



Equity and Inclusion

CONFERENCE

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



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Office of Equity and Inclusion



Last fall, I had the honor
to appoint Dr. Keith Johnson



DR. KEITH JOHNSON, VICE PRESIDENT OF EQUITY & INCLUSION

(HE, HIM, HIS)



DR. JEAN SWINDLE, CONFERENCE CHAIR

(SHE, HER, HERS)



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The Office of Equity and Inclusion

Mission

The Office of Equity and Inclusion seeks to support and advance the University's vision, mission, and values by providing guidance for the development and implementation of proactive diversity, access, inclusion, research, and retention initiatives. The office serves to promote an environment where people come first, are treated with dignity and respect, and are encouraged and supported to achieve their full potential. The office collaborates with university and community partners to foster inclusive relationships and advocate for equity among underrepresented populations.

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

Facebook: <https://www.facebook.com/etsuequity/>

Instagram and Twitter - @etsu_equity



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Would you like to share your pronouns?

We invite conference participants to temporarily add their pronouns (i.e., she/her, he/him, they/them) to their Zoom display name in the lower left corner of their video box:

If you would like to add your pronouns, here's how:

Right click on "video"

Select "rename"

Add personal pronouns

Click "OK"



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Session Evaluation



Your feedback is an invaluable resource to presenters and conference organizers.

A link to each session's evaluation will be provided on the session page when you enter and exit the presentation.



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Session Speaker



Dr. Yevette M. Alex-Assensoh



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Lacing up for the Revolution

“By All, For All: Remapping our Communities,
Economies and Lives Through Equity and
Inclusion”

Yvette M. Alex-Assensoh

Email: vpinclusion@uoregon.edu

September 22, 2020



E Pluribus Unum – Out of Many One



*Say Why.
(Lay Your
Motive on the
Table)*



Aretha Franklin - Respect



Dr. Martin Luther King's Sleeping Through the Revolution



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America's Ongoing Revolutions:

- Community
- Economy
- Lives



Remapping our Communities







Photo credit: www.irischcentral.com



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Political Machines



Political machines controlled the activities of political parties in the city.

Ward bosses, precinct captains, and the city boss worked to:

- 1) ensure that their candidates were elected;**
- 2) make sure that city government worked to their advantage.**

Image credit: <https://image.slidesharecdn.com/>

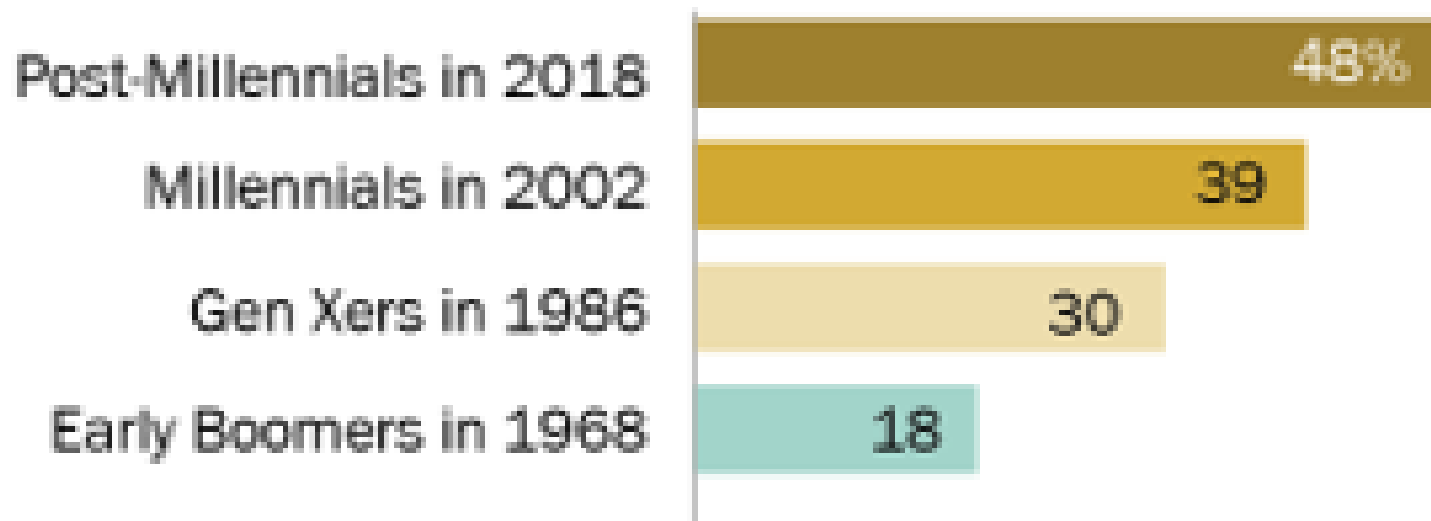


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Nearly Half of Post-Millennials are Racial or Ethnic Minorities

% of 6- to 21-year-olds who are nonwhite



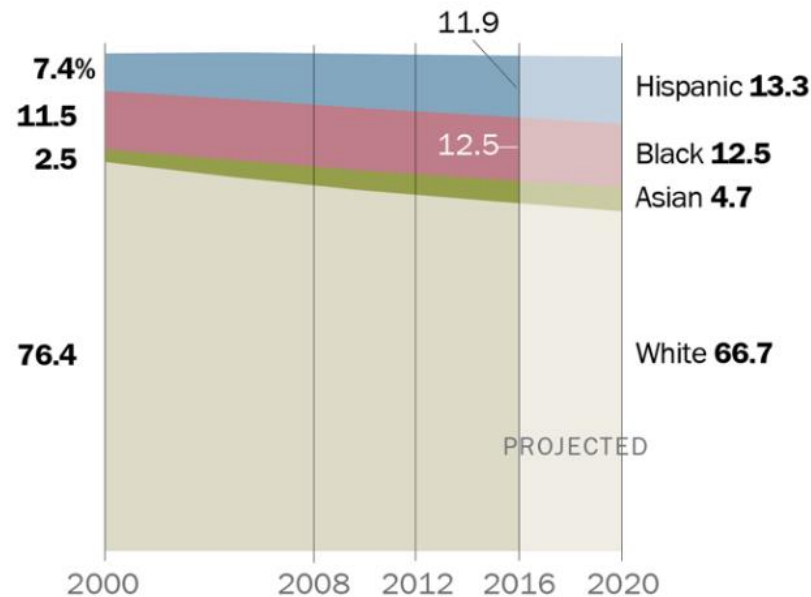
Slowly Changing

“The fear of immigrants of different religious traditions also has a long history in the United States; it fueled nativist political party the Know Nothings of the 1850s and the racist rules of the 1924 Immigration Act, which among its many outrages prevented immigration from Asia and remained in effect until 1965. The renowned U.S. Supreme Court Justice Oliver Wendell Holmes Jr. was one of the most distinguished proponents of eugenics, and the idea that immigrants bring crime and disorder dates back to the anti-Irish panics that occurred throughout the 19th century. Anti-Semitism, meanwhile, had been an ugly feature of American political discourse well before the 1913 lynching of Leo Frank prompted the founding of the Anti-Defamation League.”



