

Subject: Notes from May 25, 2021 Meeting

This meeting was intended for Dr. John Gates and Dr. Christopher Munt to update our community on Purdue's Next Move associated with the Equity Task Force. In particular, the "goal to increase the number of Black Boilermakers on Purdue's West Lafayette campus, to enhance the quality of their time at Purdue, and to support the success they enjoy as faculty, staff, students and alumni." [Purdue Today April 9, 2021] We were interested to learn about the recommendations and approaches to this challenge and how our community can be involved in the efforts.

The overall question is how do we recruit and retain Faculty, Staff and Students (undergraduate and graduate.) Dr. Gates suggests a three-pronged approach to include:

- 1) Representation (Growth in Numbers) – Making Purdue a place to be
- 2) Experience – Making Purdue a place to call home
- 3) Success – Engage at all levels

A few specific approaches to be employed include Scholarships for URM, a Race and Equity Institute to be created at Purdue to focus on creating the environment needed to make change, Search and Screen commitments and change. The later includes cluster hires in areas where Black PhDs are in the pipeline such as Public Policy and health. Student scholarships include many opportunities, summer programs, fellows and scholar initiatives. For staff the approach is less clear although they are creating stand-up recruitment sites and considering remote work. Funds dedicated to these efforts total 75 Million (36 Million for scholarships)

Dr Gates also described the need for belongingness which includes three questions 1) Do I feel like I belong? 2) Will I achieve my full potential and 3) Will I be nurtured? This is the type of environment needed to retain URMs. Some of the climate issues to be addressed include Health and Well Being and Safety. Dr. Gates showed data by Colleges for application, admission and acceptance rates for African Americans. Really understanding this data by school or department will be needed to change the local environments. They are also considering the pipeline of students (K-12) but this is a long-term solution and the Task Force has suggested a 5-year timeline to double the average number of Black Boilermakers.

There is concern the Task Force did not focus on the Experience part of the solution. As noted above, identifying and understanding the environmental factors will be critical for change. Dr Gates is creating an Academic Committee on Diversity, investigating climate issues on students, and mentoring. He is interested for our community to carve out a space in which we want to work on. He is happy to have us involved.

What can we do? One idea mentioned was to let students know we exist as a community to support them. How do we get more students involved in our group? How do we advertise or get more visibility with students? PSGA and BGSA newsletters, Student Senate, Cultural Centers are all possible avenues.

Prior to the meeting we were informed of good news! Chris Clifton has been appointed to the LEAP Alliance to improve URM representation in Computer Science.

Notes from the Chat box

From Christopher D Munt to Everyone: 11:06 AM

<https://www.purdue.edu/newsroom/releases/2021/Q2/purdue-launches-next-moves-initiatives.html>

From Cyndi Lynch to Everyone: 11:32 AM

Yes, Dr. Gates!

From Katherine Yngve (she/hers) to Everyone: 11:53 AM

What are two concrete ways, Dr. G & Christopher, that this committee can help?

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 Rupple)
- 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