

Subject: Notes from June 22, 2021 Meeting

Following up on last month's meeting, we met in June to determine ways in which we may be able to contribute to the Equity Task Force Next Big Move.

A few questions arose initially, what is in the 5, 10, and 20-year plans? Do they exist or can they with on changes in administration? What is the metric to be used for improvements?

It was noted minorities may have suffered more without the networks at conferences and meetings during the pandemic. We need to provide additional support for minorities when they arrive at Purdue. Is it possible to seed networks across institutions (similar to the Big 10 Leaders program?) Establishing and maintaining networks are very different. How do we address both? It was also noted that administrators need to be educated in this area, for instance, do not overload marginalized members as a "representative."

Elena reported on her work with the EDI committee. They sent recommendation to Dr. Gates for recruiting and retaining minorities. She will continue to update us on this front when possible, although she will be on sabbatical during the fall.

Mentoring programs were discussed at length. These are difficult to quantify and some faculty members should not be mentors. How do we show the value of mentoring and provide rewards for it? Can we start with assistant professors who will then grow into mentors in time? Can the merit review process include an evaluation of mentoring? Members took the **action item** to find their departmental merit review forms and determine if mentoring is a part of this evaluation. Chris Clifton already shared his department's form via email. Please do not distribute these outside our community.

Toni asked what mentoring groups in departments look like? How are they assigned? Do they meet in groups? A study in group dynamics is helpful to encourage communications.

We are also interested in having more visibility with students. Everyone should take the **action item** to identify methods of reaching out to students.

Additional topics for next meetings:

- Umit, Human Rights Violations in Turkey
- Short discussion on Tasha's presentation and terminology on slide 29
- Conference with Diversity Organizations (Morry)
- Assessment of Equity (Katherine and Audrey Ruple)
- How to be a better ally (Helen/Andrew Hirsch)
- Dr. Gates / Molly (data)
- Additional concerns:
  - COVID campus/teaching situation
  - Staff/Faculty firing with budget cuts claim