Hispanics Predicted to be the Largest Minority Group in 2020 Electorate

% of eligible voters by racial and ethnic group



Note: Figures do not sum to 100% because other single-race categories and multiracial are not shown. Eligible voters are U.S. citizens ages 18 and older. Whites, blacks and Asians are single-race non-Hispanics. Hispanics are of any race. Asians include Pacific Islanders.

Source: Data from 2000 to 2016 from Pew Research Center analysis of 2000 decennial census and 2008, 2012 and 2016 American Community Survey (IPUMS). Data for 2020 from Pew Research Center projections of the electorate based on U.S. Census Bureau 2017 population projections.

Where did the Latinx Immigration Come From?

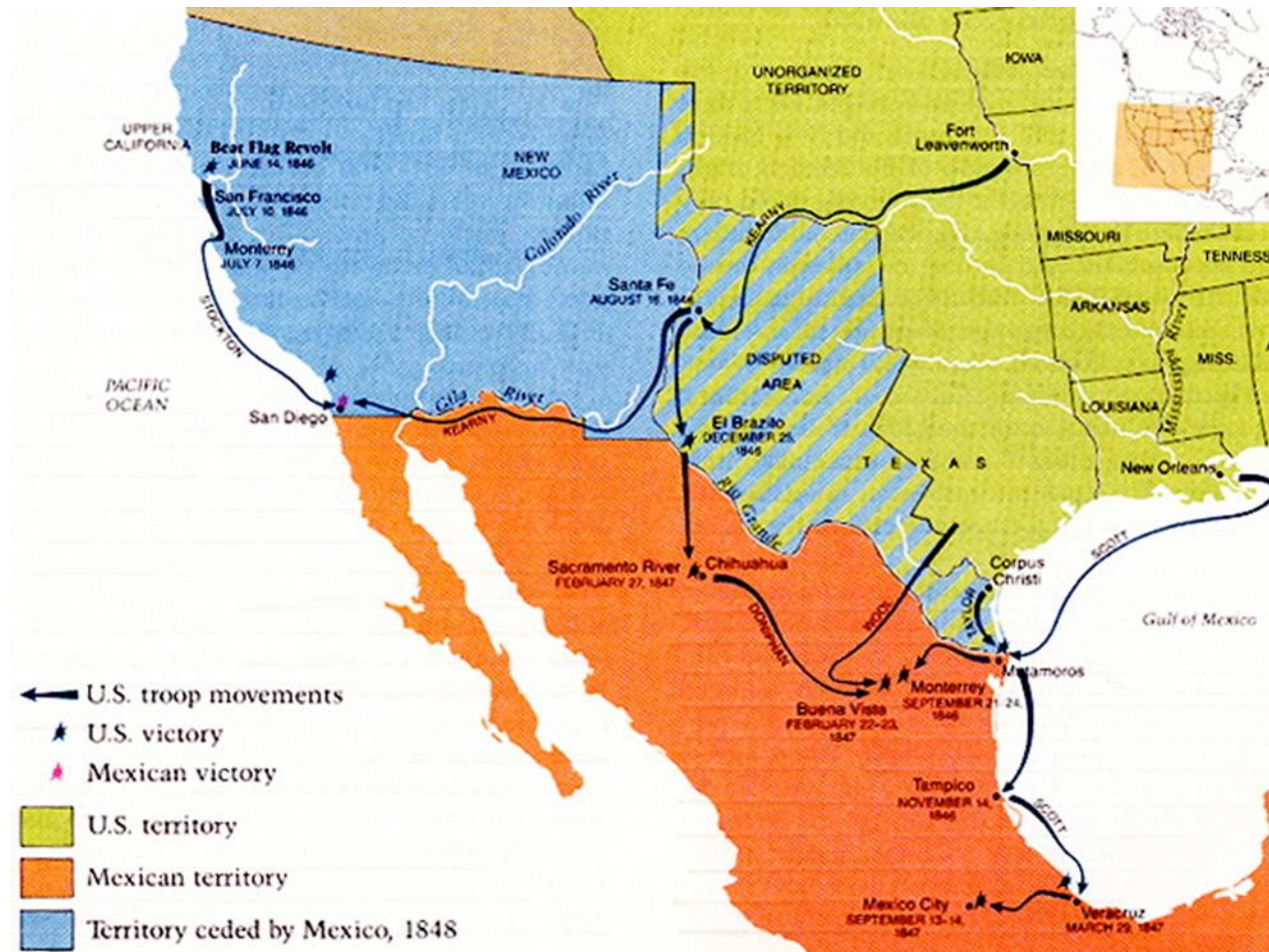


Image credit: <http://www.latinamericanstudies.org/mex-war/mex-war-map.jpg>

Treaty of Guadalupe Hidalgo

By its terms, Mexico ceded 55 percent of its territory, including parts of present-day Arizona, California, New Mexico, Texas, Colorado, Nevada, and Utah to the United States



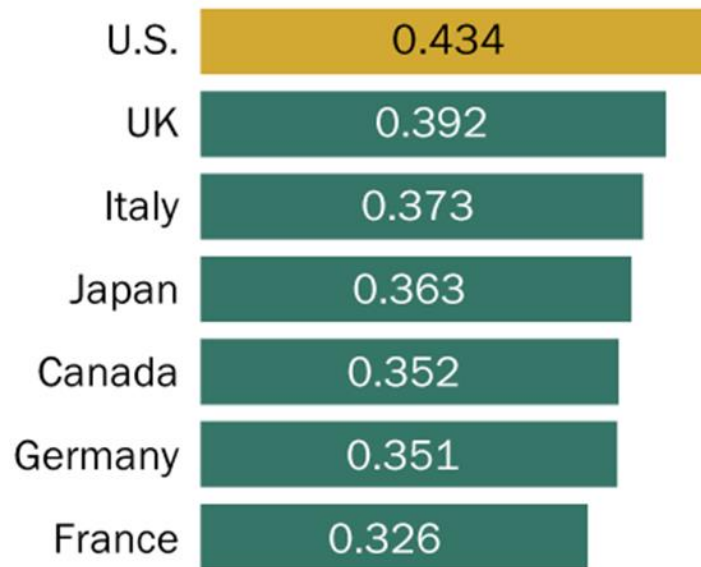
Remapping our Economy



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U.S. Has Highest Level of Income Inequality among G7 Countries

