



# Purdue Equity Task Force

## Board Of Trustees Update

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December 3, 2020



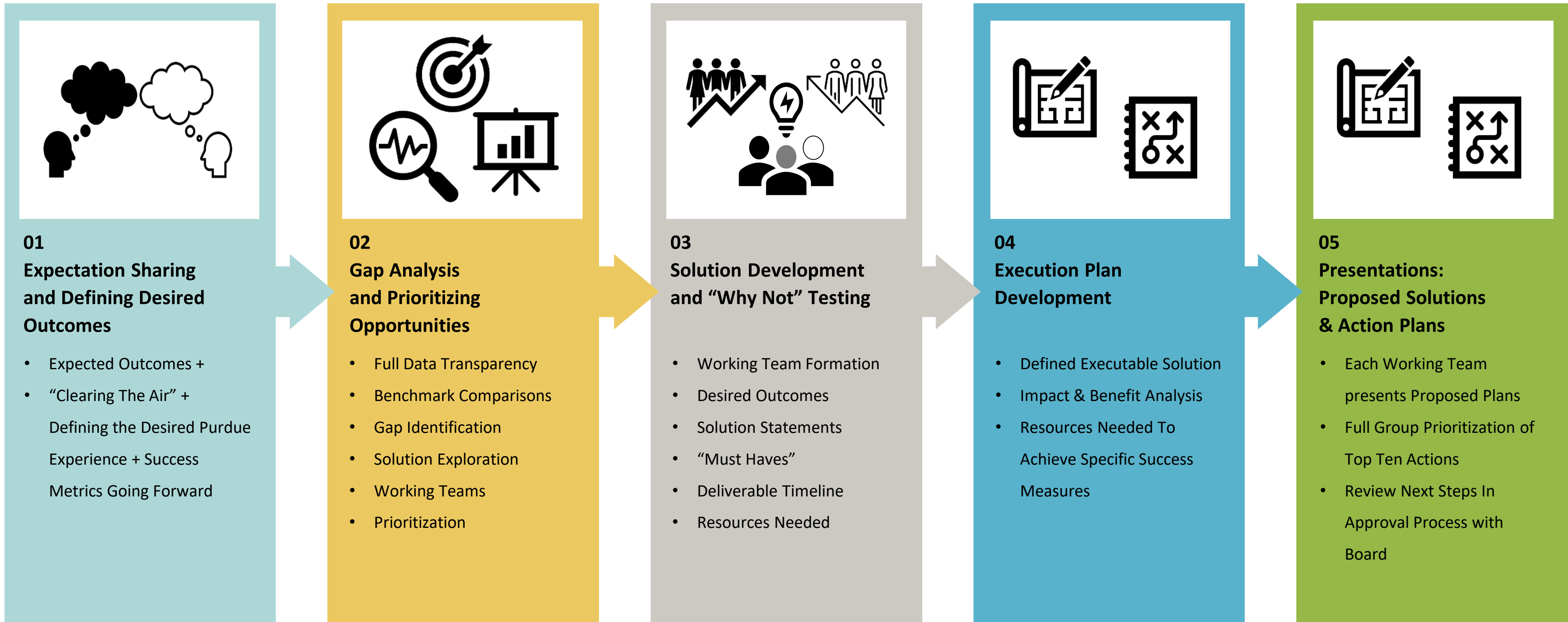


The Purdue Equity Task Force is charged with **developing a plan with specific actions** to ensure all members of the university community have the opportunity to experience all Purdue has to offer equitably, **focusing on structural and environmental barriers to success** of students, faculty, and staff of color and **initially focusing on the specific experience of Black Boilermakers**. Past investments, initiatives, and work by many have attempted to help the Purdue system make progress in becoming more diverse and inclusive. That said, this progress has been slow for people of color, and is especially lacking for Black faculty, staff and students. The charge of the task force is to **review the current state of equity on the Purdue West Lafayette Campus** and the past and present investments and initiatives designed to support more equitable experiences and opportunities across the campus. The task force is also charged with **ensuring that past initiatives remain the right ones while simultaneously recommending new or alternate strategies** if its findings so suggest.

- 1 Developing a plan with specific actions
- 2 Focusing on structural and environmental barriers to success
- 3 Initially focusing on the specific experiences of Black Boilermakers
- 4 Review the current state of equity on the Purdue West Lafayette Campus
- 5 Ensuring that past initiatives remain the right ones while...
- 6 simultaneously recommending new or alternate strategies.

