



DIVERSITY, INCLUSION AND BELONGING - RELATED RESOURCES AT PURDUE UNIVERSITY:

AN OVERVIEW FOR FACULTY AND STAFF



Office of Diversity, Inclusion
and Belonging

INTRODUCTION

Purdue University's mission as a public, state-supported land-grant institution with global impact implies a demonstrated commitment to furthering the goals of diversity, inclusion, and belonging.

At Purdue, we define 'diversity' as excellence expressing itself through the intersections of perspectives and lived experiences.

The term 'inclusion' refers to the proactive and persistent efforts we undertake to ensure that all members of the University community feel welcome and supported.

'Belonging' refers to "the extent to which individuals feel like a valued, accepted, and legitimate member in their academic domain" (Lewis, Stout, Pollock, Finkelstein, & Ito, 2016).

The following resources are designed to help you identify and connect with offices, opportunities, and organizations throughout the campus and community to help you thrive.

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THE OFFICE OF DIVERSITY, INCLUSION AND BELONGING

Fundamentally engaged in work that supports student, faculty, and staff success, the Office of Diversity, Inclusion and Belonging (ODIB) provides thought leadership regarding diversity, inclusion, and belonging by coordinating the efforts of individual colleges and schools on the West Lafayette campus, as well as throughout the Purdue system. Foundational to this work is a commitment to serving the entire campus community by operationalizing a definition of diversity “as excellence expressing itself at the intersection of perspectives and lived experiences.”

In addition to advising on strategy and metrics, ODIB staff lead and collaborate with campus partners on storytelling, recruitment, yield, and retention projects that advance equity goals, as well as offer programming and educational opportunities. Presently, many ODIB efforts are underway to support the Purdue Equity Task Force goals related to improving the experiences of Black Boilermakers. Examples include instituting a faculty Cluster Hire program, strategic investments in Flagship programs, and maximizing the potential of Affinity Group members.



CAMPUS CULTURAL AND RESOURCE CENTERS

ASIAN AMERICAN AND ASIAN RESOURCE AND CULTURAL CENTER

Purdue University's Asian American and Asian Resource and Cultural Center (AAARCC) was founded in Spring 2015 to weave the Asian and Asian American experiences into the fabric of Purdue campus life. AAARCC's pedagogy programming fosters teaching and learning about Asians and Asian American communities through Speaker Series, Lunch and Learn Series, Reading Program, Research Lab, and Internship in Asian American Studies Class (offered every Spring). Their cultural initiatives celebrate cultural heritages and growing performance collectives such as the Lion Dance Team and Vocal Ensemble, performing traditional and contemporary Asian/American creative traditions. AAARCC's advocacy initiatives highlight partnership with campus units and student organizations to foster equity, inclusion, and belonging.



AAARCC HIGHLIGHTED FACT:
PURDUE UNIVERSITY IS HOME TO MORE THAN 10,000 ASIAN AMERICAN AND ASIAN INTERNATIONAL STUDENTS, ENRICHING CAMPUS THROUGH THEIR DIVERSE AND INTERSECTING HISTORIES AND LIVED EXPERIENCES.

BLACK CULTURAL CENTER

Purdue University's Black Cultural Center (BCC) is a vibrant element of University life, offering a wealth of programs and services for the entire campus community. Founded in 1969 as part of the University's response to sweeping social change, the BCC has grown and matured into Purdue's focal point for the African-American experience and a force for the cultural enrichment and intellectual growth of all. The BCC brings together the wonderful diversity of the Purdue family by nurturing and presenting the rich heritage of the African-American experience through art, history and cultural understanding.



BCC HIGHLIGHTED FACT:
THE BCC IS A PLACE WHERE THE AFRICAN AMERICAN EXPERIENCE IS EXPLORED, CELEBRATED AND SHARED. THE CENTER SPONSORS PERFORMING ARTS ENSEMBLES IN DANCE, DRAMA, CREATIVE WRITING, CHORAL MUSIC AND PHOTOGRAPHY. SUPERB PERFORMANCES, GUEST SPEAKERS, THOUGHT PROVOKING EXHIBITIONS AND EDUCATIONAL CULTURAL EVENTS ARE OFFERED THROUGHOUT THE YEAR.

LATINO CULTURAL CENTER

¡TODOS SON BIENVENIDOS! (ALL ARE WELCOME!) is the guiding philosophy of the Latino Cultural Center (LCC). The LCC was established in 2003 as a place to gather, learn, share and support Latino cultures. The LCC seeks to enhance diversity through education and programming but also acts as a home away from home among Latinos at Purdue. The LCC serves as an educational and cultural foundation for all students, faculty and staff members. Educational, social, professional and cultural events are hosted and sponsored by the center throughout the year.