Gini coefficient of gross income inequality, latest year available



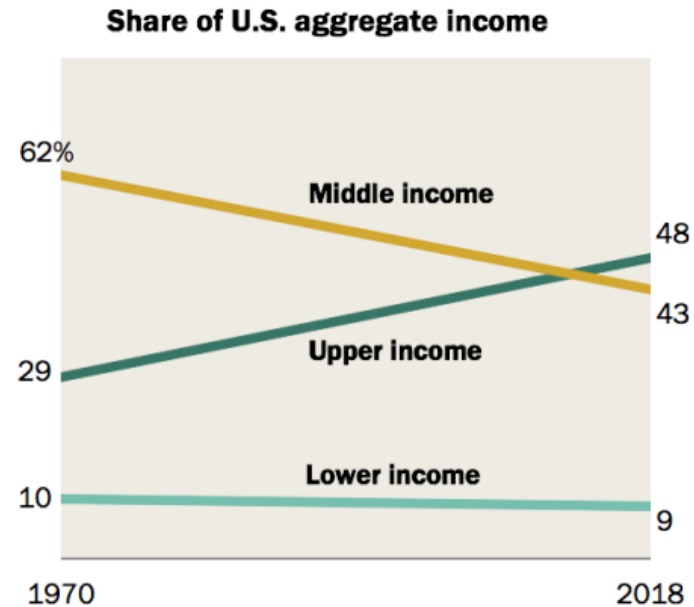
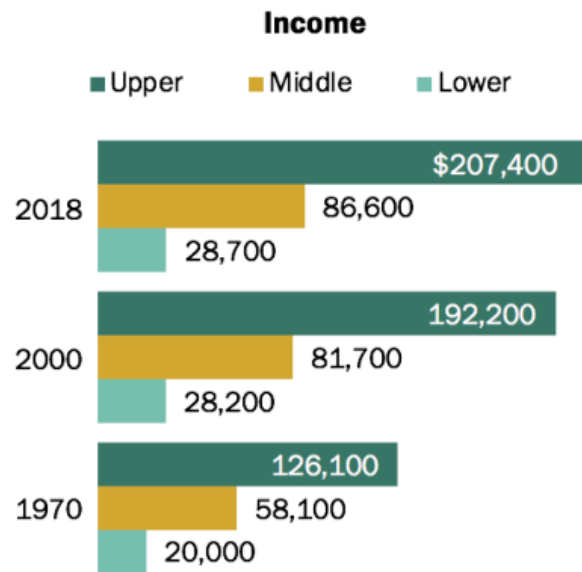
Source: Organization for Economic Cooperation and Development.

PEW RESEARCH CENTER

Income Gaps are Rising

The gaps in income between upper-income and middle- and lower-income households are rising, and the share held by middle-income households is falling

Median household income, in 2018 dollars, and share of U.S. aggregate household income, by income tier



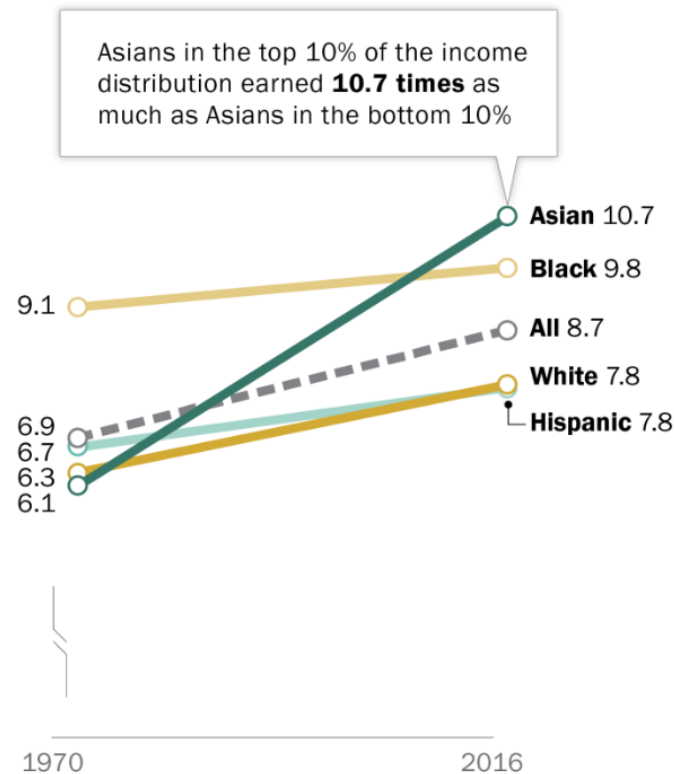
Note: Households are assigned to income tiers based on their size-adjusted income. Incomes are scaled to reflect a three-person household. Revisions to the Current Population Survey affect the comparison of income data from 2014 onwards. See Methodology for details.

Source: Pew Research Center analysis of the Current Population Survey, Annual Social and Economic Supplements (IPUMS).

“Most Americans Say There Is Too Much Economic Inequality in the U.S., but Fewer Than Half Call It a Top Priority”

Incomes are rising in the U.S., but not being felt equally by all Americans

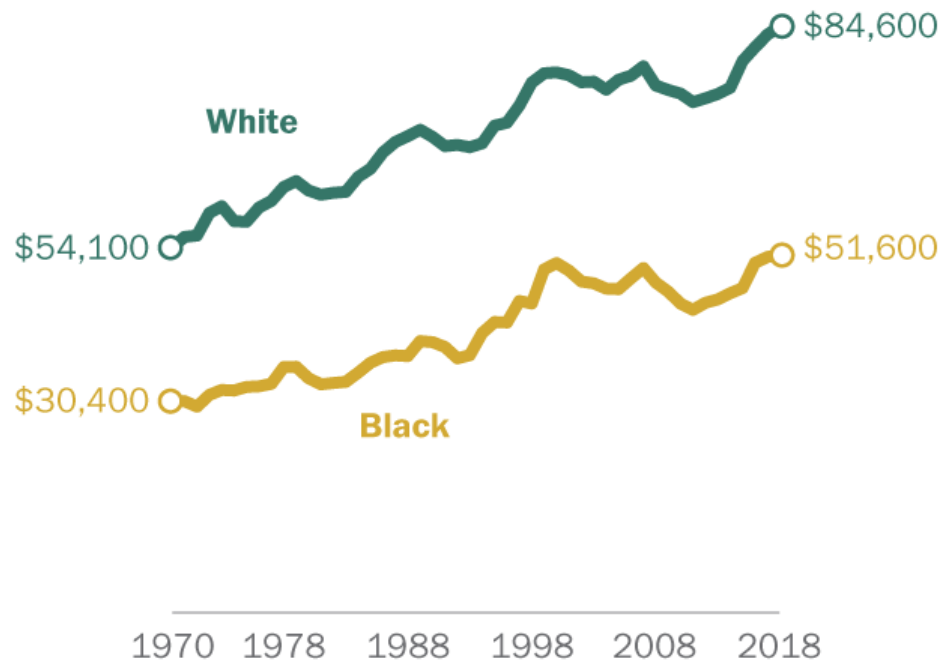
Ratio of income at the 90th percentile to income at the 10th percentile



Note: Whites, blacks and Asians include only non-Hispanics and are single-race only in 2016. Hispanics are of any race. Asians include Pacific Islanders. Income is adjusted for household size. See Methodology for details.