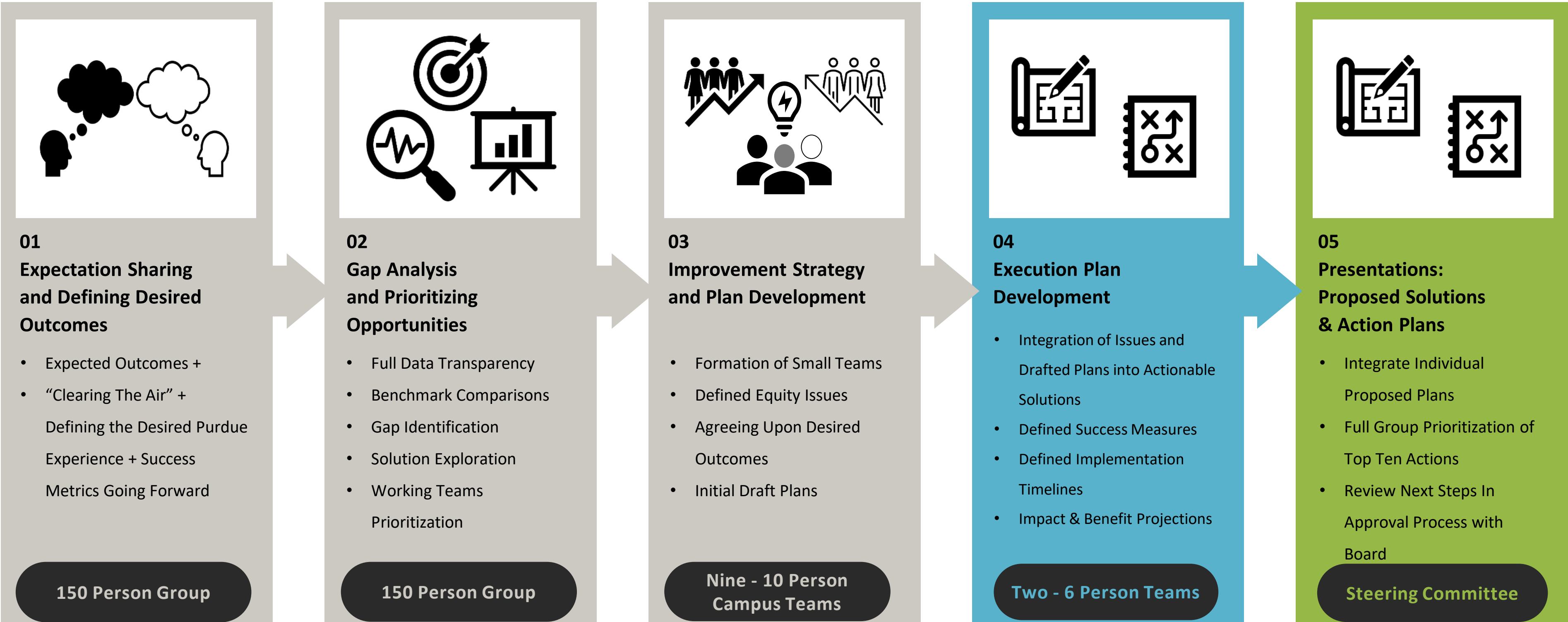
# Initial Approach

## Social Engagement and Inclusion Processes



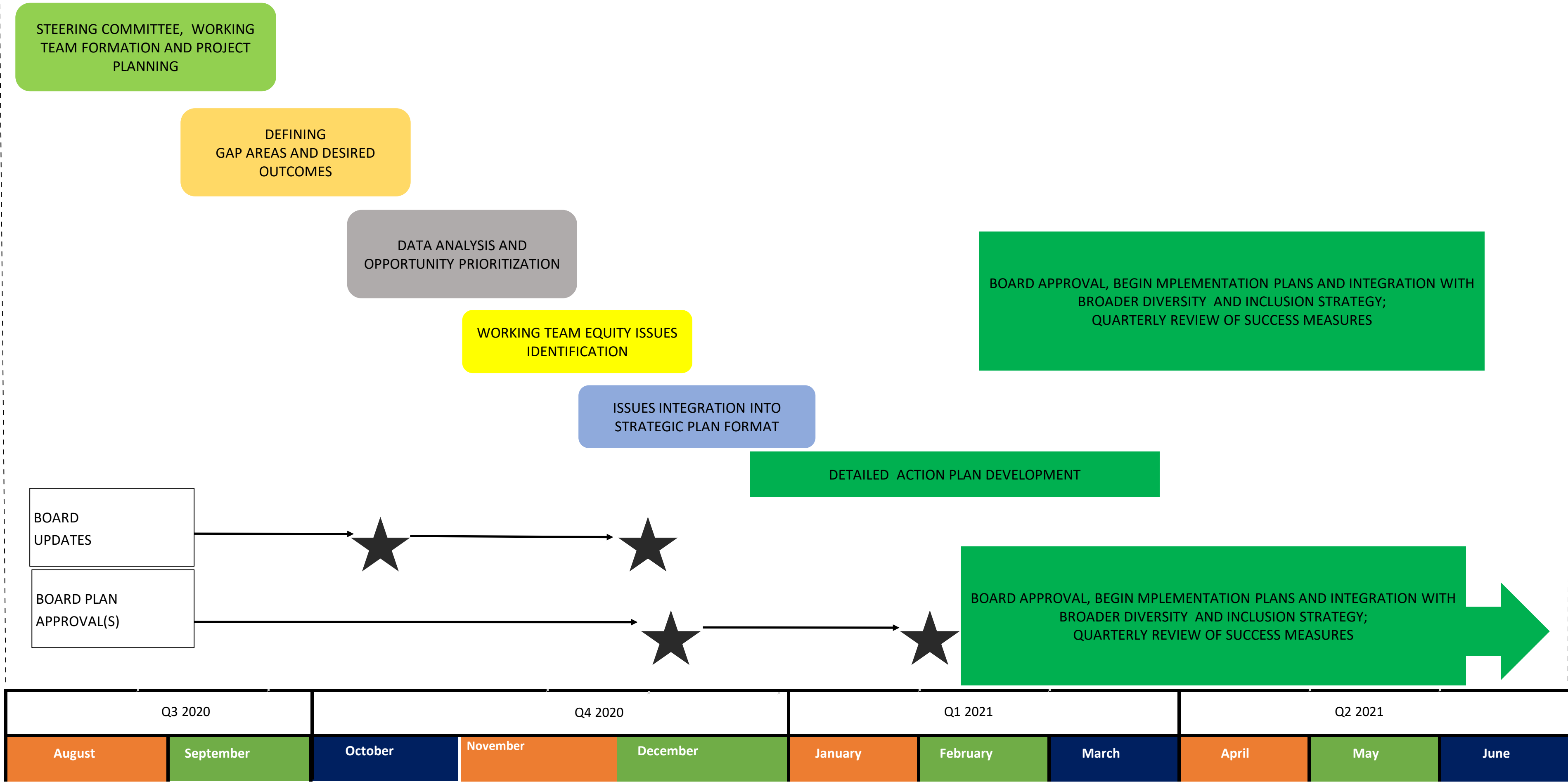
## Business Plan Development Processes

Social Engagement and Inclusion Processes



Business Plan Development Processes

# Projected Timelines and Milestones







# Equity Issues: Summary of Findings

## Output from the Working Groups



# Undergraduate Recruitment, Yield, & Retention of African Americans and Native Americans



## Goal 1:

Increase the enrollment, retention, and success of African American and Native American undergraduates through targeted recruitment and “Pathways to Purdue Programs”; increased funding opportunities for URM students; increased funding, support, and development of summer transition programs and student success programs.





