# **Subject: Summary of 4 November 2019 Meeting**

Yesterday Ignacio Camarillo joined us and provided information about the Louis Stokes Alliance for Minority Participation (LSAMP) program at Purdue. He has lead the program for eight years with wonderful results for student graduation rates and pursuing graduate degrees. He shared an overview of the program, the 2017-2018 Annual Report, and the 2019 Summer Scholars Program. He also provided information of the Graduate Diversity Initiatives available at Purdue. I have copies of these if you’d like to review them or Ignacio may be willing to review them with you as well. A good number of questions and suggestions were posed as well as enlightening conversations. Thank you Ignacio!

A proposed “statement” of who we are or our mission was circulated and a revised version is attached to these notes below. Please provide additional comments no later than December 2nd at 9am. At our meeting on that date I’d like to finalize this and any changes needed to the website. If you have any changes to be the website, please send those to me as well by Dec 2nd.

Also on Dec 2nd, Emily Bonem will talk about the Sloan Equity and Inclusion in [STEM Introductory Courses (SEISMIC) project](https://sites.google.com/umich.edu/seismic/home).

Please let me know if I missed anything.  I look forward to seeing you all again on December 2nd.

All the Best, Helen

Who - Equity Community of Practice

We are a grassroots community interested in identifying and understanding issues of inequity in academia. We as faculty/staff and the academic system as a whole are the object of inquiry. Beginning with personal development in a shared space of respect, our members are learning techniques and developing strategies to transform ourselves and provide more equitable experiences in classrooms and throughout the University.

We are open to all colleagues at Purdue. Feel free to join our mailing list by contacting Helen McNally and come to any/all of our meetings.

Why - There is much visible commitment to inclusion and diversity, yet as a nation we continue to miss our diversity targets. The gap in achievement between students of different backgrounds is persistent against an outpouring of resources and initiatives. The difference in access, experience, and success between different student demographics is alarming. Traditional approaches focus primarily on assimilating low-income and under-represented groups into the academic culture without examining the systemic patterns within the culture that work together to create inequity.

WHAT -

* We are a faculty and staff community of practice working to overcome hidden values and models within the Higher Education culture that may perpetuate inequity.
* The premise of our work is that faculty and staff are the stewards of the academic culture and an important agent of students' learning and experience. We have the agency to affect the culture.
* The nature of our work is a grassroots faculty and administrators development process using expertise from different colleges at Purdue and beyond. We explore, learn, and apply together.

WHEN/WHERE – Schedule of meetings and events to be added to the website

HOW?