The Persistent Black-White Income Gap

Median U.S. household income, in 2018 dollars



Note: Income is adjusted for household size and scaled to reflect a three-person household. Whites and blacks include those who report being only one race and are non-Hispanic.

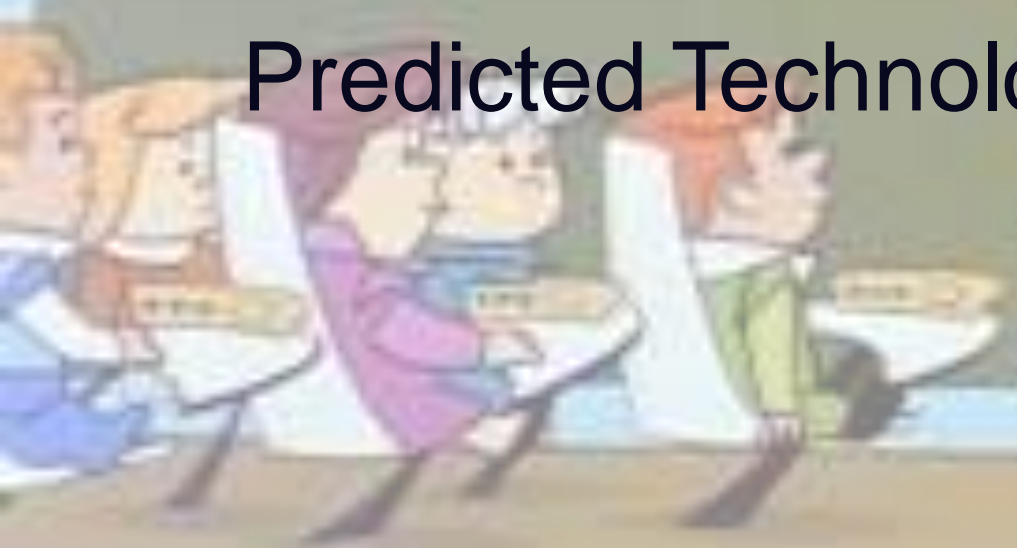
Source: Pew Research Center analysis of 1970 to 2019 Current Population Survey, Annual Social and Economic Supplements.

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$$8^{\frac{3}{2}} (\text{am}) \left[\sum_{i=1}^{N-1} x_i y_i \right] N = \sum_{i=1}^{N-1} F_i = \dots$$



Predicted Technology Remapping



In 2020, we'll see more founders, operators, and venture capital migrating to the habitable climes of smaller cities. Places like Raleigh, NC, home to top universities, will become the destination for companies that want to scale affordably and ride the broader trend of highly marketable professionals trading likely-suspect locales to grow their career in more affordable places.



As a result, we'll start seeing a greater diversity of AI-powered tools. We'll also see AI becoming a component, even if very small, of a wide variety of products – for example, AI improving the image quality of cameras and televisions or helping appliances become more efficient.



5G—the Fifth Generation Network will change everything—“5G enables a new kind of network that is designed to connect virtually everyone and everything together including machines, objects, and devices.”



Robotic Process Automation (RPA) is an application of technology, governed by business logic and structured inputs, aimed at automating business processes. Using RPA tools, a company can configure software, or a “robot,” to capture and interpret applications for processing a transaction, manipulating data, triggering responses and communicating with other digital systems. RPA scenarios range from something as simple as generating an automatic response to an email to deploying thousands of bots, each programmed to automate jobs in an ERP system.



Remapping Our Lives: A look at Johnson City



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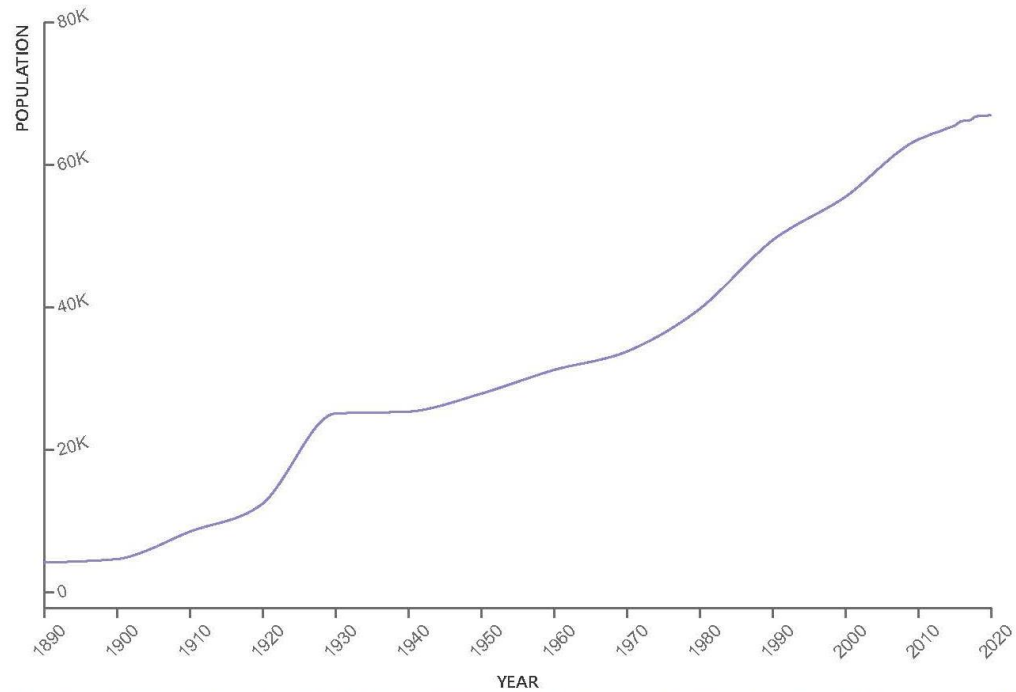
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Population Growth:

