

Subject: Notes from September 2, 2021 Meeting

This meeting was intended to learn more about the *Be a Better Ally* workshop which was developed by a group of faculty led by Klod Kokini. Klod introduced the overall project and its origins which began when he was an Associate Dean and interested in Diversity and Inclusion. The project came out of a call by previous Associate Provost Datta for proposals and included faculty from many colleges. The overall goal was training the majority to understand what it is like to be in the minority.

One of the initiatives was the *Be a Better Ally* workshop developed by a subset of the faculty. The intent was to understand 1) diversity and inclusion, 2) micro aggressions, 3) intent versus impact, and 4) how to help in a situation. To date approximately 75 participants have experience this workshop.

He was very excited about another initiative, Intergroup Dialogues. These resulted in projects by faculty for retention, some were implemented. Conversations with Heads was also very useful, affecting approx. 30% of Heads, some just did not know what to do.

The program ended during the pandemic due to funds. They are currently writing the outcomes. More information on this project can be found at <https://engineering.purdue.edu/Engr/People/faculty-retention-success>

Overall Klod felt there are many faculty interested in working in this area, but there is no infrastructure to allow this to happen. Some places which may be possible include the Butler Center and CILMAR portable modules on diversity. He gave an example of the Dean of Engineering at University of Michigan who is working with other Deans to modify the curriculum to include DEI knowledge. Everyone seems to agree this needs to be a priority of the leadership.

How do we engage those who are not “excited” about this work? Can it become a requirement like Responsible Conduct in Research has become?

Scheduled Events for this Semester

September 30 – General discussion

October 28 – Levon Ester, Associate Dean for Diversity, Equity, and Faculty Affairs, Polytechnic, MAPS

November 28 – Brainstorming to identify/learn best practices in mentoring and bring colleagues

December 9 –

Additional topics for next meetings:

- Reaching out to students
- Publications (Read/Write)
- Umit, Human Rights Violations in Turkey
- Conference with Diversity Organizations (Morry)
- Assessment of Equity (Katherine and Audrey Ruple)
- Dr. Gates / Molly (data)
- Additional concerns:
 - COVID campus/teaching situation
 - Staff/Faculty firing with budget cuts claim
 - Growing number of students in limited class space