

PURDUE: AN INSTITUTION THAT LEADS WITH ITS VALUES

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August 2023



LEADING WITH OUR VALUES

Integrity

Respect

Honor

Inclusion

Innovation

Growth

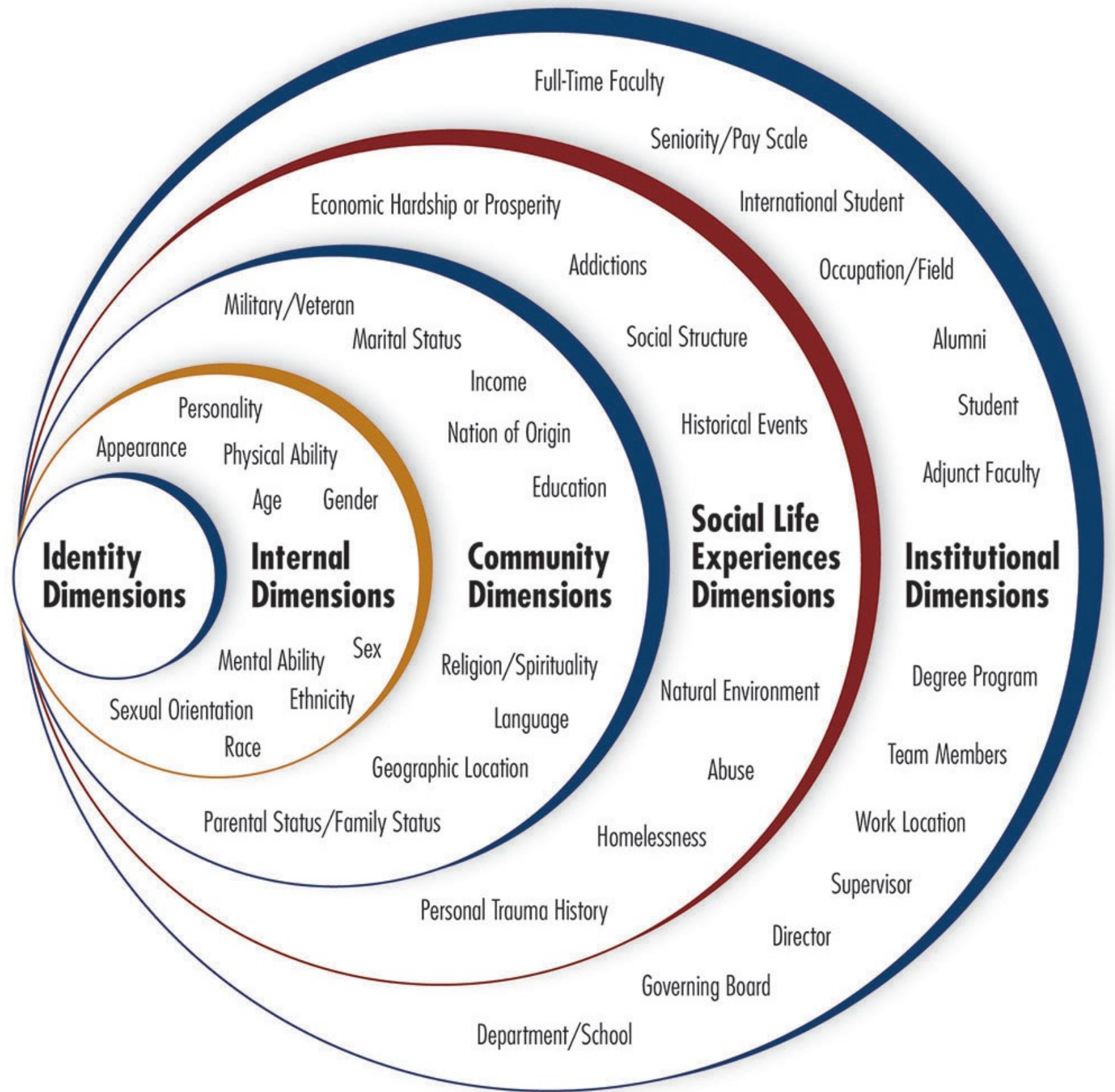


“ DIVERSITY IS EXCELLENCE
*expressing itself at the
intersection of perspectives and
lived experiences.*

JOHN F. GATES
Vice Provost for Diversity and Inclusion

WHAT'S YOUR DIVERSITY?

WHAT'S YOUR EXCELLENCE?



BELONGING ASKS 3 QUESTIONS

1

Do I feel like I belong here?

2

Can I envision the fullness of my potential coming into being here?

3

Are there people here whom I admire and aspire to emulate, and who will nurture me?