Johnson City, Tennessee Population 2020

Johnson City, Tennessee Population 2020

66,936



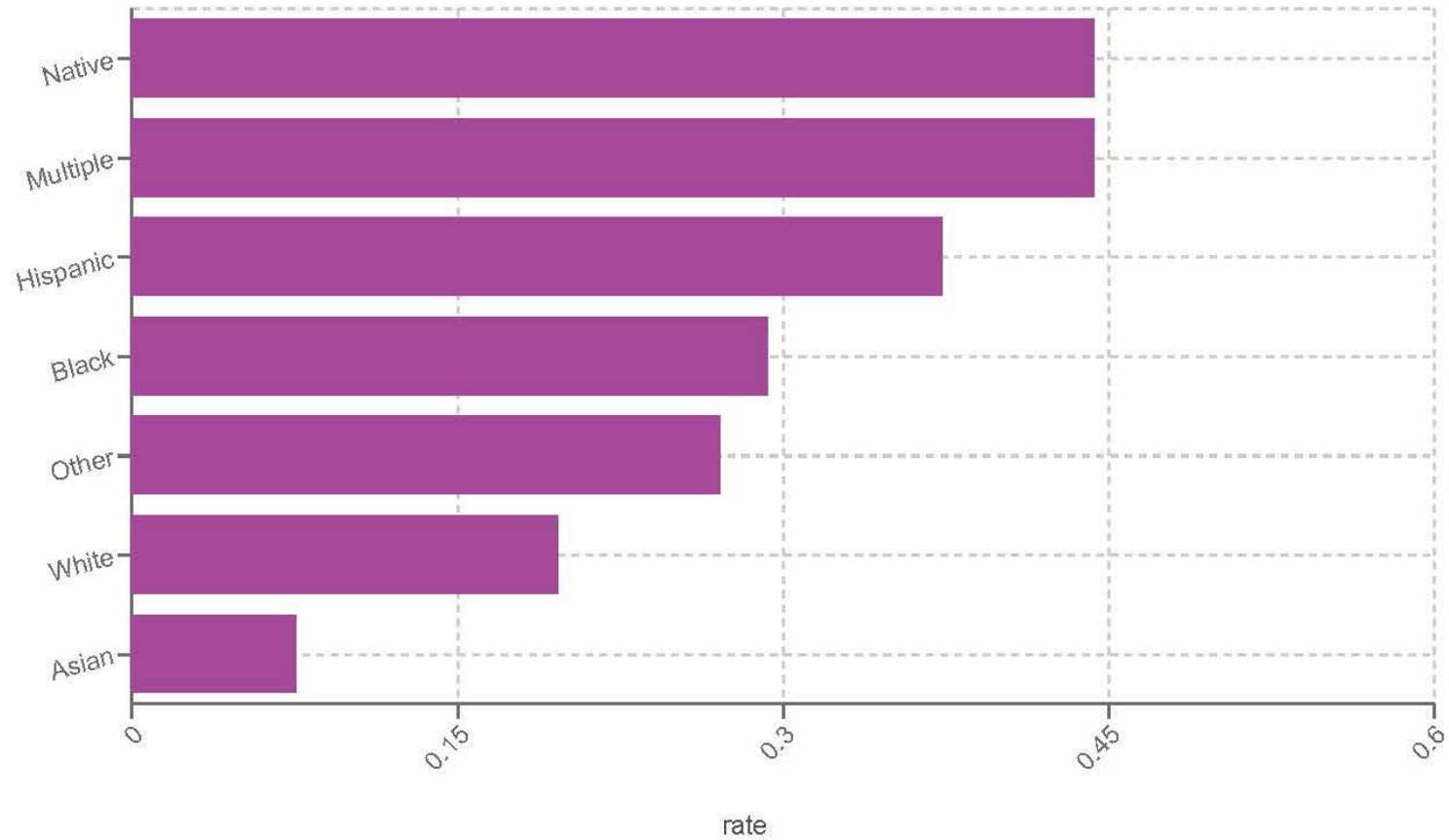
Racial Demographics:

According to the most recent ACS, the racial composition of Johnson City was:

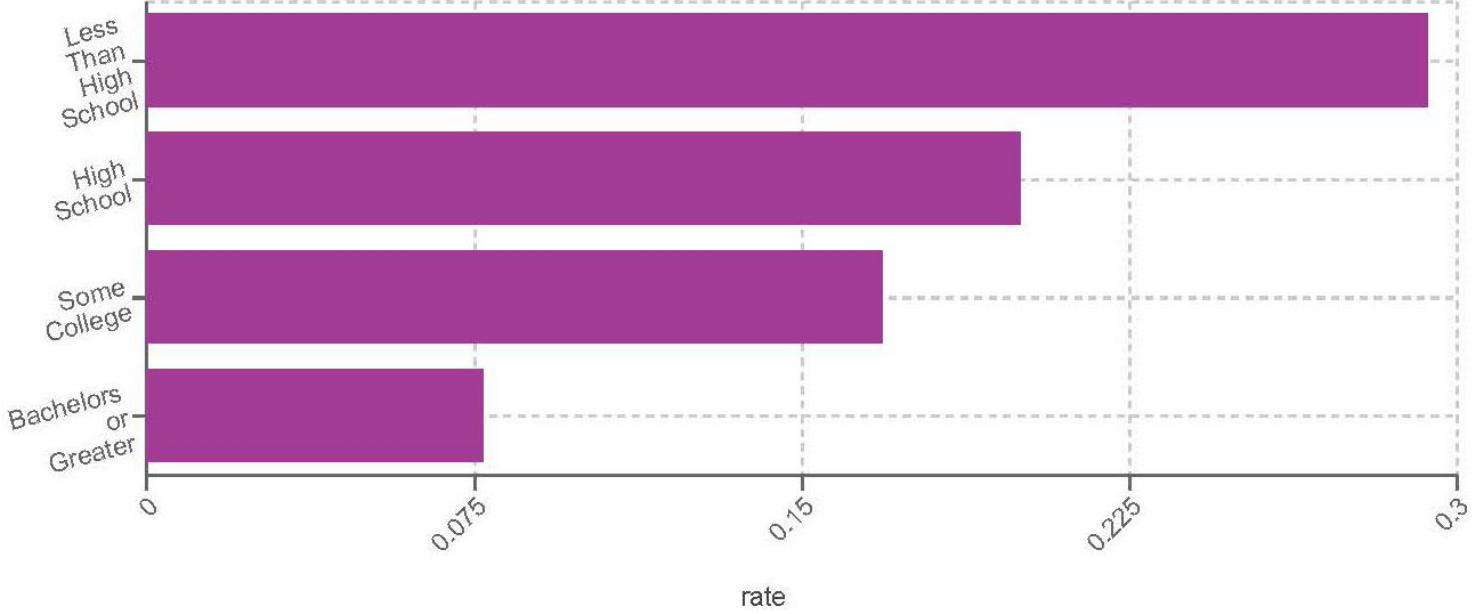
- White: 85.56%
- Black or African American: 7.05%
- Two or more races: 3.05%
- Asian: 2.78%
- Other race: 1.05%
- Native American: 0.50%
- Native Hawaiian or Pacific Islander: 0.01%



Johnson City: Poverty Rate by Race



Johnson City: Poverty Rate by Education



By All for All?: Equity and
Inclusion as the map of
for all, by all



Aretha Franklin - Think



Equity

What does equity look like?

