

# PURDUE EQUITY TASK FORCE

Board Update

*February 5, 2021*



\* Select photos taken before COVID-19

## **Today, we are at the crossroads as a nation.**

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Moved by inequities as old as our country and events as recent as the day's breaking news, we are engaged in a national conversation. We see evidence of the conversation on streets and before sporting events; read about it in the news releases of corporate boardrooms and social media; hear it in the debates on the floor of Congress and college campuses.

## Today, we are at the crossroads as Purdue.

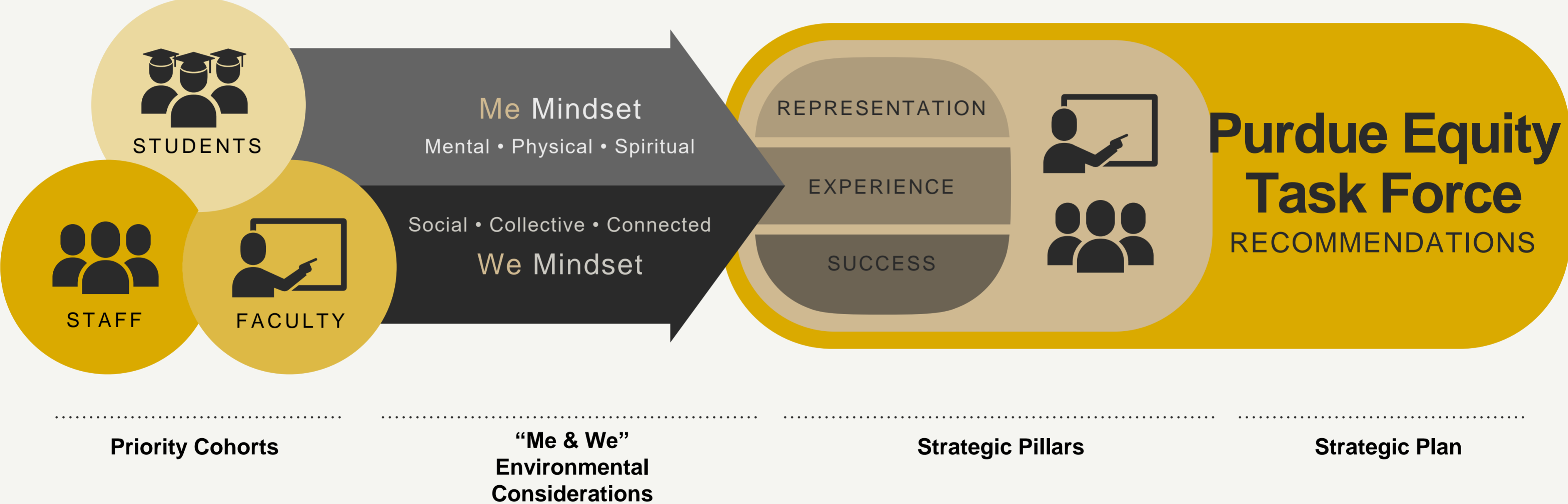
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We at Purdue University welcome the conversation and the moment of reckoning. We believe in equity, fairness, and justice, not just as abstractions but as practical goals. We seek significant advances as well as giant leaps. Those are our intentions, which we will achieve through honest, compassionate, civil dialogue and engaging action.

