**Minutes Equity Meeting 7-13-16**

The topic of discussion of this meeting was triggered by the events of last week: The killing of black men by police and the systemic problem and living experiences that they illustrate and epitomize.

We spent the first 45 minutes in free discussion and reactions. After some discussion of the politics and the national climate, two main themes from the discussion emerged:

1. inequity and difference in experience

2. Purdue and Lafayette’s standing in this.

Relative to Theme 1: Equity vs. Equality

* Students come to us with completely different lived experiences. “Color blindness” and equal treatments do not establish equality.
* Recalled Dr. Carter’s slides emphasizing the fact that students do not come with identical “portfolios”. The following slide illustrates this:



Relative to Theme 2 - Purdue/WL/Lafayette:

* We asked whether there was an official statement from the Purdue leadership relative to these events. Other universities did. No one was aware of a Purdue statement.
* How much education/training do Purdue/WL/Lafayette police get relative to equity and diversity? Apparently Purdue used to have a diversity/equity training for all staff including police. Not clear whether the focus is on sensitivity or simply legalistic aspects (how to make sure we do not get sued)
* We asked whether Police participated in BGR. Not clear.
* Some shared positive experiences with Lafayette Police, not so with WL. Not clear why.

We then turned our focus to: *What can we do?*

Even though all of our work is focused on creating equity, in the immediate term we wanted to take an action to:

* Let students (and colleagues) know that we are allies. We acknowledge the problem.
* Initiate discussion and educate and change minds (the mission of education is to change minds and ways of perceiving and thinking).
* Learn together what we can do, what works, what does not.

We resolved to

* Adopt a common signature that conveys some of the above.
* The signature has to be concise and then link to our website for more detailed information.
* As we finalize the text of the signature and make sure we are all comfortable with our webpage (I think we are there even if we keep tweaking the page), please everyone put the text below in your signature and use it in all correspondence.

|  |
| --- |
| "Injustice anywhere is a threat to justice everywhere." MLK  I recognize inequity and strive for equality, equity, diversity, and inclusion at Purdue.  Education is our salvation  https://stemedhub.org/groups/stemfacultycop​ |

* The African American Studies and Research Center is organizing THE CUMMING-PERRUCCI LECTURE ON CLASS, RACE AND GENDER INEQUALITY September 13, 2016 6:30-8:00 pm Fowler Hall
* We agreed that additional actions are needed; TBD.
* Several of the attendees were ready to take off for the rest of the summer but some may be coming back. So next convening not decided yet.

Thank you all.