- Outcomes are not predetermined by race, ethnicity, gender, class, disability, language or other demographic characteristics.

How do we embed it?

- Integrate equity-minded practices into existing policies, processes and norms

What is “Equity Mindedness”?

- Being color consciousness—understanding inequities rooted in racial, ethnic and indigenous communities as the foundation upon which to understand other barriers around gender, class, national origin, color, disability, age, LGBTQA or other protected group status.
- Using language that is clear, specific and empowering.
- Analyzing and reporting disaggregated data to understand how challenges and opportunities are organized across specific populations.

What does “Equity Mindedness” Mean?

Think Universal Design...

Universal design is a concept in which products and environments are designed to be **usable by all** people, to the greatest extent possible, without the need for adaptation or specialized design.

Distinguishing Equity from Equality and Diversity: An Example of Equity for Student Success

Equity Lens and Student Success



1. EQUALITY

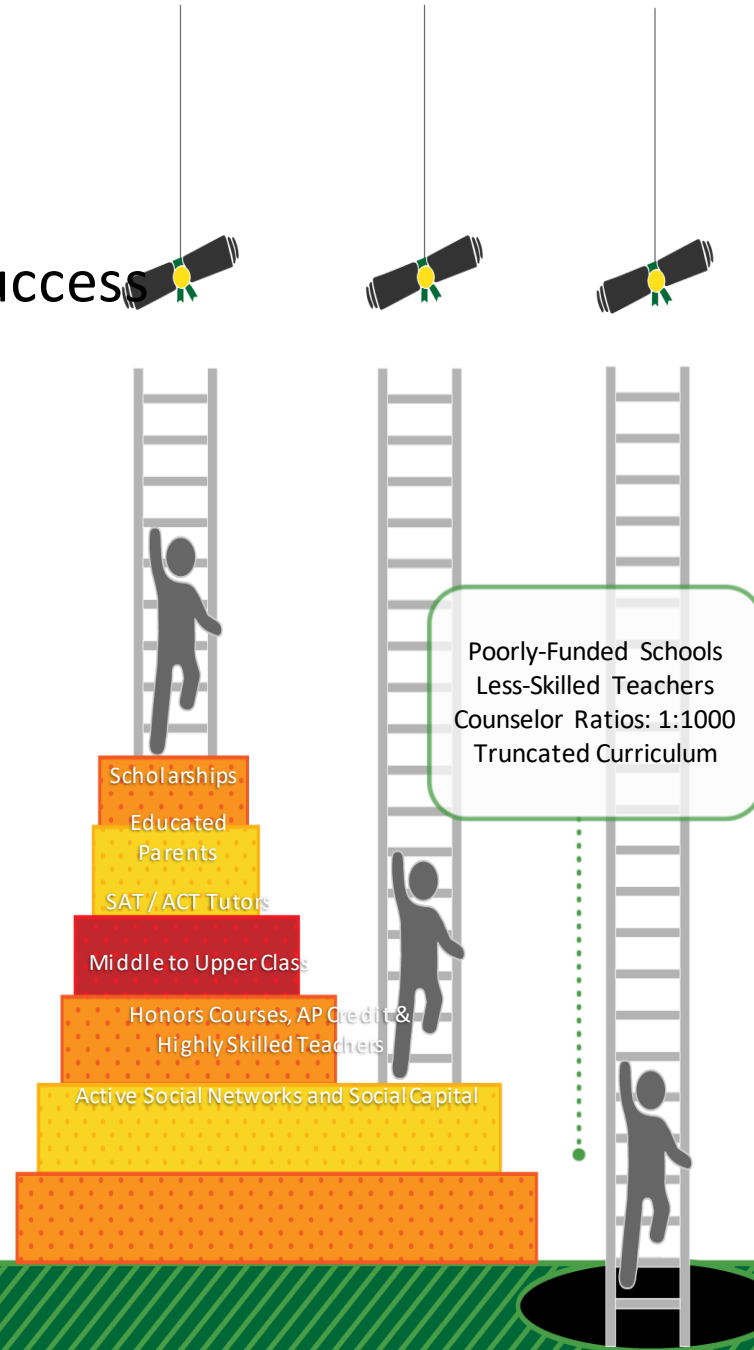
imagines an
equal world

*"I care about all
students equally"*



Equity Lens and Student Success

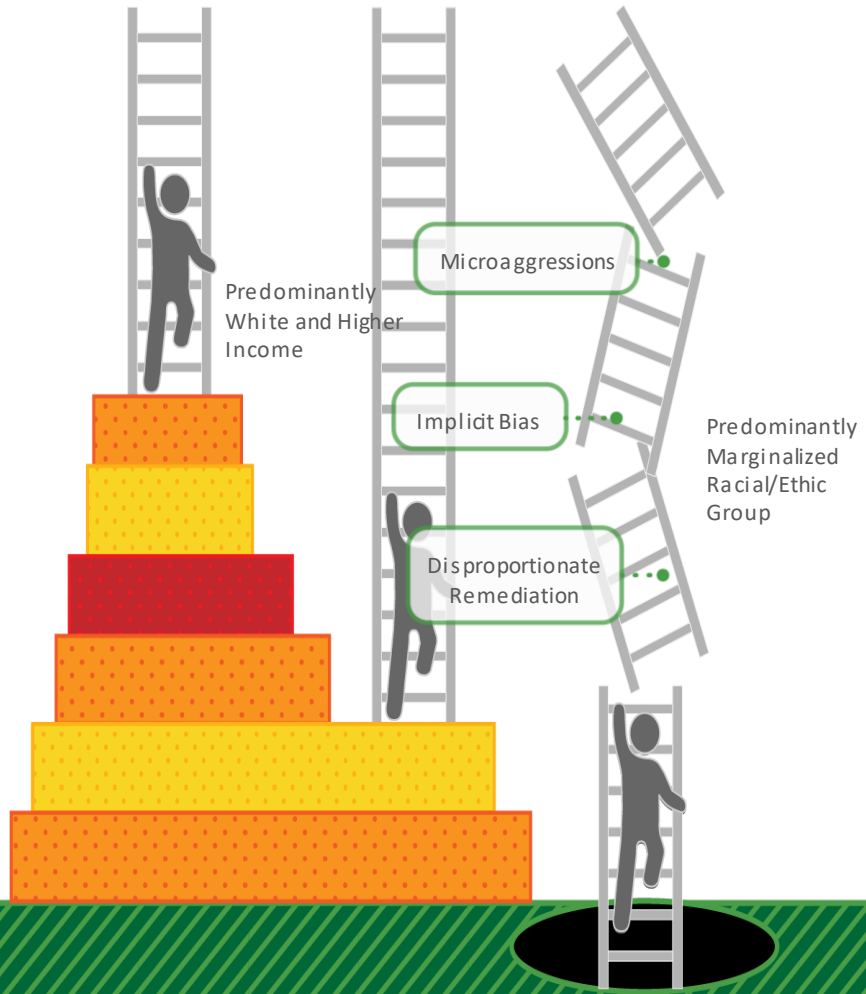
2. But the world ISN'T EQUAL.