LCC HIGHLIGHTED FACT:

THE LATINO CULTURAL CENTER IS THE SECOND OLDEST CULTURAL CENTER AT PURDUE UNIVERSITY AND WILL BE CELEBRATING ITS TWENTIETH ANNIVERSARY IN SPRING 2023. THE LCC CREATES AN INCLUSIVE ENVIRONMENT FOR THE ENTIRE CAMPUS COMMUNITY, FOSTERING MEANINGFUL DIALOGUE AND CULTURAL UNDERSTANDING OF LATINX COMMUNITIES. THE LCC SUPPORTS LATINX FACULTY AND STAFF WHILE ALSO RECRUITING, RETAINING AND EMPOWERING LATINX STUDENTS TO SUCCEED, GIVING THEM A SENSE OF BELONGING UNTIL GRADUATION AND BEYOND.

LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER CENTER

The Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Center provides programming that engages the campus and community on LGBTQ issues through an exciting calendar of events. The LGBTQ Center coordinates a distinguished lecture series, advocates for equitable access and a discrimination-free environment, and facilitates a variety of training opportunities throughout the year. The Center is the primary point of contact for members of the LGBTQ community. Our space is a dedicated Safe Zone that provides a welcoming and affirming location on campus for all, regardless of sexual orientation and gender identity or expression.



LGBTQ CENTER HIGHLIGHTED FACT:

PURDUE UNIVERSITY HAS BEEN RECOGNIZED AS ONE OF THE "BEST OF THE BEST" UNIVERSITIES FOR LGBTQ+ STUDENTS BY CAMPUS PRIDE AND HAS RECEIVED A 5-OUT-OF-5-STAR RATING ON THE CAMPUS PRIDE INDEX. ACHIEVING A 5-OUT-OF-5-STAR RATING ON THE CAMPUS PRIDE INDEX, ALONG WITH THE ESTABLISHMENT OF LGBTQ-INCLUSIVE POLICIES, PROGRAMS, AND PRACTICES, DISTINGUISHES PURDUE UNIVERSITY AS A SAFE, WELCOMING ENVIRONMENT FOR STUDENTS, FACULTY, AND STAFF ALIKE.

NATIVE AMERICAN EDUCATIONAL AND CULTURAL CENTER

The Native American Educational and Cultural Center (NAECC) is home away from home for Native American, Alaskan Native, and Native Hawaiian students, faculty, and staff. Established in 2007 through student and campus advocacy, the NAECC was created to develop a new generation of educated students who will make positive contributions to their tribal communities and educate non-Natives about indigenous cultures, histories and traditions.



NAECC HIGHLIGHTED FACT:
NAECC IS HOME TO NATIVE AMERICAN, ALASKA NATIVE, NATIVE HAWAIIAN, AND PACIFIC ISLANDER STUDENTS, FACULTY, STAFF, AND ALUMNI REPRESENTING OVER 70 TRIBAL NATIONS AT PURDUE.

ANNUAL EVENTS HOSTED BY THE OFFICE OF DIVERSITY, INCLUSION AND BELONGING AND THE CULTURAL CENTERS

- Family Dinner
- Winter Mix & Mingle
- Rainbow Callout
- Express Fest
- Block Party
- Boilerfest
- Dia de los Muertos
- Lunar New Year Celebration
- MLK
- Hispanic Heritage Month Keynote
- Donning of the Kente (BCC Graduation Ceremony)
- InspirAsian Graduation (AAARC Graduation Ceremony)
- Lavender Graduation (LGBTQ Graduation Ceremony)
- Excelencia Graduation (LCC Graduation Ceremony)
- NAECC Spring Graduation Ceremony (NAECC Graduation Ceremony)

For more information on these events and to be added to our emailing list, please reach out to the Office of Diversity, Inclusion, and Belonging at diversity@purdue.edu.

CENTERS THAT PROVIDE FACULTY AND STAFF WITH RESOURCES AND DEVELOPMENT OPPORTUNITIES

ADVANCE PURDUE

ADVANCE is a National Science Foundation program designed to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce.

ADVANCE-Purdue is an institutional transformation project that targets recruitment, retention, and advancement of women STEM faculty at Purdue University. The mission of ADVANCE-Purdue is to conduct research and evaluate PCFS's programming, structure and institutionalization, and to institutionalize PCFS as a vibrant center integrated into the fabric of Purdue.

