

Subject: Notes from September 30, 2021 Meeting

Amirah Haweit, class of 2024 studying biochemistry visited our meeting. She is working with the Diversity Office in the College of Agriculture collecting data on Faculty groups working in the area of DEI at Purdue. Her findings will be very interesting to us and have asked she share them.

Starting with a discussion about pronouns, the group enlightened one another on the benefits and drawbacks in the recent rise in the use of pronouns. Elena provide wonderful information on the background and use of pronouns. Toni provided a link, <https://www.theatlantic.com/culture/archive/2021/06/gender-neutral-pronouns-arent-new/619092/> which explains the history of gender-neutral pronouns. The overall take away seems to be pronouns are helpful to those who want to share and yet care needs to be taken when used and never required.

Following up on ideas to assist the DEI Task Force, the idea of mentoring was discussed, in particular how to help Senior Faculty and Staff to become good mentors. Some ideas included

- 1) Butler Center Mentoring Program (CRN) may be expanded for the Black and Latino Cultural Centers, perhaps this could be done by schools/departments and primary committees as well.
- 2) ADVANCE FAST workshop works with the mentee
- 3) Graduate School has mentoring workshops for both mentee and mentor
- 4) NASEM provides a series of Podcast on Mentoring, <https://thescienceofmentorship.transistor.fm/episodes>
- 5) Provost discussion with Department Heads

We will continue this discussion with a Brainstorming session to identify/learn best practices in mentoring and bring this to our colleagues (November meeting)

Chat information:

From Melissa Templeton to Everyone: 10:04 AM

I have a hybrid schedule, on

From Chris Clifton to Everyone: 10:26 AM

Interesting discussion - unfortunately, I have to run to another meeting. One of my TAs may need to join via videoconference, so I have to get that set up. Notice how I wrote that without a gender-specific pronoun ("Someone left a backpack, does anyone know hwho it belongs to?")

From Me to Everyone: 10:27 AM

Thanks Chris!

From Antonia Munguia to Everyone: 10:30 AM

<https://www.theatlantic.com/culture/archive/2021/06/gender-neutral-pronouns-arent-new/619092/>

From Melissa Templeton to Everyone: 10:55 AM

I have to leave. Such interesting and important conversation - thanks, all!

From Jen Ramos (she/her) to Everyone: 10:59 AM

Thanks everyone. I always enjoy this group. I must run. Take care!

From Antonia Munguia to Everyone: 11:02 AM

I have to go as well. Thank you.

Scheduled Events for this Semester

October 28 – Levon Ester, Associate Dean for Diversity, Equity, and Faculty Affairs, Polytechnic, M@PS

November 18 – Brainstorming to identify/learn best practices in mentoring and bring colleagues

December 9 – Umit Karabiyik, Assistant Professor, Computer Engineering Technology, Human Rights Violations in Turkey

Additional topics for next meetings:

- Reaching out to students
- Publications (Read/Write)
- 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