuals, both retired, who were true champions for diversity and inclusion: the Mary V. Jordan Multicultural Center, and the Patricia Robertson PRIDE Center. I hope you will have the opportunity to visit both of these facilities, especially later in the year when hopefully we can offer extended programming. Earlier this spring, we also started our first Faculty and Staff LGBTQ+ Association which has over 50 members and will hold its third meeting of the year in just a few weeks.



A highlight of the upcoming year will be the launch of our new Equity and Inclusion strategic plan that Dr. Johnson and his team have developed. It is a plan that touches every aspect of our institutional mission, and it is a plan whose goals many individuals in the ETSU community will play a role in helping to achieve.

Again, thank you for being part of this conversation; thank you for your vision for a community and a nation that is “one community” and “one nation”; and thank you for all you do for ETSU. Enjoy the conference and godspeed!

Sincerely,

BRIAN NOLAND
President



Welcome to the 2nd Annual Equity & Inclusion Conference at East Tennessee State University. Though this year the conference is virtual due to the ongoing COVID 19 pandemic, it is no less important than if we were meeting face to face. ETSU’s story began in 1911 on land once owned by railroad magnate George L. Carter. Our institutional foundation was as a normal school. More than a hundred years ago ETSU and the State of Tennessee sought to uplift the region through education. This goal helped to improve the life prospects of countless citizens in our region and beyond. Many of our citizens, however, African Americans in particular, were left behind as de jure segregation prevented African Americans from enrolling into ETSU. Only court orders, especially *Brown v. Board of Education*, finally opened the door to integration. African American faculty did not exist prior to the mid-to-late 1970s. And the institution struggled to hire and retain faculty into the 1990s. ETSU, by the end of the 20th century, increasingly reflected a world that was rapidly changing. Those advancements began with racial diversity but increasingly included gender diversity, sexual diversity, differing abilities, religious diversity, and ethnic diversity. ETSU is more diverse today than at any other time in its history.

This conference is a celebration of our central institutional mission: to educate people without regard to race, gender, sexual orientation, or place of origin. Various sessions have been built to discuss practical ways all faculty, staff, and administrators can improve and promote the ETSU’s goal of being welcoming and accepting of everyone. Further, this conference focuses on the basic humanity of every person and reasonable expectation that every person deserves respect. We have keynote speakers, panels and a host of presentations. Given the nature of the conference, we will use Zoom as a delivery tool and will do our best to make your experience a very rewarding and interactive one.

On behalf of President Brian Noland, the Board of Trustees, and East Tennessee State University, I welcome you to this important conference.

Sincerely,

KEITH V. JOHNSON, PH.D.
Vice President, Equity & Inclusion
Chair, Engineering, Engineering Technology, and Surveying
Professor of Engineering



Conference Overview

September 22, 2020

10:00-11:30 a.m.-Opening Session

12:00-1:30 p.m.-Concurrent Lunch Sessions

- ◆ **Session 1A : COVID-19: Realities Our Region Needs to Understand**
- ◆ **Session 1B: The Professor-Student Toolkit to Courageous Conversations about Race, Class, Heteronormativity, Ableism, and Genders**

3:00-4:30 p.m.-Afternoon Session

- ◆ **Equity, Inclusion, and the Economic Sustainability of East Tennessee**

September 23, 2020

10:00-11:30 a.m.-Concurrent Morning Sessions

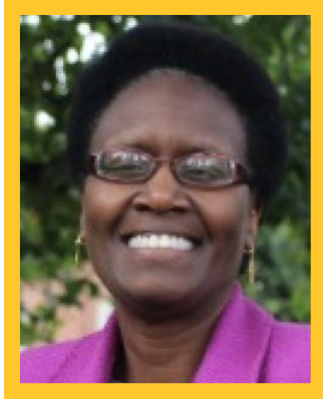
- ◆ **Session 2A: What Privilege? Identity, Intersections, and Using Our Power for All**
- ◆ **Session 2B: Social Justice Health Care for Minoritized Populations**

12:00-1:30 p.m.-Concurrent Lunch Sessions

- ◆ **Session 3A: Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Students)**
- ◆ **Session 3B: Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Faculty, Staff, Community)**

3:00-4:30 p.m. Closing Session





**Opening Plenary Session
September 22, 2020, 10:00-11:30 AM**

**DR. YVETTE M. ALEX-ASSENSOH
Vice President Equity and Inclusion
University of Oregon**

In August of 2012, Dr. Yvette M. Alex-Assensoh joined the University of Oregon as Vice President for Equity and Inclusion, with the responsibility for collaboratively leading the University of Oregon's efforts to embed inclusion, equity and diversity in its institutional practices, policies, and norms.