THE SUSAN BULKELEY BUTLER CENTER

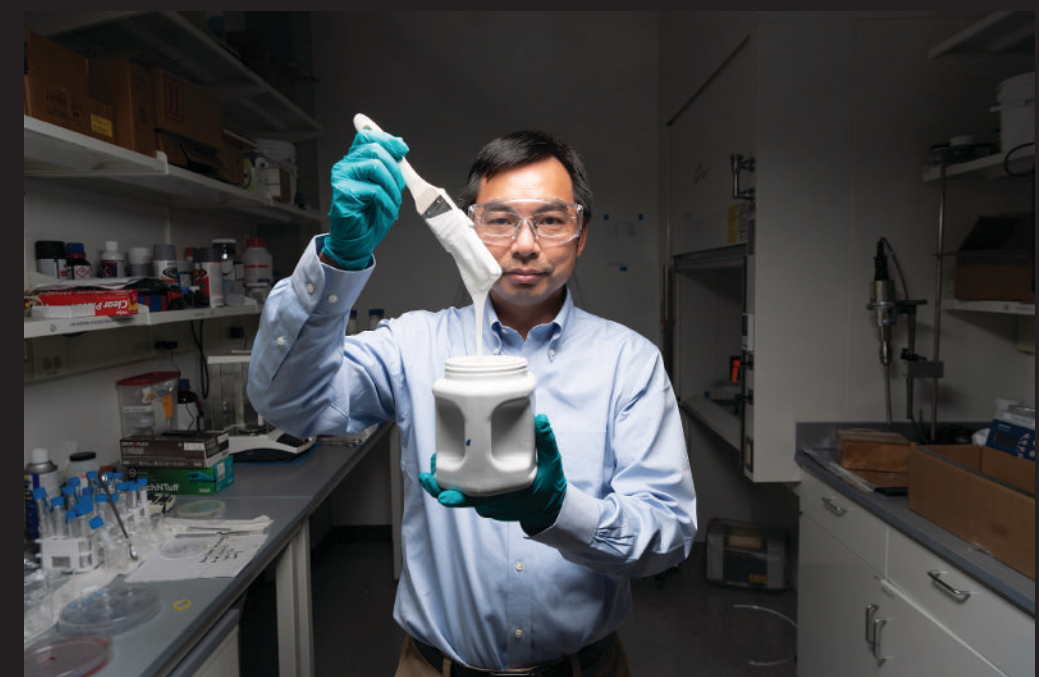
The Susan Bulkeley Butler Center for Leadership Excellence serves as a catalyst for developing leadership for the 21st century. The center started with the generous donation from Susan Butler. The Butler Center provides research support, educational seminars, workshops, and experiences that enhance both aspiring and experienced leaders' understanding and ability to manage today's complex institutions of various types particularly colleges and universities. The mission of the center is to develop leadership capacity through research, education and collaborations that helps advance and broaden representation in academic decision making.

THE CENTER FOR INTERCULTURAL LEARNING, MENTORSHIP, ASSESSMENT AND RESEARCH

The Center for Intercultural Learning, Mentorship, Assessment and Research (CILMAR) promotes and facilitates intercultural learning at Purdue and beyond. We foster inclusion, belonging and community. We cultivate the knowledge, skills and attitudes of intercultural competence. We provide opportunities and resources for engaging with, adapting to and bridging across difference. We mentor intercultural leaders, support innovative scholarship and encourage best practices in teaching and learning.

THE CENTER FOR INSTRUCTIONAL EXCELLENCE

The Center for Instructional Excellence (CIE) advances and promotes transformative, evidence-based instruction for academic success at Purdue and beyond. Under the direction of the Office of the Provost, CIE works with faculty, graduate teaching assistants, and staff to support innovative teaching in all modalities, and foster a campus culture of student-centered learning.



PROFESSIONAL DEVELOPMENT OPPORTUNITIES

SAFE ZONE TRAINING

The Safe Zone training program empowers participants to support LGBTQIA+ students, staff and faculty and create change on campus. Over 2,500 students, staff, faculty, and community members have participated in Safe Zone training to better understand the unique needs and concerns LGBTQ people face in higher education and increase their knowledge, skills, and abilities to create a more inclusive and affirming campus. There is no cost associated with attending Safe Zone training. Attendees will:

1. Develop an understanding of LGBTQIA+ terminology and history
2. Learn about the concepts of privilege and identity development
3. Interact with a panel of LGBTQIA+ student speakers
4. Build skills for identifying and interrupting language and behavior that may be unwelcoming or discriminatory
5. Identify campus resources that can provide support to LGBTQIA+ students, staff, and faculty

GREEN ZONE WORKSHOP

The Green Zone workshop empowers participants to support military-connected students, staff and faculty and create change on campus. Over 1,000 students, staff, faculty and community members have participated in Green Zone workshop since 2013 to provide a deeper understanding and appreciation of the veteran and military experience as well as develop tools to better serve these students. There is no cost associated with attending Green Zone.

Also offered in the Fall and Spring is a Green Zone Student Panel. The panel is made up of students from a variety of backgrounds; veteran, active duty, reserve or National Guard, ROTC, and family member. The panel is moderated with an opportunity for Q&A.

SPEAK UP WORKSHOPS

The Speak Up Workshop is a collaboration by Inclusion Works and PowerPlay Interactive Development, an entrepreneurial program of the University of New Hampshire. Organizers encourage anyone who's ever wondered "Why didn't I say something?" after witnessing social bias — a stereotype, a prejudice or discrimination — that happened in their everyday life to attend.

The workshop uses an applied theatre model to help participants understand what motivates people to speak up, the challenges faced when doing so and strategies for effective responding. In this interactive, web-based workshop, faculty and staff will learn about bystander reactions to social bias and how these reactions can help or hinder their own and others decisions to speak up. They will then be invited to apply these concepts through facilitated interaction and discussion to better understand how to effectively address everyday incidents of bias in the academic workplace.

CREATING ACCESSIBLE DOCUMENTS TRAINING

When a document you created is added into Brightspace or into a web page, that document should be accessible to all users, as this is a solid universal design principle.

Universal design assists not only those who have a disability, but also English language learners, students who work in a loud environment, and detail-oriented learners who want to verify their understanding of course content is perfect.