Equity Lens and Student Success

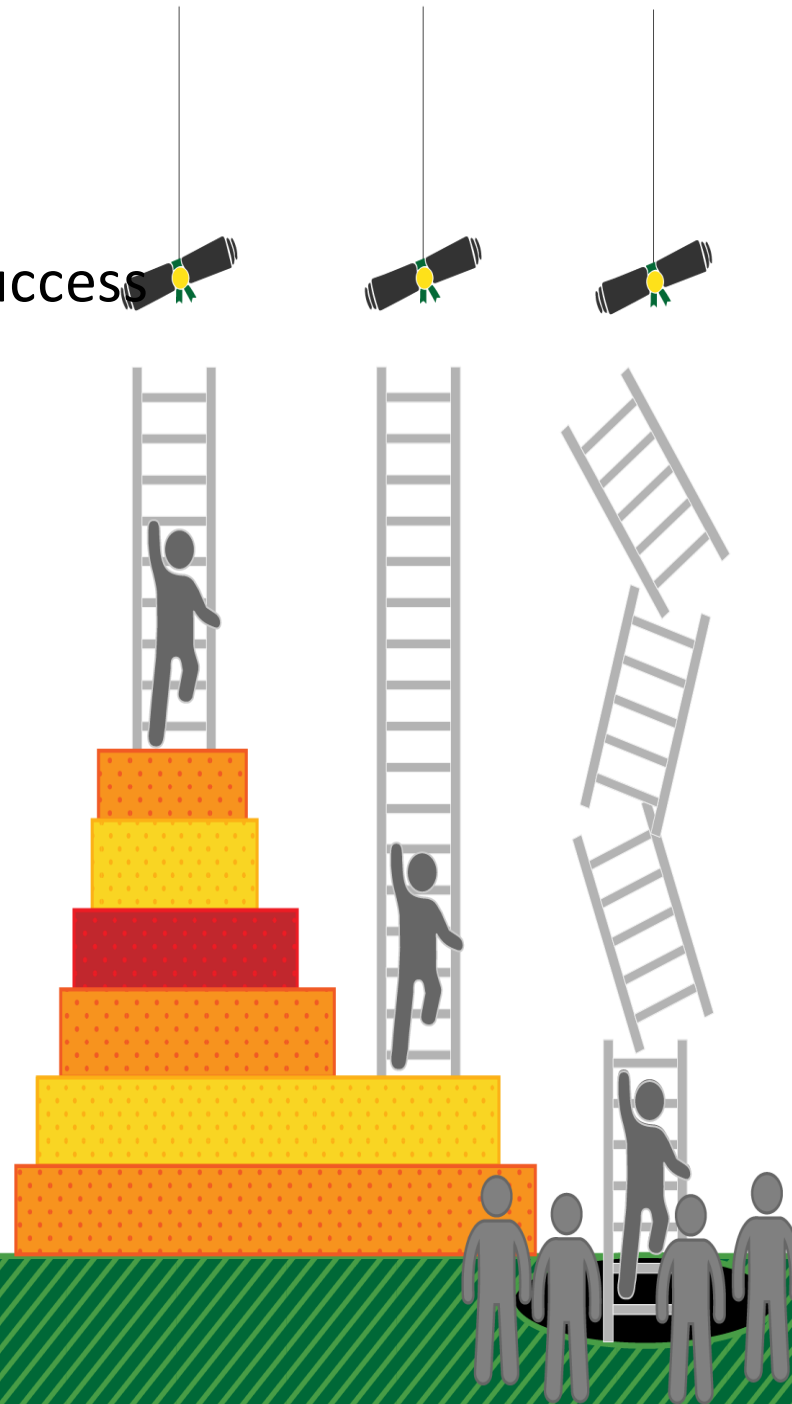


3. And it has **BIAS AND SYSTEMIC RACISM**



Equity Lens and Student Success

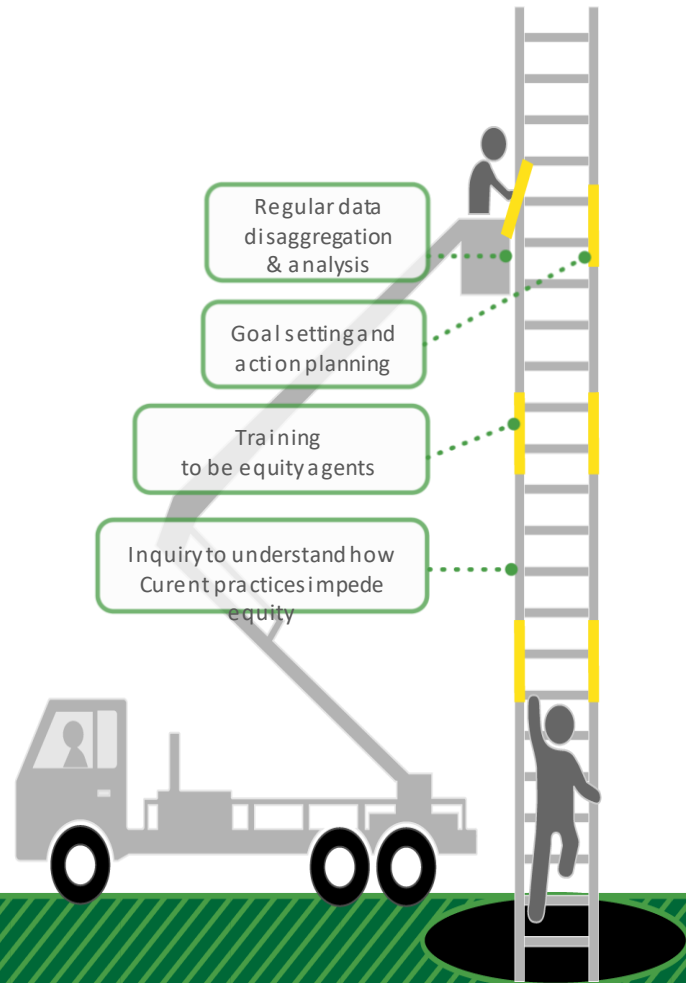
4. Within this same picture, a **DIVERSITY** lens focuses only on bringing more students into an unequal pathway.