# Graduate Student Recruitment, Retention, and Success

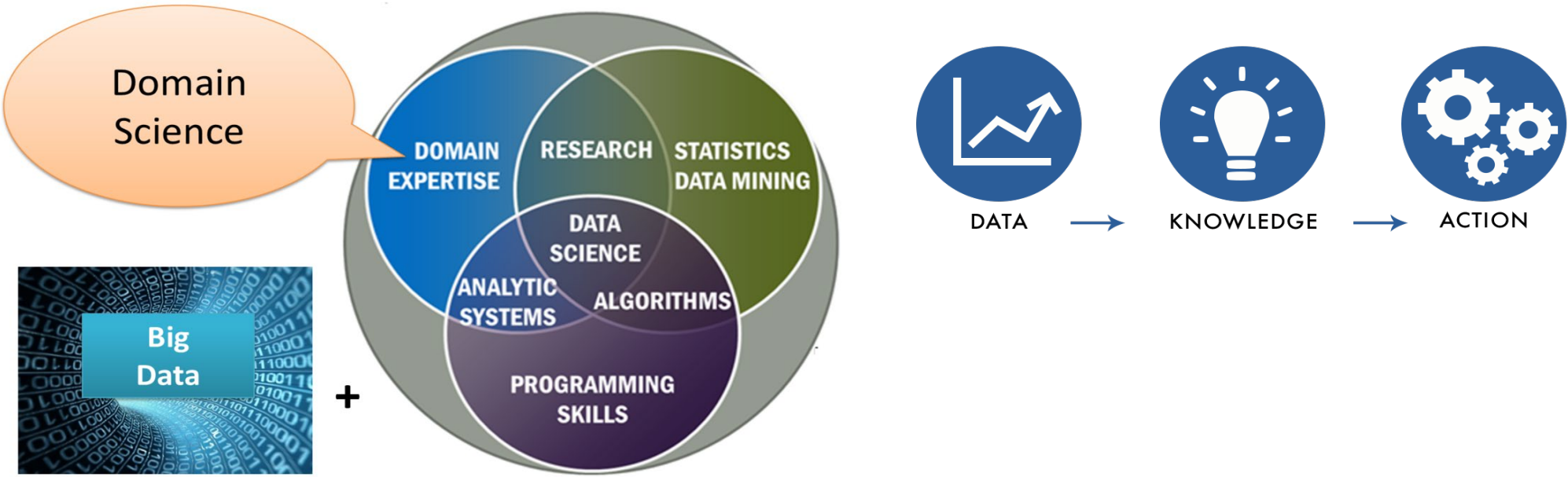


## Goal 1:

In the next three years, we will increase the enrollment of Black graduate students by one percentage point each year by removing barriers that limit the number of Black graduate students who apply, improving accessibility and affordability of graduate education, assessing existing programs/initiatives to determine their efficacy, incentivizing progress and rewarding progress toward our goals.

## Goal 2:

Provide Black graduate students with opportunities to deeply understand the academic discipline(s) they are interested in and the skills needed to excel professionally.



# Post Doc Recruitment and Retention

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## Goal 1:

Develop a system-wide initiative that will provide Black post-docs with opportunities to be placed in postdoctoral positions as well as provide the support they need to become successful scholars.





# Faculty Recruitment, Retention, and Promotion



## Goal 1:

Cultivate a climate of inclusive excellence by institutionalizing expectations for and systems of recognition and reward around DEI, particularly with respect to recruiting, retaining and promoting BIPOC faculty.



# Staff Recruitment and Retention

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## **Goal 1:**

**Review existing recruiting strategies and current initiatives aimed at the diversification of staff and augment where possible.**

