

***Proposal for a New Embedded Learning  
Outcome Focused on  
Diversity, Equity, and Inclusion***

**January 2023**

**Educational Policy Committee  
University Core Curriculum Committee**

# *Diversity, Equity, and Inclusion (DEI) at Purdue*

## **Long history of social movements on DEI issues at Purdue**

- Demand letters from black students in 1968, 2015, & 2020
- Recent senate resolution on recognizing contributions of black and underrepresented faculty & staff (21-21)

## **Purdue has made significant contributions to DEI issues that focus on student life, recruitment & retention**

- Office of Diversity, Inclusion and Belonging
- Equity Task Force
- Campus Cultural Centers
- Purdue Institute for Racial Equity (PIRE)

## **Need to incorporate DEI into other areas, including campus-wide curriculum**

# *DEI Curriculum at Purdue*

**Of 11 Big Ten institutions with university-wide core curricula, only 3 (including Purdue) lack a requirement narrowly focused on DEI**

- Big Ten institutions with a campus-wide DEI curricular requirement: IU, Iowa, Maryland, Minnesota, Ohio State, Penn State, UIUC, Wisconsin

**Increasing focus on DEI from professional organizations**

- National Association of Colleges and Employers (NACE)
- Many Accreditation Organizations (e.g. Engineering, Education, Veterinary Medicine)

**DEI included in some Purdue Colleges & Programs**

- DEI requirements in 5 colleges, some departments in 4 others
- Lack of consistency among programs and equity among students

# *UCC Project on DEI*

## **Since 2020, the UCC has been exploring options for a campus-wide curricular requirement on DEI**

- Evaluated the approaches of our Big Ten peers
- Engaged many campus groups:
  - Colleges and Programs
  - DEI centers and offices (e.g., ODIB, CILMAR)
  - Instructional development groups (e.g., Innovative Learning)
  - DEI subject-matter experts
  - Purdue Student Government & cultural centers
- University Senate approved Senate Document 21-29 *On the Need for Campus-Wide Curricular Treatment of Diversity, Equity, & Inclusion*
- Drafted an approach for adding DEI to Purdue's Core Curriculum
- Approved by the UCC and EPC in Fall 2022

**We ask that the Senate anticipates voting on this proposal in February.**

# Rationale:

- From the proposal: “Adding a DEI focus to the Core Curriculum will help prepare Purdue students to be thought and action leaders in initiatives associated with removing barriers in society, the workplace, and our communities that impede the success and fulfillment of people who have been *marginalized* in the history of the US.”
- *Marginalization*, a term used widely in DEI scholarship, refers to social processes where individuals and groups are pushed to the margins of society through overt and covert forms of oppression, including discrimination as well as other structural disadvantages.

# *Proposed DEI ELO:*

## **Diversity, Equity and Inclusion**

Students graduating from Purdue will belong to diverse workplaces and communities. As such, Purdue students should be familiar with historical and current issues of diversity, equity, and inclusion, and reflect on the identities of themselves and others. As Purdue students develop strategies to inclusively engage with people who have identities different from their own, they can become more successful members of their workplaces and communities. In this context, diversity may consider a wide range of issues related to race, ethnicity, class, gender, sexual orientation, dis/ability, culture, or religion, in local, national and international contexts.

### **Key outcomes include:**

- Critically reflect on social and cultural identities and perspectives of one's self and others
- Develop knowledge and strategies to inclusively engage, and act in solidarity, with people who have social identities different from their own
- Identify historical and structural factors contributing to inequity
- Discuss the meaning of diversity, equity and inclusion, and the importance and challenges of living and working in diverse contexts

# Common Questions & Concerns

## “Will a campus-wide DEI requirement place an undue burden on minoritized students?”

- A campus-wide curricular requirement on DEI has long been a demand of Black students at Purdue
- Research suggests that DEI coursework has a modest but positive impact on learning outcomes for students of color and white students<sup>1</sup>
- A curricular requirement would work in tandem with current efforts to diversify our student and faculty populations
- A DEI requirement will likely include courses that cover a range of social and diversity issues; therefore, students will have many options from which to choose options most relevant to them
- ***We recognize the importance of pedagogical training and expertise regarding development and delivery of DEI-courses***

<sup>1</sup>Denson et al. (2021). Do diversity courses improve college student outcomes? A meta-analysis. Journal of Diversity in Higher Education 14, 544-556.

# Common Questions & Concerns

## **“Will a DEI ELO simply be a check-box, rather than an impactful initiative?”**

- A new DEI ELO requirement in the Core Curriculum will be on an equal standing with all existing ELOs
- There are already existing, robust efforts to incorporate DEI at the departmental level that this initiative would be supporting
- IDA+A is in the process of working with the UCC to revise the ELO/FLO Assessment Process to increase transparency and accountability
- Will offer professional development programs for instructors to:
  - Effectively incorporate DEI into their classes, and
  - Develop new, impactful courses on DEI in each College/Program



***Thank you, and we look forward to  
answering your questions.***