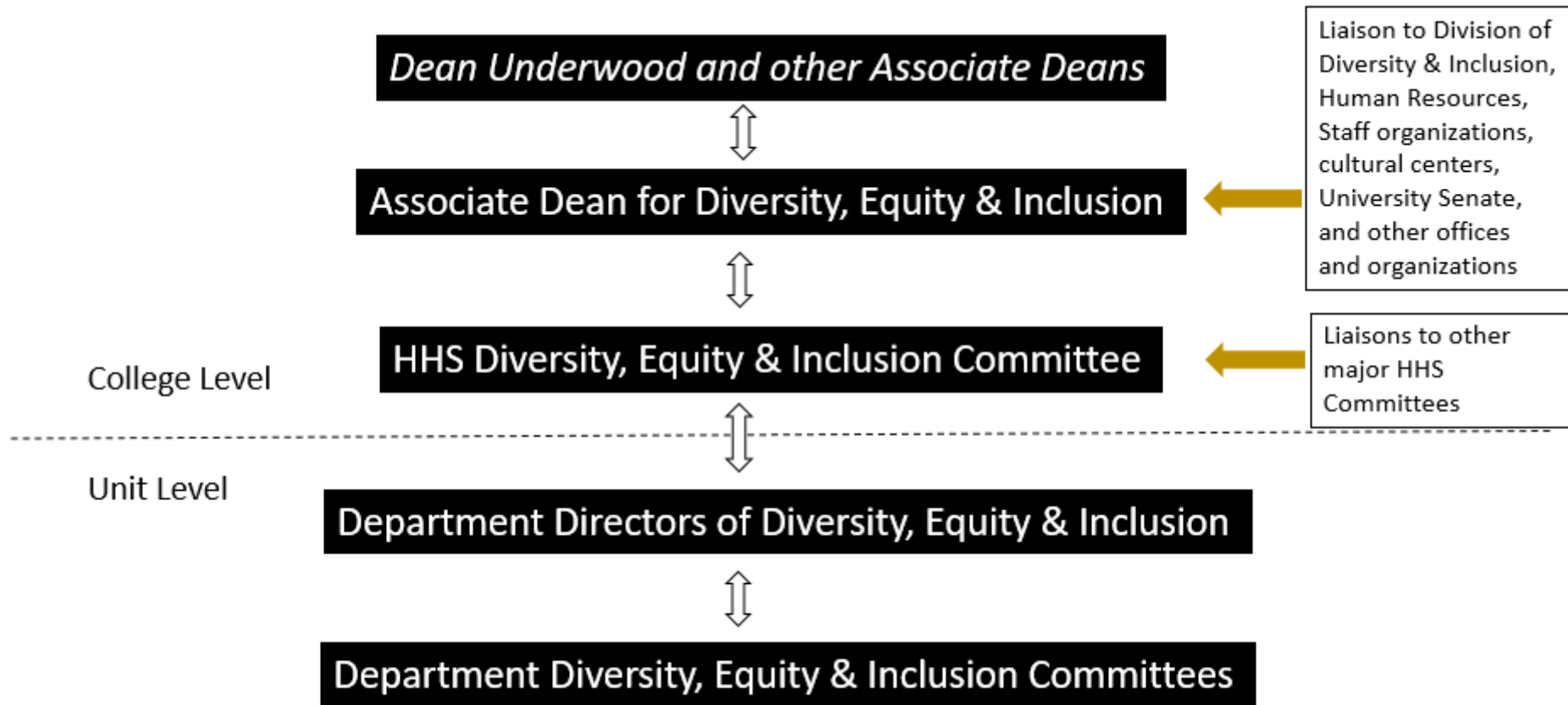


# *HHS Diversity, Equity and Inclusion*

## **HHS Statement on Diversity, Equity and Inclusion**

The College of Health and Human Sciences holds diversity, equity, and inclusion as core to its values and mission, and as integral to excellence in discovery, learning, engagement and community. We are committed to the recruitment and retention of faculty, staff, and students with diverse identities, cultures, backgrounds and perspectives. We seek to cultivate and sustain an inclusive environment in which individuals feel supported and a sense of belonging. We intentionally seek to establish and maintain unbiased practices, procedures, policies, and learning opportunities that are critical for equitable outcomes. Our learning, research, and engagement must occur without prejudice, bias, intimidation, intolerance, or discrimination.