The Vice President's portfolio reaches broadly across many aspects of campus life, supporting the academic mission of the institution to ensure students, faculty and staff from all backgrounds have equal opportunity and access, as well as support to thrive and, ultimately, to succeed at the university. Her responsibility also includes engaging with and facilitating partnerships with a wide variety of communities external to the university.

Dr. Alex-Assensoh leads the university's strategic diversity planning efforts, development of institutional policies, coordination of research and evaluation infrastructure for diversity work, coordination of pipeline programs and provides organizational leadership to units within the Division of Equity and Inclusion.

Prior to joining the University of Oregon, she served as a tenured Professor of Political Science and a Dean at Indiana University in Bloomington. While there, she won outstanding research awards, secured national funding for her research projects, served as a Fulbright Scholar at University of Zagreb in Croatia and also led national committees focusing on issues of equity, diversity, teaching excellence and ethics. She is the author/co-author of five books, dozens of scholarly essays and numerous journalistic/trade essays. She is a consultant on diversity/gender issues. She is a trained lawyer, registered mediator, and a member of the Indiana State Bar.

She and her husband (Indiana University History Professor Emeritus A.B. Assensoh) are parents of two sons.



Moderator:
Dr. Keith V. Johnson
ETSU Vice President for
Equity and Inclusion

12:00-1:30 p.m.-Concurrent Lunch Sessions

Session 1A: COVID-19: Realities Our Region Needs to Understand

Panelists:



MR. M. DENIS PETERSON
City Manager
City of Johnson City



MR. CHRIS MCCARTT
City Manager
City of Kingsport



MS. MICHELLE TREECE
Board Member
Johnson City Schools



MR. JIM WELCH
Board Member
Kingsport City Schools

Moderator:

Dr. Lorianne Mitchell
Associate Professor
ETSU Management and Marketing



12:00-1:30 p.m.-Concurrent Lunch Sessions

Session 1B: The Professor-Student Toolkit to Courageous Conversations about Race, Class, Heteronormativity, Ableism, and Genders

Co- Speakers:



DR. BECKI ELKINS
Associate Professor
University of
Wisconsin-La Crosse



DR. JESSI HITCHINS
Founding Director
Gender and Sexuality Resource
Center at the University of
Nebraska at Omaha



DR. BYRON BROOKS
LGBTQ Clinical Health Psychology
Postdoctoral Fellow
Edward J. Hines
VA Medical Center

Moderator:
Dr. Stacey Williams
Professor
ETSU Department of Psychology



3:00-4:30 p.m.-Afternoon Session

Equity, Inclusion, and the Economic Sustainability of East Tennessee

Panelists:



MR. LEONARD SLATER
Operations Improvement
Ballad Health



MR. PERRY STUCKEY
Chief HR Officer
Eastman Chemical
Company



JENNY BROCK
Mayor
Johnson City



KARL TURNER
Police Chief
Johnson City

Moderator:
Dr. Daryl Carter
ETSU Professor Department of History
and Interim Director Africana Studies



September 23, 2020

10:00-11:30 a.m.-Concurrent Morning Sessions

Session 2A: What Privilege? Identity, Intersections, and Using Our Power for All

Co-Speakers:



DR. JESSI HITCHINS
Founding Director
Gender and Sexuality Resource Center at
the University of Nebraska at Omaha



MS. RASHIDA LOVE
PhD Candidate
Colorado State University

Co-Moderators:

Dr. Michelle Hurley
McNair Program
Assistant Director/TRIO
Adjunct Faculty
Counseling
and Human Services



Dr. Brenda White Wright
Motivational Speaker
and Diversity Consultant



10:00-11:30 a.m.-Concurrent Morning Sessions

Session 2B: Social Justice Health Care for Minoritized Populations

Co-Speakers:



DR. ANDREA GARCIA
Physician Specialist
Los Angeles County
Department of Mental Health