EQUITY

**PROVIDING PEOPLE WHAT THEY
NEED TO SUCCEED**

THANK YOU



FACILITATING BELONGING TO ENHANCE SUCCESS

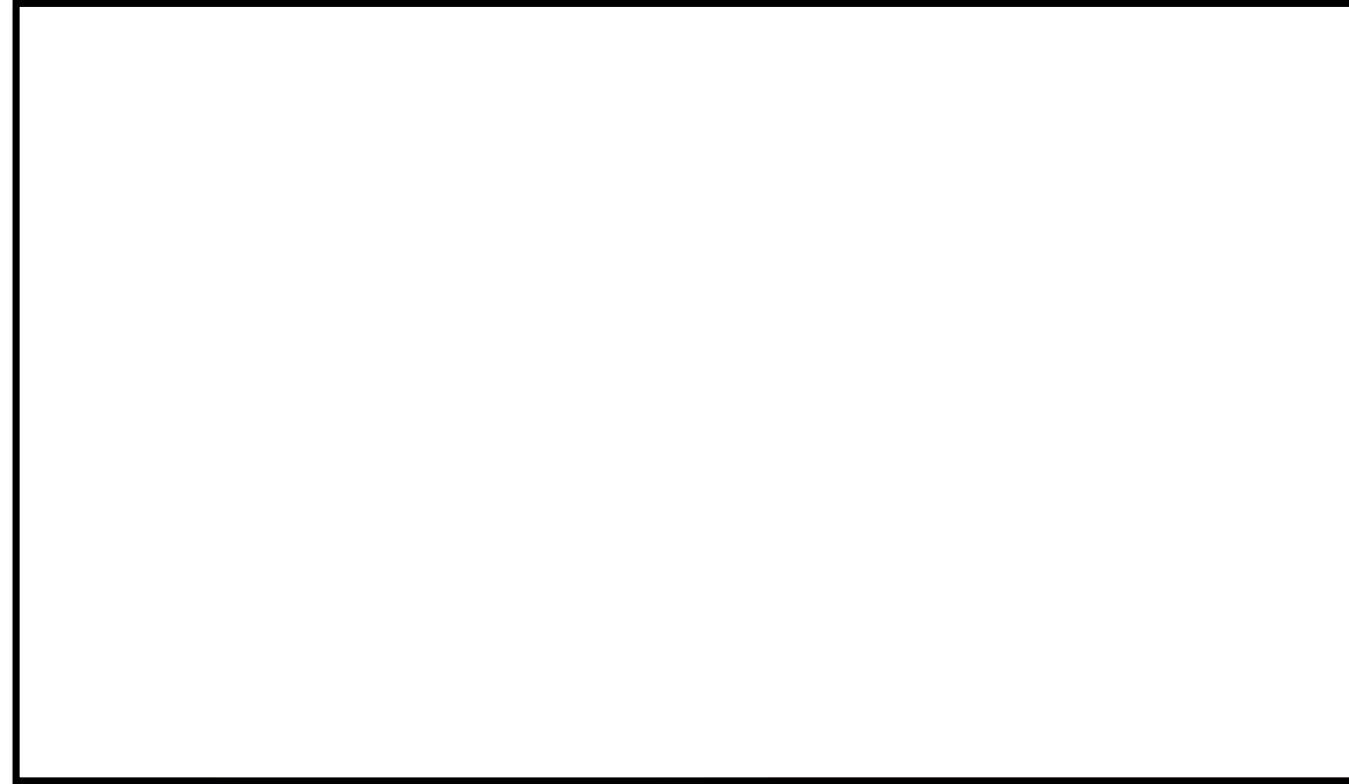
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Defining 'Belonging'



- “The extent to which individuals feel like a valued, accepted, and legitimate member in their academic domain.”

(Lewis, Stout, Pollock, Finkelstein, & Ito, 2016)

Alignment with Institutional Key Focuses

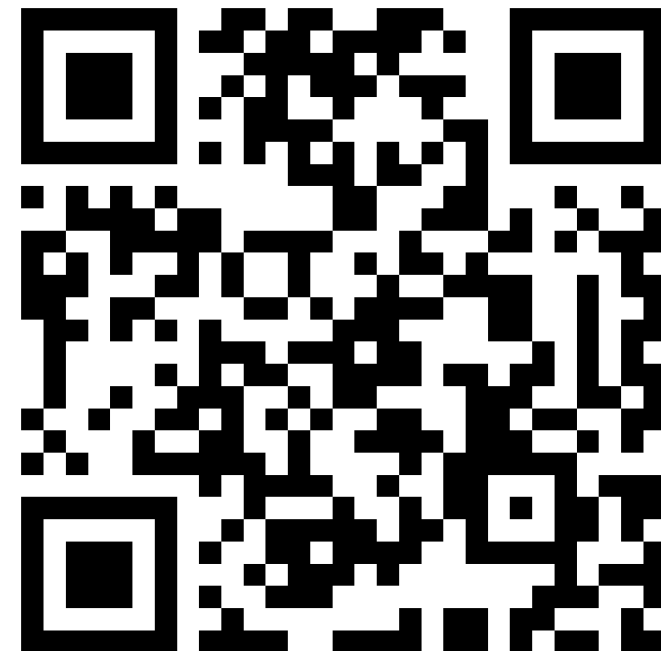
- **Institutional key focuses**
 - Excellence at Scale
 - Individualized Human Success
 - Re-envisioning Land-Grant Mission
- **Belongingness aligns with key focuses**
 - Creating inclusive environments that foster mentorship, collaboration, and excellence
 - Providing support, guidance, and resources so that faculty and staff can succeed and excel
 - Promoting inclusivity and community engagement
 - Encouraging success, recruitment, and retention

Belonging Matters: Implications for Success

- Associated with academic performance—particularly important for non-traditional, first-generation, historically underrepresented students
- Associated with motivation, persistence, physical and mental health
- Students who feel they belong in the classroom are more likely to see the value of assignments, believe they can succeed, and actually succeed
 - * Graduate Teaching Assistant Orientation feedback from 8/15/2023
- Findings also apply to faculty success
- Connection to retention and recruitment

ODIB Faculty and Staff Initiatives

- Supporting and uplifting faculty and staff
- Building community and bringing people together
 - Events: Family Dinner, Winter Mix & Mingle, DIB Awards Banquet
- Facilitating belongingness in departments
 - Faculty and Staff Resource Toolkit (https://purdue.link/ODIB_Toolkit)



PURDUE
UNIVERSITY®

Office of Diversity, Inclusion
and Belonging

ODIB Faculty and Staff Initiatives

- Professional Development
 - Inclusive research
 - Mentoring and inclusive pedagogy
 - Faculty search and screen

- Awards and Recognition
 - Seed funds
 - University level awards
 - Awards dinner

THANK YOU

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