## **Goal 2:**

**Retain diverse staff at a level equivalent or higher than the overall University retention rate.**

## **Goal 3:**

**Create and utilize a tool (climate survey) to collect qualitative data for staff.**

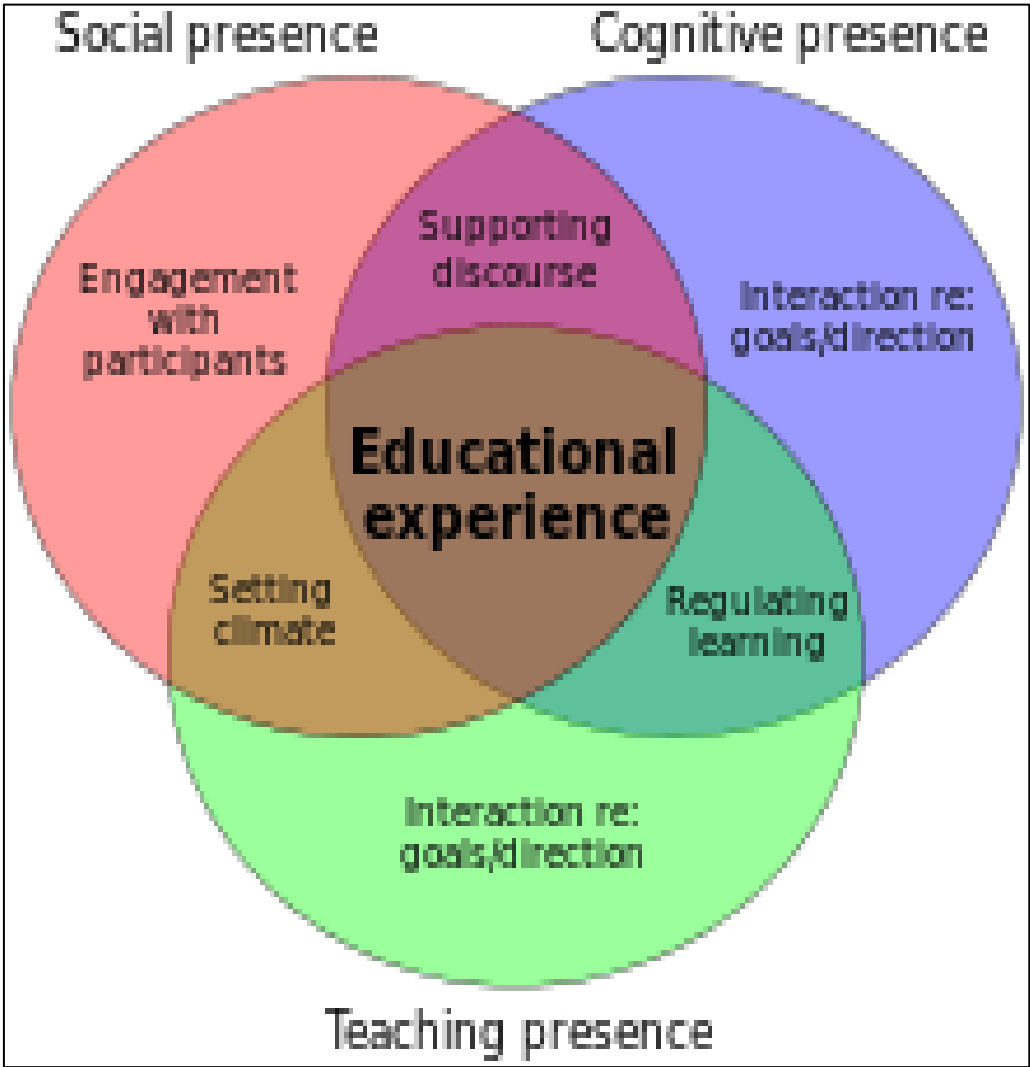
## **Goal 4:**

**Hire and promote an ethnically balanced professional, management, clerical, and support staff as the frontline that demonstrates the necessary cultural sensitivities to move Africa American students forward consistent with a refined university mission statement that reflects diversity and inclusion.**



Goal 1:

Establish an institutional culture that fosters a better climate in the greater Purdue community for Black students, staff, and faculty by focusing on three main areas: accountability and transparency systems, institutional educational programs, and communication strategy.



## Goal 1:

To foster an environment where every student's spiritual, mental, and physical health are a priority, valuable, and protected by the following:

- A. Creating a baseline of intentional care prior-arrival and while attending the university;
- B. Expanding and creating primary front-line safety and wellness prevention efforts through outreach programs and services in our current wellness & safety areas; and
- C. Engaging in evidence-based practices and continuous quality improvement to facilitate sustained safety & wellness changes, especially to BIPOCs to reduce separations, chronic emotional labor, and promote retention.





# Curricular and Co-curricular activities

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## Goal 1:

Within the next three years, Purdue will enhance diversity in curricular and co-curricular activities by developing a diversity requirement with special emphasis on the issues of race and racism in the United States, establishing a program to encourage and facilitate instructors embedding diversity into their courses and the curriculum, assessing the cultural climate of our classrooms, and enhancing co-curricular activities provided by the cultural centers and Diversity Resource Office in support of a diverse, inclusive community that is integral to a Purdue experience in which all students can excel and are prepared to thrive in our diverse environment.





To identify, strengthen, and expand diversity initiatives with a focus on transparency and sustainability by auditing, assessing, and raising awareness of existing and new D&I initiatives across campus; developing coherence, collaboration, oversight, and equitable allocation of resources for D&I initiatives through centralized coordination and goal-setting; centering students as learners, change-agents, and key stakeholders across D&I initiatives; and engaging the wider community (the cities of West Lafayette and Lafayette)—in which students, faculty, staff live and socialize—in collaborative D&I initiatives.