**Here at Purdue University, we pledge our commitment to creating an equitable experience for Black Boilermakers.**

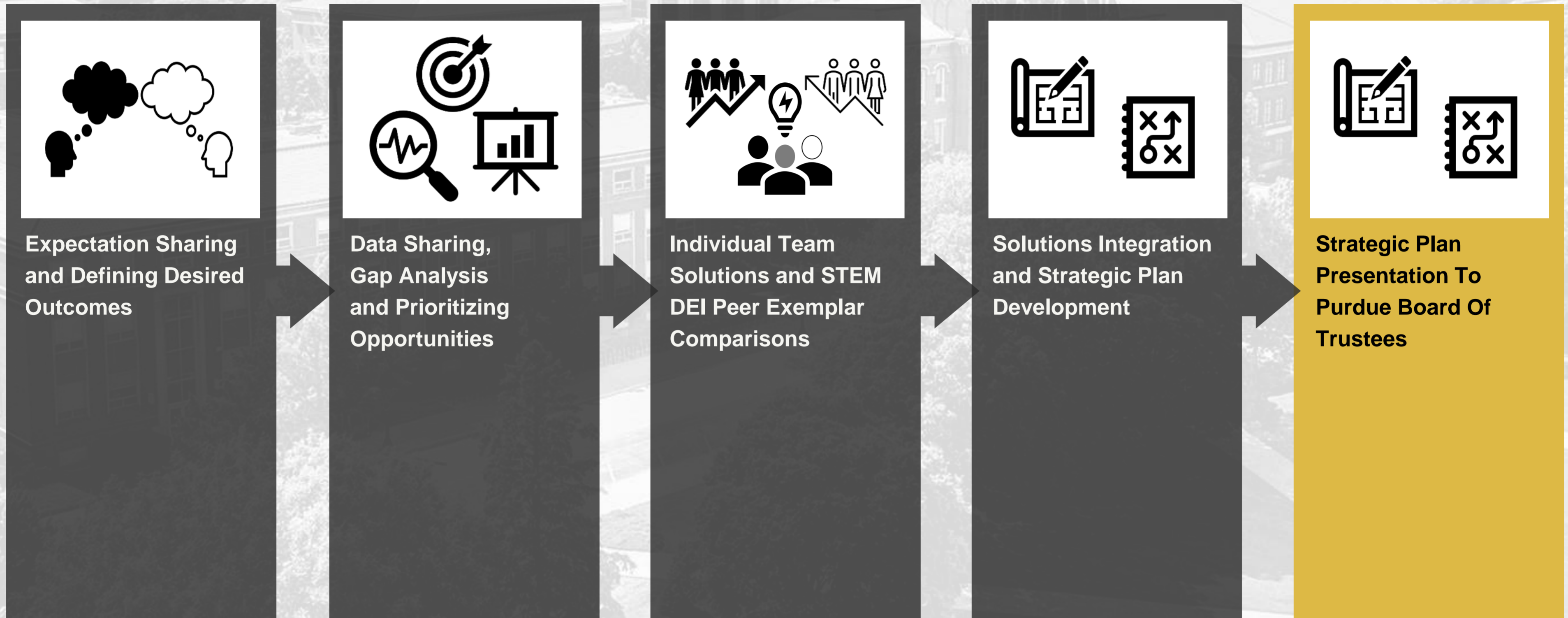
The Purdue Equity Task Force is charged with **developing a plan with specific actions** to ensure all members of the university community have the opportunity to experience all Purdue has to offer equitably, **focusing on structural and environmental barriers to success** of students, faculty, and staff 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.

# Purdue Board Of Trustees Equity Task Force Strategic Framework



# Purdue Board Of Trustees Equity Task Force Equity Task Force Strategic Plan Update

## Social Engagement and Inclusion Processes



## Business Plan Development Processes

# Purdue Board Of Trustees Equity Task Force

## How we got here

### ● August 2020 //

Purdue University Board of Trustees August establishes Diversity Task Force and names Don Thompson Chair; Board provides Task Force to be led by a Steering Committee

### ● August 2020 //

Steering Committee Membership Announced; Dean's Advisory Group formed and groups begins to meet

### ● September 2020 //

Steering Committee meets weekly and establishes 150+ member Working Group to solicit input from a broader Purdue constituency

### ● October 2020 //

Three 1-day Data Set Sessions held & Working Group begins their work, led by Venetria Patton with John Gates & Barrett Caldwell

### ● October – December //

Working Groups meet frequently and craft recommendations; Integrating Teams created to synthesize findings led Venetria Patton, Willie Reed, Patrick Wolf, Barrett Caldwell