This web page provides you with tips and resources so you can learn to create accessible Microsoft Word, PowerPoint, and PDF documents.

Your training options include viewing how-to videos, using a step-by-step manual, or you may email to request in-person training.

TRANS INCLUSION TRAINING

From media coverage of transgender celebrities to national discussions of rights for transgender people, transgender and gender non-binary identities and experiences are more visible than ever. Via recent guidance from the U.S. Department of Justice and the U.S. Department of Education, university staff, faculty and students are now required to update many policies and practices to be trans-inclusive, often with only limited knowledge of the concepts of gender identity and sexuality.

This training is designed to provide information about trans identities and help attendees develop skills to create inclusive and compliant spaces to support trans students, staff and faculty.

Through an interactive, 90-minute workshop, attendees will:

Explore transgender identities and terminology

Discuss relevant laws and policies that protect transgender and gender non-conforming people in higher-education settings

Develop and adapt necessary skills to support trans students, staff and faculty

You do not have to attend Safe Zone training before attending this training, though it is strongly encouraged.



SUPPORT FOR TEACHING AND LEARNING

ASSISTIVE TECHNOLOGY TOOLS

Students and faculty can use a wide variety of assistive technologies to meet their information access and computing needs. These include stand-alone equipment, adaptive software, and adaptive hardware. You can find a list of tools available on the website below and request consultations and support to help use them.

www.purdue.edu/innovativelearning/supporting-instruction/instructional-technology/assistive-technology/

BRIGHTSPACE SUPPORT

Purdue began using Brightspace as its learning management system in summer of 2020. There are a variety of resources and support available to help you use it effectively.

FACILITATING SENSITIVE CONVERSATIONS

The Office of Diversity, Inclusion and Belonging has a resource page that helps with facilitating sensitive conversations within the classroom by providing key questions to consider and additional resources to review. The resource page can be found at:

<https://www.purdue.edu/diversity-inclusion/resources/conversations.html>



Helen Bass Williams - Founder of the Academic Success Center, and Purdue's first African American faculty member.

THE HELEN BASS WILLIAMS ACADEMIC SUCCESS CENTER

The Helen Bass Williams Academic Success Center provides supplemental instruction (tied to specific courses), academic consultations, peer success coaching, workshops, accountability groups, and handouts to support students' success.

INNOVATIVE LEARNING

The Innovative Learning team supports instruction at Purdue by providing evidence-based pedagogy and technologies to engage all students in transformative learning. The Innovative Learning hub seeks to connect instructors to the resources they need to support all students, develop courses in any instructional modality, and enhance learning across the University. This includes support for Brightspace, assistive technologies, accessibility, global learning faculty and student development, and instructional development opportunities, among other resources. Innovative Learning members include the Center for Instructional Excellence, Envision Center, Libraries and the School for Information Studies, Purdue Online, and Teaching and Learning Technologies. Email: InnovativeLearningTeam@purdue.edu.

FOR INCLUSION & BELONGING - PLEASE CHECK THE RELIGIOUS, ETHIC & CIVIL CALENDARS

STUDENT SUCCESS PROGRAMS

Student Success Programs is a suite of interconnected programs under Purdue's division of Teaching and Learning. With programs designed for varying populations and demographics, we span the bridge of students' experience at Purdue from orientation and transition, access and retention, and academic support. Our ultimate goal is to help Boilermakers arrive, thrive, and graduate on time.



COLLEGE-LEVEL INITIATIVES

COLLEGE OF AGRICULTURE: OFFICE OF MULTICULTURAL PROGRAMS

Diversity in all its forms is integral to the success of this institution. The College of Agriculture is a diverse and multicultural community that values, supports and is accepting of differences; a community that continually strives to be equitable, fair and inclusive.

College of Agriculture Diversity Contact:

Dr. Pamala Morris, Associate Dean
pmorris@purdue.edu

COLLEGE OF EDUCATION: OFFICE OF DIVERSITY INITIATIVES

The Office of Diversity Initiatives aims to encourage and support an environment that represents and values diversity among groups of people and individuals based on ethnicity, race, socioeconomic status, gender, exceptionalities, language, religion, sexual orientation and geographic area.

College of Education Diversity Contact:

Dr. Kathy Obenchain, Associate Dean for Learning, Engagement, and Global Initiatives
kobench@purdue.edu



COLLEGE OF ENGINEERING: DIVERSITY IN ENGINEERING

The College of Engineering wants you to feel valued and welcome. We're committed to creating and sustaining a welcoming environment for all.

Our goal is to create a place where everyone has the opportunity to excel. An academic environment where everyone's contributions and perspectives are respected and valued. A campus community where barriers to respect and collaboration are eliminated.