Goal 1:  
TBD



# Next Steps - Working Group Integrating Teams

**Levon Esters, Team A**  
**Patrick Wolfe, Coach**

**Nastasha Johnson, Team B**  
**Willie Reed, Coach**

**Integrating Team A: Issues 1-4 & 8**

**Integrating Team B: Issues 5-7 & 9-10**

Temitope Adeoye

Bill Bell

Levon Esters

Zachary Brown

John Gipson

Natasha Duncan

Chrystal Johnson

Darren Henry

Camille Vann

Nastasha Johnson

Virginia Womack

Jesus Romero



## Purdue Equity Task Force

# Next Steps - Strategic Template Completion

Goal #	Goal Description	Strategy #	Strategy Description	Exemplar(s)/Competitive/Peer Analysis	Success Metrics	Action Plans/Deliverables - What Work Needs To Be Done	Implementation Completion (Month-Year)
1	Hire and promote an ethnically balanced professional, management, clerical, and support staff as the frontline that demonstrates the necessary cultural sensitivities to move Africa American students forward consistent with a refined university mission statement that reflects diversity and inclusion.	1-1	Broaden the marketing and recruiting effort to diversify the applicant pool to close the minority staff hiring gap when benchmarked against the ethnic mix of the United States and establish a strong frontline to improve the black student experience	TBD	OIRAE/IDATA Reconstructed; US Population Trends; Peer Institution Staff Data (professional and management ranks); African American Student Retention Rates; Student Experience Qualitative Data	TBD	Aug-21
1	Hire and promote an ethnically balanced professional, management, clerical, and support staff as the frontline that demonstrates the necessary cultural sensitivities to move Africa American students forward consistent with a refined university mission statement that reflects diversity and inclusion.	1-2	Practice deliberate career planning to retain the frontline while incorporating mentoring and succession planning to maintain the efficacy of the frontline longer term	TBD	OIRAE/IDATA Reconstructed (1st Yr and 3rd Yr Retention Rates); Peer Institution Staff Data by Staff Area and Ethnic Group; Turnover Rates by Staff Area and Ethnic Group; Climate Survey for Staff	TBD	Aug-21
1	Hire and promote an ethnically balanced professional, management, clerical, and support staff as the frontline that demonstrates the necessary cultural sensitivities to move Africa American students forward consistent with a refined university mission statement that reflects diversity and inclusion.	1-3	Modify and expand ADVANCE training and the Purdue Institute for Race & Equity training to include all professional, management, clerical, and support staff to engage in heart to heart dialogue needed to create understanding and identify barriers to practicing inclusion and diversity	TBD	Should be determined based on the explicit objectives of the training curriculum	TBD	Aug-21

Purdue Equity Task Force

Next Steps - Strategic Template Completion

College or Administrative Unit Responsible for Ownership of Strategy	Periodic Reporting on Metrics (Monthly, Quarterly, Annually)	Communications/ Marketing Plan	Description of Expenses	Opportunity for External Fundraising or Grants (Y/N)	Colleges/Units Receiving Funding	Recurring Investment Requested	Staffing Requested	FY22 NREC Expense	FY23 NREC Expense
Human Resources	Quarterly	TBD				\$		\$	\$
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# Strategic Plan Development: Timeline

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**December 1:** All Working Group Reports Wrapped up and Integrating Teams (2) begin consolidating major themes and group reports into strategic plan format

**December 15:** Work of Integrating Team Completed - draft of full report delivered to Steering Committee and Deans Group

**Dec 21 – Jan 1:** University Closed

**Dec 30:** Integrating Team Output due from the Steering Committee Members and Deans Group back to Venetria Patton, John Gates, Barrett Caldwell, Jay Akridge, Don Thompson

**December 26 – January 5:** Don and Cleveland Avenue Team to format Integrating Team Output and feedback from Steering Committee and Deans into a Draft Purdue Equity Task Force Strategic Plan

**January 6:** Final Plan Presentation Group meets to review and revise draft plan presentation and ready it for the Board Presentation:

Group Members: Jay Akridge, Venetria Patton, John Gates, Barrett Caldwell, Patrick Wolfe, Willie Reed, Chris Ruhl, Noah Scott, Theresa Carter, Mike Berghoff, Don Thompson

# Strategic Plan Development: Timeline

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**January 19:** Spring Semester begins

**January 22:** Presentation of near final strategic plan to Steering Committee

**January 29:** Presentation of near final strategic plan to Working Groups and Deans

**January 29:** Steering Committee Update prior to Board of Trustees Presentation

**February 4-5:** Purdue Equity Strategic Plan Presentation to the Board Of Trustees





# Questions and Discussion