# *New Structure and Activity for Diversity, Equity, and Inclusion in HHS*



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*Note:* This interactive hybrid structure, including unit- and college-level communication and initiatives, is intended to nurture both ground-up and top-down consideration of DEI in all college activity.

# *HHS Diversity, Equity and Inclusion*

## **HHS DEI Committee**

The Diversity, Equity and Inclusion (DEI) Committee shall consist of the Associate Dean for DEI, who will serve as chair, and the Directors of DEI in each academic unit. Diversity references representation, equity means that everyone has an equal chance of success, and inclusion involves feeling welcomed and a sense of belonging. This committee shall focus on matters related to increasing diversity among faculty, students and staff, and to fostering equity, inclusion and success. The committee shall examine existing policies, programs, procedures and initiatives, informed by relevant data where possible, to identify areas for improvements. The committee will discuss and implement strategies and initiatives for creating and sustaining positive change. Examples include a focus on DEI in relation to research, outreach, engagement, recruitment, retention, scholarships, fellowships, grants, mentoring, curriculum, teaching, and learning opportunities for raising critical consciousness and reducing bias. HHS DEI committee members will serve as DEI liaisons to other major committees including the Faculty Affairs Committee, the Graduate Educational Policy and Curriculum Committee, the Honors Programs Coordinating Committee, the International Programs Committee, the Undergraduate Educational Policy and Curriculum Committee, and the Research Advisory Council.

# HHS Diversity, Equity and Inclusion

## HHS DEI Committee



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Unit	Director
Human Development and Family Studies	<u><a href="#">Shelley MacDermid- Wadsworth</a></u>
Health and Kinesiology	<u><a href="#">Lane Yahiro</a></u>
Health Sciences	<u><a href="#">Uzay Emir</a></u>
Hospitality and Tourism Management	<u><a href="#">Sandra Sydnor</a></u>
Nursing	<u><a href="#">Azza Ahmed</a></u>
Nutrition Science	<u><a href="#">Amanda Seidl</a></u>
Psychological Sciences	<u><a href="#">Kip Williams</a></u>
Public Health	<u><a href="#">Yumary Ruiz</a></u>
Speech, Language, and Hearing Sciences	<u><a href="#">Chenell Loudermill</a></u>

# *HHS Diversity, Equity and Inclusion*

## **Examples of College-Level Activity** *(since Dr. Monteith started as Associate Dean on 1/1/21)*

- Developed and awarded HHS Graduate Student Diversity Fellowships for incoming students (three two-year awards made and accepted!)
- HHS DEI Student Development Award (funding for undergraduate and graduate student participation in events that build capacity for social justice advocacy and activity)
- Guidance to Faculty Search Committees
- 3 HHS faculty Gender Bias Workshops offered
- Multiple DEI-related seminar/webinar/meeting presentations and discussions
- Sponsoring/Co-sponsoring campus DEI-related events
- Evaluation of existing (when relevant) and determining need for new or modified college programs or initiatives related to mentoring; undergraduate student learning; faculty, staff and student development; inclusive spaces; opportunities for connection
- HHS DEI Website – please note options for reporting bias and providing suggestions and input at <https://www.purdue.edu/hhs/diversity/index.php>

# *HHS Diversity, Equity and Inclusion*

## **Examples of Unit-Level Activity** *(Note: Except where noted, activity may apply to some but not all units)*

- Formation of committees (faculty, staff, student) and regular meetings for developing and executing action plans (all units)
- DEI webpage on unit website (all departments)
- Development of DEI-relevant mission statements, guiding principles
- Webinars (e.g., on holistic admissions), colloquia (e.g., with BIPOC speakers)
- Designating and designing physical space (lounge room) and virtual space to foster greater understanding, discussion, inclusion, connections
- Climate survey and other types of surveys to assess needs
- Holding listening sessions
- Orientation for graduate students that included Boiler Inclusion Videos and discussion
- Creating and funding speaking opportunities for URM post-docs and advanced graduate students