Another concierge relocation resource package created the College of Engineering that includes links to local resources such as to entertainment experiences, events, schools, and other services can be found at:

[HTTPS://ENGINEERING.PURDUE.EDU/ENGR/CONCIERGE/RELOCATION-ASSISTANCE.HTML](https://engineering.purdue.edu/ENGR/CONCIERGE/RELOCATION-ASSISTANCE.HTML)

College of Engineering Diversity Contacts:

Dr. Arvind Raman, Executive Associate Dean
raman@purdue.edu

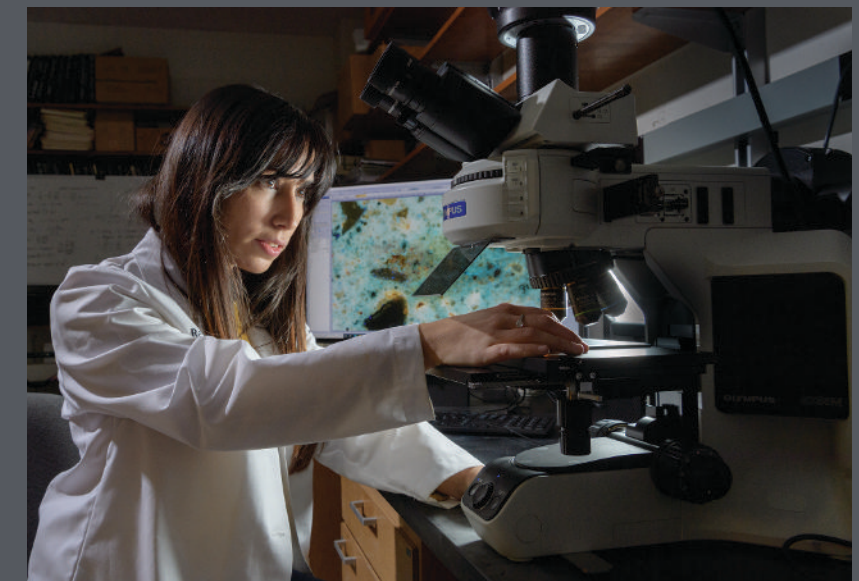
Dr. Beth Holloway, Assistant Dean of Diversity and Engagement
holloway@purdue.edu

COLLEGE OF HEALTH AND HUMAN SCIENCES

The College of Health and Human Sciences holds diversity, equity, and inclusion as core to its values and mission, and as integral to excellence in discovery, learning, engagement and community. We are committed to the recruitment and retention of faculty, staff, and students with diverse identities, cultures, backgrounds and perspectives. We seek to cultivate and sustain an inclusive environment in which individuals feel supported and a sense of belonging. We intentionally seek to establish and maintain unbiased practices, procedures, policies, and learning opportunities that are critical for equitable outcomes. Our learning, research, and engagement must occur without prejudice, bias, intimidation, intolerance, or discrimination.

College of Health and Human Sciences Diversity Contact:

Dr. Margo Monteith, Associate Dean for Diversity, Equity and Inclusion
mmonteit@purdue.edu



**JOHN MARTINSON HONORS COLLEGE:
INCLUSION**

The Purdue Honors College is committed to supporting the well-being of its students, staff and faculty. We are constantly engaged in devising new, rigorous, and creative means to build a community in which diversity and inclusion thrive, and equity considerations are resolutely addressed. We recognize that this process does not happen automatically, and nor can its success be taken for granted. This is why we work tirelessly on multiple fronts to ensure that each member of our community feels welcome, safe and valued. As an interdisciplinary college, the values of collaboration and mutual respect are integral to what we do in our classrooms, our residential community, and in our programming initiatives. We celebrate the many ways in which we learn from one another, and are not afraid to challenge/resist all forms of discrimination that compromise this objective. Here, we welcome students of all nations, races, ethnicity, religions, gender and sexual identities, ages, socioeconomic groups, and physical abilities. We consider it our privilege to co-construct and preserve a college-community where differences and difficult conversations are not shied away from, but used as the foundation for deep engagement with the complexity of the world around us.

Honor's College Diversity Contact:

Dr. Megha Anwer, Associate Dean for Belonging, Equity, and Inclusion
manwer@purdue.edu

**KRANNERT SCHOOL OF MANAGEMENT:
DIVERSITY AND INCLUSION**

The Diversity and Inclusion Committee of the Krannert School of Management provides vision, intellectual leadership, coordination, and planning to achieve excellence with diversity throughout Krannert. Our collective effort is to work collaboratively with Krannert faculty, staff and students to develop school-wide goals that uphold a shared belief in equity, respect, and belonging. The mission of the committee is to create an enriching and supportive climate that facilitates success in all members of the community.

Krannert School of Management Diversity Contacts:

Dr. Roy Dejoie, Dean's Fellow for Diversity, Equity, and Inclusion
rdejoie@purdue.edu

Dr. Darren Henry, Dean's Fellow for Diversity, Equity, and Inclusion
henrydl@purdue.edu



**COLLEGE OF LIBERAL ARTS:
DIVERSITY, EQUITY, AND INCLUSION
INITIATIVES**

The College of Liberal Arts encourages to think broadly and lead boldly to be a force of good in the world. In their mission to do so, they recognize that this includes learning, living, and engaging with a diverse and inclusive community of scholars from all walks of life. Everyone in the College of Liberal Arts will have a place to thrive, regardless of ability, age, ethnicity, political beliefs, race, religion, or socioeconomic status. Diversity is excellence expressing itself through the intersections of perspectives and lived experiences.