### ● Mid-December – January //

Recommendations from Integrating Teams considered by Steering Committee and Final Plan drafted/formalized

### ● February 2021 //

Presentation of Plan to Board of Trustees for deliberation

August 2020

September 2020

October 2020

November 2020

December 2020

January 2021

February 2021

Purdue Equity Task Force  
Strategic Plan Framework



**FOR YOU**  
**FOR LIFE**

 REPRESENTATION

**DESTINATION** PURDUE

 EXPERIENCE

PURDUE **FOR YOU**

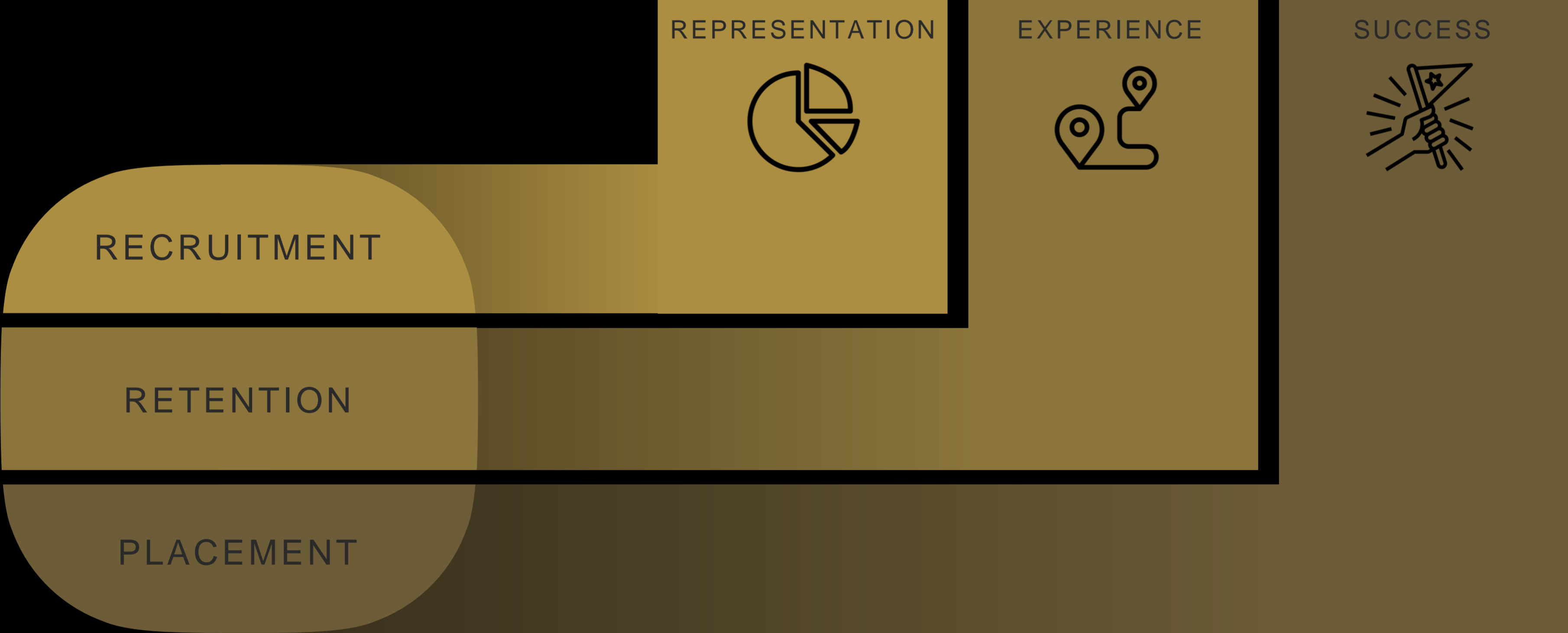
 SUCCESS

PURDUE **FOR LIFE**



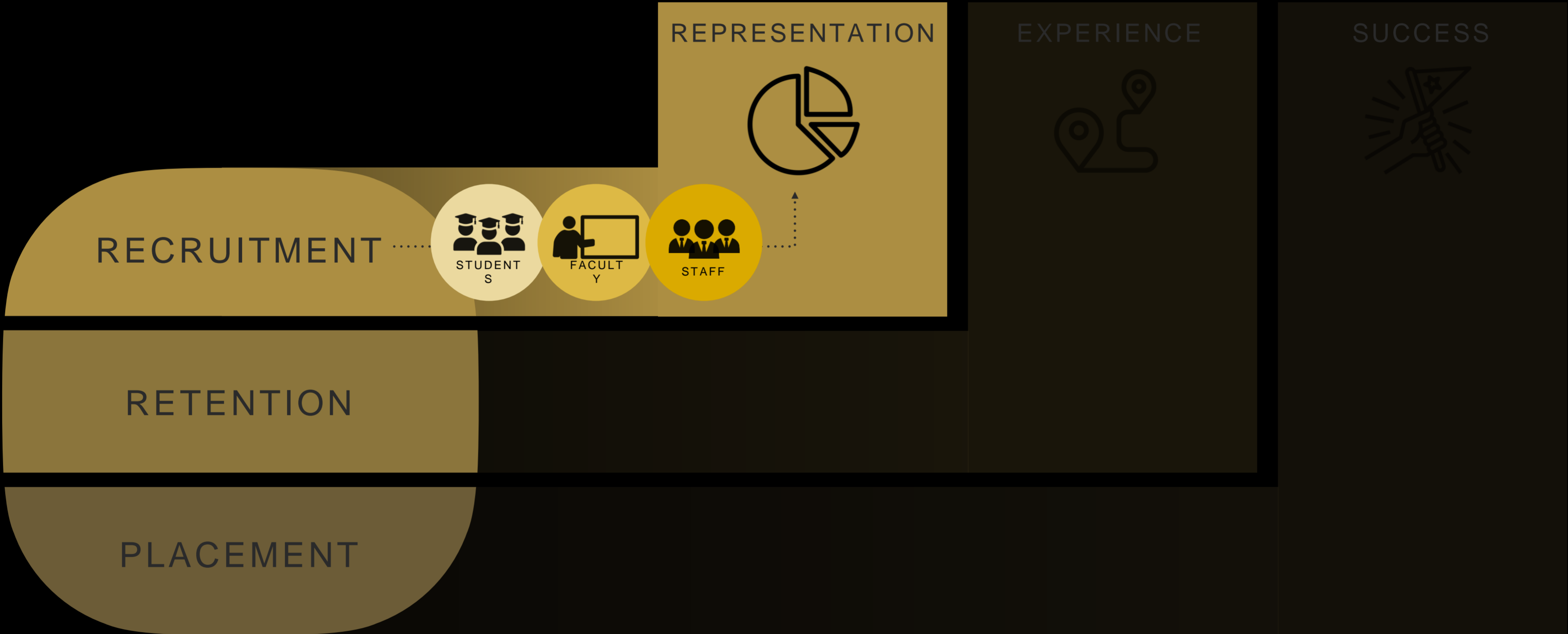
Strategic Pillars

Our work focuses on delivering measurable improvement of the Representation, Experience and Success of Black Boilermakers