DR. MONICA HAHN
Associate Professor
Family Community Medicine
University of California San Francisco

Moderator:
Mr. Steve Ellis
Assistant Dean for Student Affairs
ETSU College of Pharmacy



12:00-1:30 p.m.-Concurrent Lunch Sessions

Session 3A: Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Students)

Speaker:



ASH-LEE WOODARD HENDERSON

Co-Executive Director
Highlander Research
and Education Center

Co-Moderators:

Dr. Chassidy Cooper
Coordinator for Equity
and Inclusion
ETSU Office of Equity
and Inclusion



Mr. Justin Guillory
Graduate Assistant/
Coordinator of Multicultural
Center Access and Success
Programming
ETSU Mary V. Jordan
Multicultural Center



12:00-1:30 p.m.-Concurrent Lunch Sessions

Session 3B: Saying Their Names: Understanding Protests, Power, and Politics during #ICantBreathe (Faculty, Staff, Community)

Co-Speakers:



DR. BRANDON R. DAVIS
Assistant Professor of Law and Society
University of Kansas



DR. LATASHA SMITH-TYUS
Director of Career Services
Wofford College

Moderator:
Dr. Jean Swindle
Assistant Professor
ETSU Clemmer College
Educational Foundations
& Special Education





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**Closing Plenary Session
September 23, 2020, 3:00-4:30 PM**

**DR. SHIRLEY DAVIS
President and CEO
SDS Global Enterprises, Inc.**



Dr. Shirley Davis is an accomplished corporate executive, global workforce management expert, a certified leadership coach, and a master of reinvention. She works with leaders at all levels and has worked in more than 30 countries on 5 continents and delivers more than 80 speeches a year. She brings a high-energy, high-content and high-value message to audiences all around the world. She has over 20 years of business experience in a variety of senior and executive leadership roles with Fortune 100 companies and served as the Vice President of Global Diversity and Inclusion and Workplace Strategies for the world's largest HR membership association, the Society for Human Resource Management. Dr. Davis' expertise lies in providing solutions and strategies for achieving leadership excellence and in building high performing and inclusive workplace cultures where all talent can thrive.

Dr. Davis has also been a featured expert on NBC's The Today Show, the Wall Street Journal, USA Today, CBS News, HR Magazine, Profiles in Diversity Journal, CNN.com, and Inclusion Magazine. She is also a featured author of two popular LinkedIn Learning courses entitled "Leadership Foundations" and "Inclusive Leadership."

She is the author of, *"Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life,"* and *"The Seat: How to Get Invited to the Table When You are Over-Performing and Undervalued."*

Moderator:
Dr. Keith V. Johnson
ETSU Vice President for
Equity and Inclusion



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Conference Planning Committee

- ◆ Dr. Jean Swindle, Chair, Educational Foundations & Special Education
- ◆ Dr. Daryl Carter, Chair Mentor, Department of History
- ◆ Dr. Chassidy Cooper, Office of Equity and Inclusion
- ◆ Mr. Steve Ellis, College of Pharmacy
- ◆ Ms. Adrianna Guram, Housing & Residence Life
- ◆ Dr. Amy Johnson, Center for Teaching Excellence
- ◆ Dr. Keith Johnson, Office of Equity and Inclusion
- ◆ Ms. Mary Jordan, Community Member
- ◆ Ms. Mary Little, Disability Services
- ◆ Ms. Carshonda Martin, Mary V. Jordan Multicultural Center
- ◆ Ms. Kim Maturo, Office of Equity and Inclusion
- ◆ Dr. Lorianne Mitchell, College of Business & Technology
- ◆ Dr. Janna Scarborough, Clemmer College
- ◆ Dr. Phyllis Thompson, Department of Literature and Language



- ◆ Ms. Betsy Cunningham, Office of Professional Development
- ◆ Ms. Lynne Hixson, Multicultural Center
- ◆ Mr. Justin Guillory, Multicultural Center
- ◆ Ms. Chloe Anderson, Multicultural Center
- ◆ Mr. Cameron Knox, Multicultural Center
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- ◆ Ms. Deidra Rogers, Counseling and Human Services
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- ◆ Dr. Bethany Novotny, Counseling and Human Services
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- ◆ Dr. Jerald Mullersman, COM Pathology
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Join us in **2021**
for the
3rd Annual

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