College of Liberal Arts Diversity Contact:

Dr. Joel Ebarb, Executive Associate Dean
jebarb@purdue.edu

**PURDUE LIBRARIES AND SCHOOL OF
INFORMATION STUDIES:
COUNCIL ON EQUITY, INCLUSION, AND
BELONGING**

Charged in 2020, the Council on Equity, Inclusion and Belonging provides leadership for Libraries and School of Information Studies in the development, planning and maintenance of a welcoming and respectful environment for all library employees and patrons that will in turn transform the organization and position Libraries to collaborate on or lead campus-level strategies in the areas of equity, inclusion, diversity, accessibility, racial equity, and belonging.

Purdue Libraries and School of Information Studies Diversity Contact:

Dr. Marke Puente, Associate Dean for Organizational Development, Inclusion, and Diversity
puentema@purdue.edu



COLLEGE OF PHARMACY: DIVERSITY INITIATIVES

True Diversity is intersectionality. Diversity includes all the ways in which people differ. It is often used to describe race, ethnicity, and gender. A more comprehensive definition also includes age, national origin, religion, dis/ability, sexual orientation, gender identity, socioeconomic status, marital status, language, physical appearance, and diversity of thought, ideas, perspectives, and values. To that end, it is the goal of the College of Pharmacy to ensure that all faculty, staff and students feel welcomed, included, and supported in all aspects of their educational journey at Purdue.

College of Pharmacy Diversity Contact:

POLYTECHNIC INSTITUTE: DIVERSITY AND INCLUSION

The faculty, staff and students of the Purdue Polytechnic Institute strive to embrace the connection of people of diverse backgrounds, experiences and thoughts as we develop an environment that helps each of us achieve our most creative and innovative ideas and solutions. We dedicate ourselves to the hard work that must be done to improve and expand our equitable and inclusive practices as we make the Polytechnic Institute a college where everyone feels welcomed and respected, and as we build a community where excellence and achievement are attainable by all.

Polytechnic Institute Diversity Contact:

Dr. Levon Esters, Associate Dean for Diversity, Equity, Inclusion, and Faculty Affairs
lesters@purdue.edu

COLLEGE OF SCIENCE: DIVERSITY AND INCLUSION

The College of Science believes that an understanding, appreciation and recognition of our differences enhances our ability to live and work together. We pledge to continue our work to create a just, equitable and safe environment for everyone in our College of Science community. We are committed to fostering a culture of inclusion regardless of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability, or status as a veteran. We pledge to continue our work to create a just, equitable and safe environment for everyone in our College of Science community.

College of Science Diversity Contact:

Dr. Lucy Flesch, Senior Associate Dean for Faculty Affairs
lmflesch@purdue.edu

COLLEGE OF VETERINARY MEDICINE: OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Central to the articulated mission of the Purdue University College of Veterinary Medicine (PVM) are the core values of access, diversity, equity, and inclusion. The educational environment of the college is enriched by the varied experiences we all represent. The mission of PVM is to advance global animal and human health and well-being through excellence in learning, discovery, and engagement.

The goal of the Office of Diversity, Equity and Inclusion is to provide learning opportunities that promote awareness, self-reflection, critical thinking and professional development through a social justice lens, resulting in an appreciation for diversity in all of its forms.

College of Veterinary Medicine Diversity Contact:

Dr. Marsha Baker, Assistant Dean for DEI
baker822@purdue.edu



ACCOMMODATIONS AND DISABILITY SERVICES

DISABILITY RESOURCE CENTER

Purdue University is committed to an inclusive and welcoming experience for all students. To that end, the Disability Resource Center (DRC) provides services, resources, and programs to facilitate equal access for disabled students, resulting in their full participation in curricular and co-curricular offerings. We work with faculty and staff across campus to uphold these values and actions for all Purdue students.

HUMAN RESOURCES: AMERICAN WITH DISABILITIES ACT RESOURCES AND INFORMATION



HIRING RESOURCES

DUAL CAREER AND RELOCATION SERVICES

Faculty Dual Career and Relocation Services supports Purdue University's commitment to recruiting and retaining talented, innovative and diverse faculty. We work with the partners of prospective, new and current faculty members to increase their opportunities for success in their search for local employment, as well as offering concierge services to help faculty settle into the area.

UNIVERSITY AWARDS AND RECOGNITIONS

THE BRAVO+ AWARD

Here's your chance to reward a stand-out accomplishment or over-the-top achievement by nominating a Purdue faculty or staff member for a Bravo Award. Purdue University's Bravo+ Award Program serves to recognize the excellence that exists among employees across the University.

Bravo is an after-the-fact discretionary award program that lets employees know that someone has noticed their noteworthy contribution. At the same time, it reinforces the values and behaviors that are important to the University.

FACULTY AWARDS AND HONORS

Faculty Awards and Honors information is available on the Office of the Provost web page and can be found here.

MAPSAC AND CSSAC AWARDS

MaPSAC and CSSAC, our employee organization, recognize and sponsor two awards annually:

Fall: The Community Spirit Award seeks to recognize Purdue employees' outstanding service to the community, society and humanity.