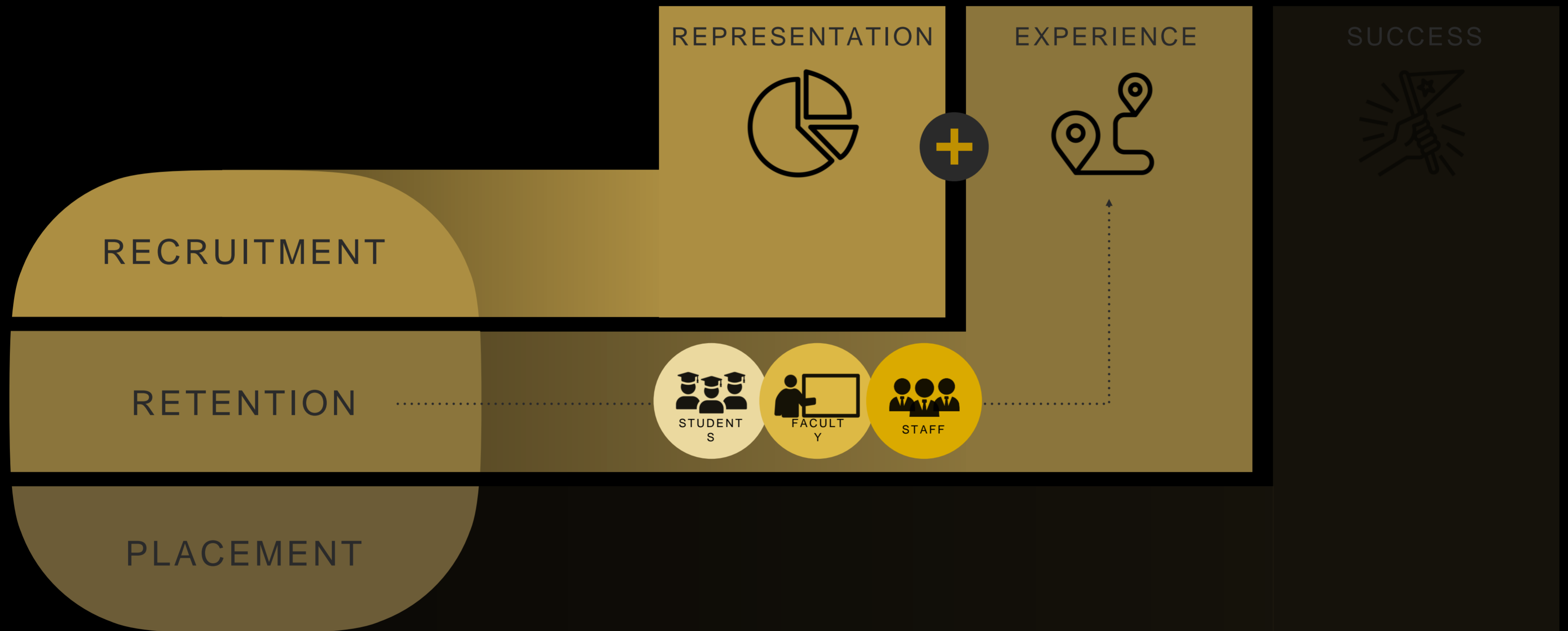
Strategic Pillar 1 // REPRESENTATION

Increasing Black Boilermaker Representation on the West Lafayette campus via implementing targeted recruitment strategies for Students, Faculty and Staff