Equity Lens and Student Success



5. In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.

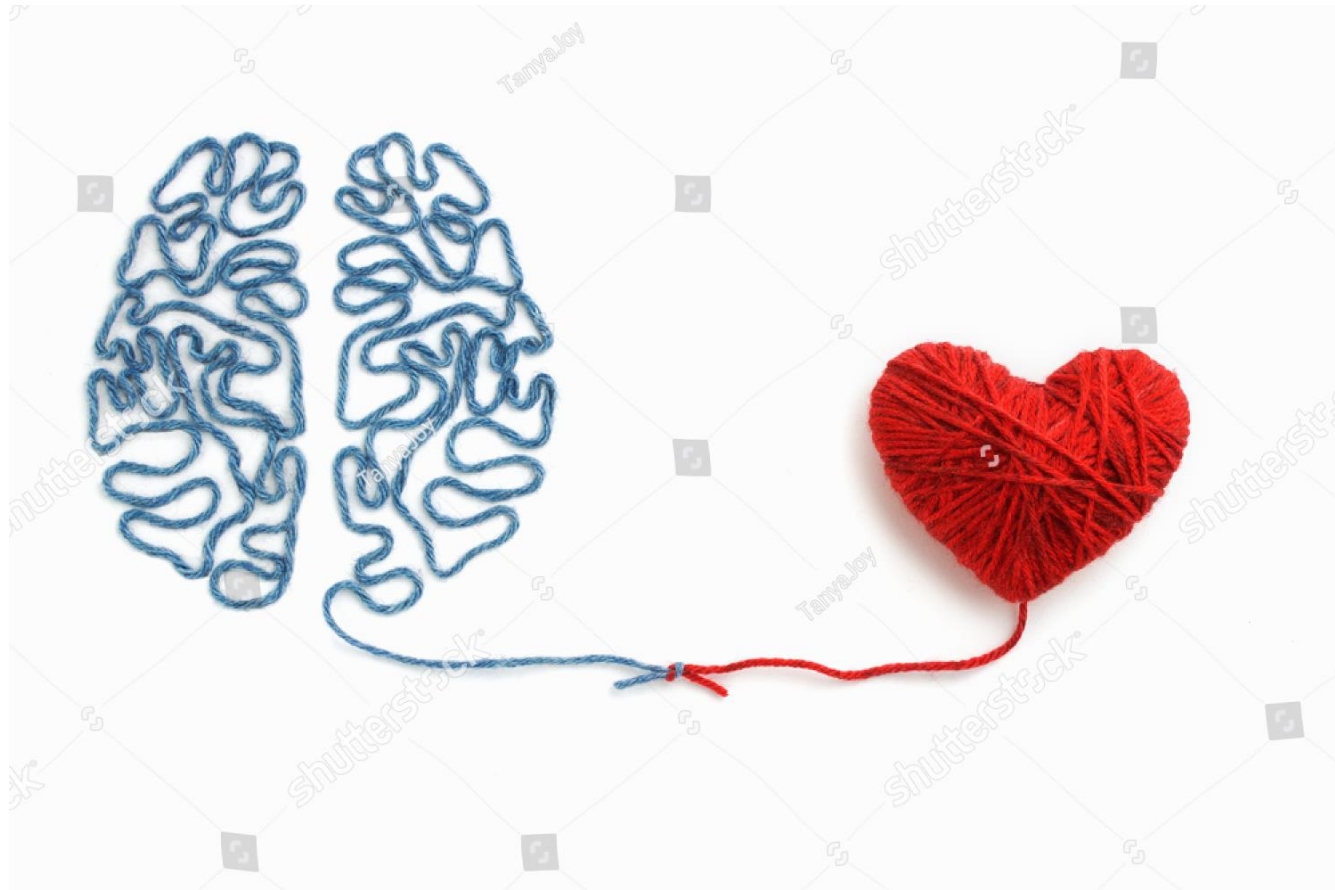


Applying Equity Beyond Students:

Example translates beyond students to include:

- **People**
 - Staff, Faculty, Administrators, Friends of the Johnson City
- **Processes**
 - Hiring, Retention, Budgeting and Resource Allocation; Justice System
- **Outcomes**
 - Wealth, Educational Attainment, Community Wellbeing, Economic Viability, Magnet for businesses

Connecting the Mind with the Heart



Tough Minds and Tender Hearts: Strength to Love



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We need to LACE Up for the Revolution



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Love:

Selfless and wholehearted concern for the welfare of others. Leading with kindness and responding with patience.



Authenticity:

Being aware of self, others and contexts. Allowing our true selves to shine through.



Courage:

Being who we are afraid to be and doing what we are afraid to do.



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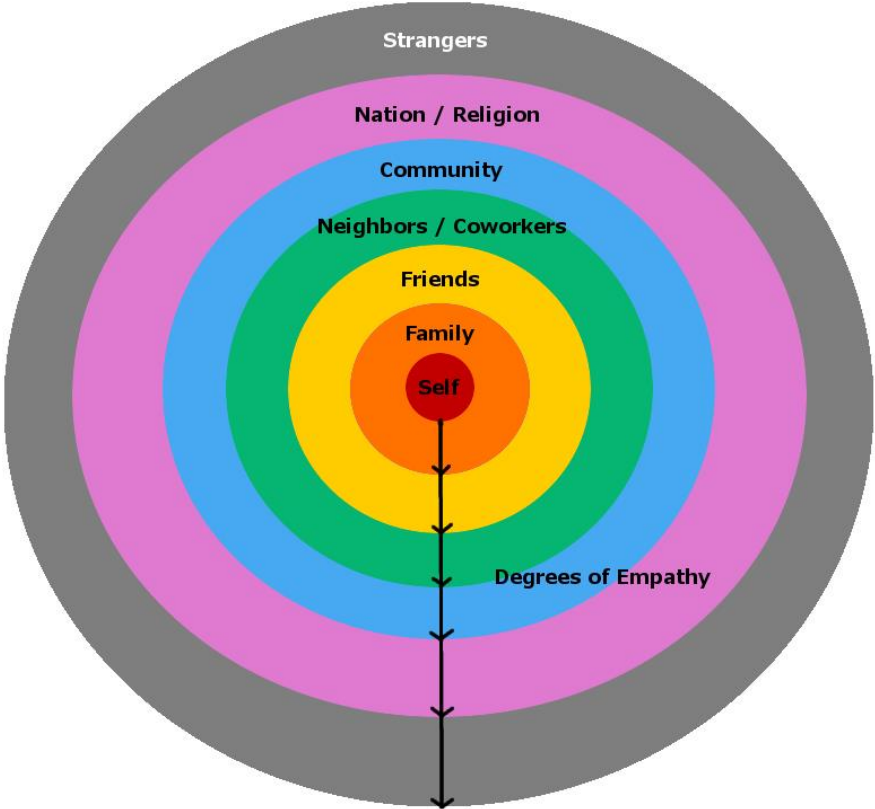
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Empathy:

Holding space for the concerns and experiences of others. Using self empathy to get in touch with and manage our own feelings, emotions and experiences.



Circle of Concern



“A Time to Kill” (1996)



Thank you very much and God bless
you, God bless America and God bless
our world!





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Next Sessions: 12:00-1:30 p.m.

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

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