Spring: The Excellence Awards recognize demonstrations of excellence through customer service, leadership and/or consistently going beyond job requirements.

STUDENT EMPLOYEE AWARDS

There are several awards and opportunities to recognize our student employees. Those opportunities can be found on the Vice Provost for Student Life web page and can be found here.

SERVICE RECOGNITIONS

To express appreciation to staff with milestone service anniversaries each year, the university awards a certificate of appreciation and offers staff the opportunity to select an award. More information can be found on the HR website here.



RESEARCH COLLABORATIONS

CENTER FOR RESEARCH ON DIVERSITY AND INCLUSION

Purdue's Center for Research on Diversity and Inclusion (CRDI) is based in the College of Liberal Arts. Unlike the many administrative bodies focused on managing diversity and inclusion in the University, CRDI aims to support and highlight the excellent scholarly work on diversity and inclusion happening in Liberal Arts and across the University. CRDI also fosters and facilitates more such innovative research, pushing into new areas and looking at old questions in new ways.

STRIDE: SHAPE TRANSFORMATIVE RESEARCH ON IDENTITY AND DIVERSITY IN ENGINEERING

We are passionate about changing the culture of engineering through research to make the discipline more inclusive of all types of people across the spectrum from K-12 through higher education and into engineering industry. We investigate how diverse people develop identities as engineers and how their social identities impact their inclusion, persistence, and feelings of belongingness in engineering.

Diversity, in our research, is framed not only as social constructions of race, gender, and class, but more broadly to include more hidden or latent forms of diversity including: sexual orientation, gender expression, and effective and attitudinal profiles.

We believe that having a broad representation of people in engineering makes engineering solutions and culture better. Our acronym, STRIDE, captures the large, forward motion that we plan to enact in engineering through our research, rather than incremental change. We Shape Transformative Research on Identity and Diversity in Engineering. We are STRIDE.

HHS DIVERSITY, EQUITY AND INCLUSION SCIENCE CONSORTIUM

The HHS Diversity, Equity and Inclusion Science Consortium provides a multidisciplinary platform to enhance the science of diversity, equity, and inclusion and connect people of diverse backgrounds. Consortium meetings incubate new ideas and produce evidence and scholarship that can inform practices and policies to foster the conditions needed for diverse communities to flourish and all people to thrive.

OFFICES WITH MISSIONS ALIGNED WITH FOSTERING DIVERSITY, INCLUSION AND BELONGING

FACULTY OMBUDSPERSON

Within the Office of the Provost, the Faculty Affairs division oversees and supports faculty professional development and success at all career stages. Programs sponsored by Faculty Affairs include: strategic hiring, dual career assistance, orientation, leadership training, conflict resolution, years of service, awards, retention, and Department Head development. Faculty Affairs oversees faculty policies, including promotion and tenure, distinguished and named professorships, grievances, and sabbaticals. Please visit the Faculty Affairs website (www.purdue.edu/provost/faculty/index.html) for more information.

FACULTY AFFAIRS

The faculty ombudsperson is someone you can safely talk to about workplace issues in complete confidence. You may have questions about your Purdue faculty rights and responsibilities or you may want help resolving a work-related problem. The ombudsperson will listen to your concerns as a neutral party and an advocate for fairness and equity.

Any guidance, suggestion or recommendation given to you by the faculty ombudsperson is designed to facilitate mutual understanding, identify possible common ground or create a solution. In disputes, the ombudsperson's goal is to help you avoid the need for a grievance. But please keep in mind that this input is not binding on any party.



INTERNAL AUDIT OFFICE

The Internal Audit Office aids the University in accomplishing its strategic and operational initiatives through independent, objective assurance, and consulting services that evaluate the effectiveness of risk management, internal control, and governance processes.

The protection of University assets is shared by everyone. Be alert and recognize control weaknesses that may result in losses or inefficiencies. We are available to assist you in establishing an effective internal control framework.

Requests for audit services may be submitted to the Chief Audit Executive at any time.



INTERNATIONAL STUDENTS AND SCHOLARS

The Office of International Students and Scholars (ISS) is committed to the internationalization of Purdue University by providing appropriate services and support to international clientele and various University departments and offices.

ISS seeks to enhance the academic, cultural, and social pursuits of students and scholars from abroad through knowledge and expertise in recruitment, admissions, immigration, and advising. ISS is a constituent unit of Purdue's [Office of International Programs](#).

OFFICE OF INSTITUTIONAL EQUITY

The Office of Institutional Equity (OIE) supports Purdue University's mission to promote human and intellectual diversity by providing equal access and opportunity through fostering an inclusive environment for all members of the University community. The office develops and directs the affirmative action program for the West Lafayette campus and serves as a resource and coordinator of Purdue University's system-wide affirmative action activities, including the Northwest and Fort Wayne campuses.

TITLE IX

Title IX is a federal law that requires Universities to provide an environment free from gender-based harassment and discrimination for all members of the university community.