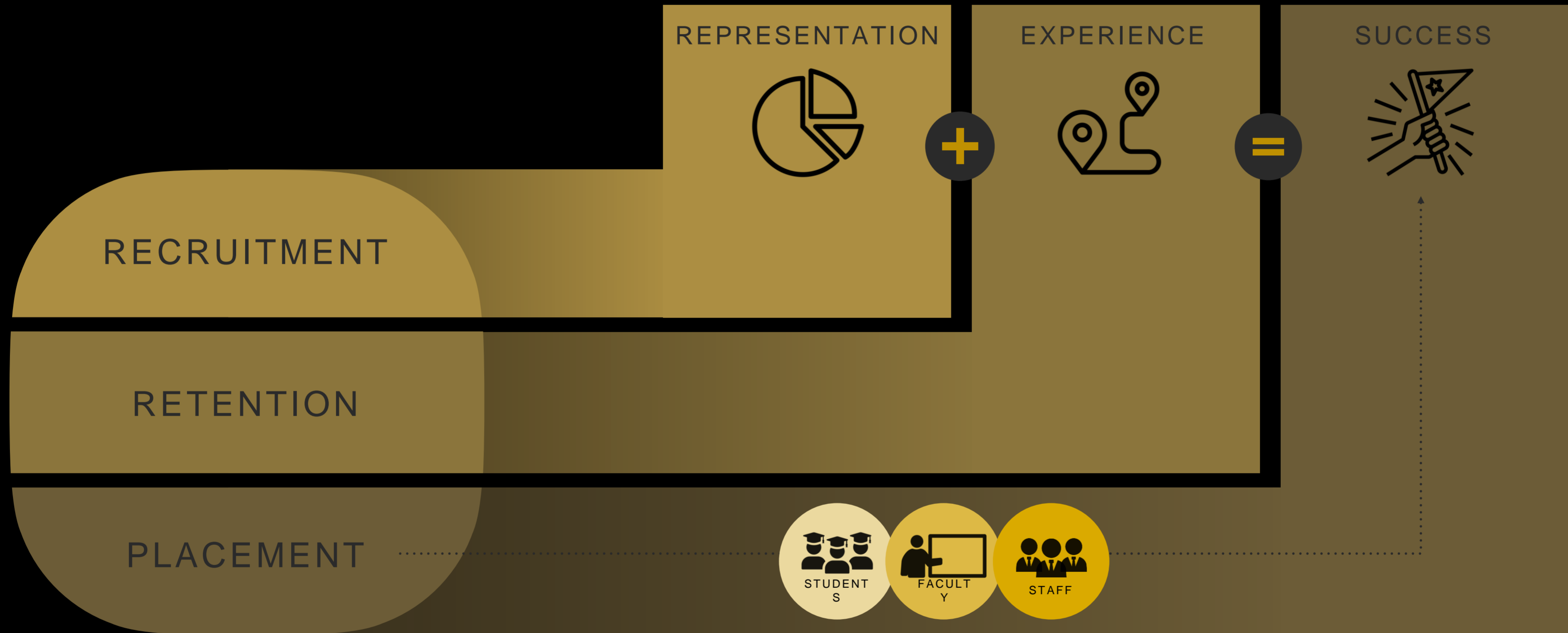
Strategic Pillar 2 // **EXPERIENCE**

Improving Black Boilermaker Experiences on the West Lafayette Campus via relationship building and engagement initiatives that place Black Boilermakers in the midst of opportunities that are provided for all Boilermakers



## Strategic Pillar 3 // **SUCCESS**

Success will be defined by the effective execution of the Representation and Experience Strategic Pillars and the commensurate movement of Black Boilermakers as measured by Graduations, Promotions, Tenure and other realized opportunities that become available to Black Boilermakers. This progress will also lead to more engaged 'Purdue For Life' Black Alumni, Faculty and Staff.



# Purdue Board of Trustees Equity Task Force

## Next Steps

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### ROAD TO BOARD APPROVAL

1. Trustee Plan Deep Dive: February Actions To Be Taken
  - A. Initiatives Review, Resource Review, Timelines, Metrics, Success Criteria
  - B. Comprehensive Resource Allocation Review
  - C. Dean's Implementation Planning
  - D. Budget Approval
  - E. Communications Plan Approval
  - F. Follow Up Meetings with Equity Task Force Members
    - I. Steering Committee
    - II. Deans Advisory Group
    - III. Team Leaders
2. Board Of Trustees Final Approval: March 2021
3. Formal Communication to Campus Constituencies: March 2021



# Appendix

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# Purdue Equity Task Force Strategic Plan



