**Subject:** Summary of 16 November 2020 Meeting

A formal presentation was not scheduled for this meeting. A general check-in with colleagues was performed, how are we doing, how was the semester, etc.… There was some discussion of the Purdue Equity Task Force and associated forums. The Butler Center is also presenting many seminars on the impact of equity and Covid-19 on higher education. Chris Clifton mentioned a call for proposals on fairness in Artificial Intelligence.

A great deal of conversation centered around the admissions process at Purdue. Specifically, the admission (or acceptance) rates for Latino and Black applicants was questioned. There seems to be a disparity even between these two groups.

Is Purdue being competitive to attract these students? What is Purdue quality? What are the qualifications required? Are we ignoring other qualities which are beneficial?

Is there a problem with preparation? How do we recruit URMs? How do we make them feel comfortable in this environment/climate/community? What is the approach of faculty/staff toward these students? How can we encourage more faculty /staff interaction with students?

What metrics could be used to show positive impact? An example of a reduced DFW rate in a course was provided.

Obviously more questions than answers at this point.

Scheduled Events for this Semester

December 7 – Diversity efforts in different Colleges at Purdue University (Helen and De)

Additional topics for next meetings:

* Short discussion on Tasha's presentation and terminology on slide 29
* Additional concerns:
  + COVID campus/teaching situation
  + Staff/Faculty firing with budget cuts claim

Below is an ongoing list of future meeting topics which have been identified. Please feel free to suggest a timeframe and college to engage with on these very important topics. Please also add to the list of topics as needed.

1. Updates from John Gates (Morry)
2. Conference with Diversity Organizations (Morry)
3. Assessment of Equity (Katherine and Audrey Ruple)
4. How to be a better ally (Helen/Andrew Hirsch)
5. Sundown Towns (Willie)
6. Dr. Gates / Molly (data)