	DESTINATION PURDUE	PURDUE FOR YOU	PURDUE FOR LIFE
	REPRESENTATION	EXPERIENCE	SUCCESS
1 Undergraduate Students	1.1 Undergraduate Student Representation  Goals and Metrics	1.2 Undergraduate Student Experience  Goals and Metrics	1.3 Undergraduate Student Success Metrics
2 Graduate Students	2.1 Graduate Student Representation (Consult Linda Mason, Barrett Caldwell)  Goals and Metrics	2.2 Graduate Student Experience (Consult Linda Mason, Barrett Caldwell)  Goals and Metrics	2.3 Graduate Student Success Metrics
3 Faculty	3.1 Faculty Representation (Consult Venetria Patton, Willie Reed, Patrick Wolfe, Bill Bell, Levon Esters, John Gates, and Nastasha Johnson)  Goals and Metrics	3.2 Faculty Experience (Consult Venetria Patton, Willie Reed, Patrick Wolfe, Bill Bell, Levon Esters, John Gates, and Nastasha Johnson)  Goals and Metrics	3.3 Faculty Success Metrics
4 Staff	4.1 Staff Representation (Consult Venetria Patton, Willie Reed, Patrick Wolfe, Bill Bell, Levon Esters, John Gates, and Nastasha Johnson)  Goals and Metrics	4.2 Staff Experience (Consult Venetria Patton, Willie Reed, Patrick Wolfe, Bill Bell, Levon Esters, John Gates, and Nastasha Johnson)  Goals and Metrics	4.3 Staff Success Metrics

STEM DEI Exemplars

# STEM DEI Exemplar Initiatives Summary

The global initiatives that universities are implementing to address DEI issues appear to be the building blocks of an integrated strategic plan that covers Recruitment, Retention and Success initiatives amongst students and faculty.

<p><b>1</b> Financial Support</p>	<p><b>2</b> Faculty &amp; Leadership Hires</p>	<p><b>3</b> Student Centered Recruitment vs. Test Focused Hurdles</p>	<p><b>4</b> DEI Dedicated Centers for Resources &amp; Engagement</p>	<p><b>5</b> Required Trainings</p>	<p><b>6</b> Mentorship &amp; Counseling Services</p>
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# STEM DEI Exemplars

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1 Financial Support	2 Faculty & Leadership Hires	3 Student Centered Recruitment vs. Test Focused Hurdles	4 DEI Dedicated Centers for Resources & Engagement	5 Required Trainings	6 Mentorship & Counseling Services
<p>Universities are allocating millions of dollars in funding towards initiatives focused on diversity equity and inclusion such as:</p> <ul style="list-style-type: none"><li>• Recruiting and retaining faculty</li><li>• Building diversity centers</li><li>• Funding scholarship programs</li></ul>	<p>Faculty are being hired specifically to provide high-level strategic leadership around diversity initiatives and coordinate multiple diversity offices across the campus to help create one point of responsibility for all programs and efforts around diversity.</p>	<p>Increases in representation are correlated to a student-curated recruitment approach including elimination of standardized testing, long years of active recruitment among URM, and community partnerships that begin as early as middle school</p> <p>A successful Student-Centered recruitment approach requires intentionality from universities as well as students and their families</p> <ul style="list-style-type: none"><li>• Removing standardized testing increases application rates</li></ul>	<p>Universities are building Centers for Excellence focused on DEI that will serve as the focal point for recruiting and retaining diverse faculty and developing sustainable institutional initiatives</p> <ul style="list-style-type: none"><li>• Centers will provide professional development training &amp; support for faculty, hiring managers, search committees, &amp; new leaders</li><li>• Lead research initiative on DEI efforts</li><li>• Public and internal report of tracking toward racial equity initiatives on campus</li><li>• Programs for developing new course content and/or revising existing materials on campus Required Trainings</li></ul>	<p>Universities are establishing courses and training on diversity and cultural understanding as part of the required orientation for students.</p> <p>Faculty are also given anti-bias training and are being trained to better lead sensitive discussions on race and DEI issues.</p>	<p>Universities are offering mentorship and counseling services such as:</p> <ul style="list-style-type: none"><li>• Biweekly therapy groups for graduate students of color</li><li>• Anti-Oppression training for faculty</li><li>• Peer-to-peer mentoring program for first-year students</li><li>• Employ trained mental health professionals who can respond to mental health emergencies relating to race and diversity</li></ul>