VICE PRESIDENT FOR ETHICS AND COMPLIANCE

The mission for Purdue's Vice President for Ethics and Compliance (VPEC):

To support Purdue University in fulfilling its mission and commitments to the highest standards of ethics and integrity and to the principles of equal access and equal opportunity.

To that end, we work cooperatively with stakeholders to:

1. Promote and enhance a climate that ensures equal access and equal opportunity for all members of the University community and participants in its activities and services.
2. Promote and enhance a culture of ethical behavior and compliance with applicable policies, laws and regulations.
3. Reduce liabilities and losses associated with failures to comply with applicable laws and regulations.



FACULTY AND STAFF ORGANIZATIONS

BLACK CAUCUS OF FACULTY AND STAFF

The purpose of the Purdue Black Caucus of Faculty and Staff is:

- To identify and act upon those issues which affect Black people at Purdue University and the greater Lafayette community, especially as they relate to the function of the University;
- To institute and maintain an effective and positive relationship between the University and its Black constituency both on and off campus;
- To reinforce self-awareness among Black people by implementing programs and activities designed to achieve these aims;
- To gather and disseminate information about available talent, opportunities, and activities that will provide the University with a comprehensive understanding of the dynamics of the Black experience;
- To carry out other activities of a charitable and educational nature to promote the welfare of Black faculty, staff, and students.

CAMPUS SUPPORT STAFF ADVISORY COMMITTEE (CSSAC)

The Campus Support Staff Advisory Committee (CSSAC) was established in 1965 to provide an effective means of communication between the campus support staff and the University administration. Our goal is to improve the University system as a whole through engagement and dialogue, as well as by providing professional and personal development opportunities for campus support staff.



EQUITY COMMUNITY OF PRACTICE

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.

THE LATINO FACULTY AND STAFF ASSOCIATION

The Latino Faculty and Staff Association (LaFaSA) is an educational organization whose purpose is to promote the LatinX community and advocate for the inclusion of the LatinX voice in higher education. LaFaSA strives to highlight the social and cultural dimensions of Latino history, heritage, and culture as it relates to education.



MANAGEMENT AND PROFESSIONAL STAFF ADVISORY COMMITTEE (MAPSAC)

MaPSAC serves as a two-way conduit between M/P staff and the administration. As such, MaPSAC serves two distinct constituencies, each with the need to hear the other and to be heard by the other. In its role as an advisory committee, MaPSAC offers M/P staff a mechanism to voice their interests and concerns as they relate to campus affairs.

PURDUE EMPLOYEE PRIDE

Purdue Employee Pride (PEP) is an employee organization established in 2018 by and for LGBTQ+ faculty, staff, and graduate students and supported by the Office of the Provost Division of Diversity and Inclusion. PEP offers monthly Lunch and Learn events, social activities, networking opportunities, and resources.

UNIVERSITY SENATE

Established in 1964, the University Senate is the governing body of the faculty, and it exercises the legislative and policy-making powers assigned to the faculty. Subject to the authority of the Board of Trustees, and in consultation with the President, it has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes.

PURDUE FACULTY ASSOCIATION

The Purdue Faculty Association (aka PFA) was originally created in 2005 by a group of junior faculty members as a way to provide opportunities for incoming and existing faculty to socialize and foster friendships and connections across the Purdue community.

With the generous support of the Office of the Provost, PFA organizes events throughout the academic year, which enable faculty of all ranks, designations and ages from across campus to meet each other and experience Greater Lafayette. Planned events include Happy Hours on and off campus, on-campus lunches and other special events.

All faculty are members of PFA, and are welcome to take part in its events. Guests are welcome, although some events will be limited to those 21 and older.

DATA TO UNDERSTAND THE CAMPUS ENVIRONMENT

THE COACHE SURVEY

The Collaborative on Academic Careers in Higher Education (COACHE) developed and administers a faculty job satisfaction survey, completed by faculty and a network of 250+ colleges and universities. During the spring 2012, 2015, 2018, and 2022 semesters, we solicited Purdue faculty input through this survey. Tenure-track, clinical/professional-track, and research-track faculty and lecturers/senior lecturers were invited to participate via a link from the Graduate College of Education at Harvard University. The goal of the survey is to identify both our areas of strength and of concern, and to guide our actions for improvement.

INSTITUTIONAL DATA ANALYTICS + ASSESSMENT (IDA+A)

Institutional Data Analytics + Assessment performs research, statistical and predictive analysis, and reporting for campus leaders and decision makers in support of evidence-based planning, evaluation, and assessment. We participate in ensuring that well defined, quality data are available. As part of the Office of the Provost, we directly support the academic enterprise as well as the campus at-large.

DATA DIGEST

The Data Digest provides interactive and visual information on various data items. These highly interactive dashboards allow users to drill down and filter to allow detailed exploration. Thank you to all of the individuals and offices from all of the campuses who provided information for the Digest. We hope you spend some time browsing and enjoying the site. We invite your comments and welcome suggestions on how we can continue to improve the tool. Note: some data is dependent upon logging in.

MULTI-INSTITUTION COLLABORATIONS

THE BIG TEN ACADEMIC ALLIANCE

The Big Ten Academic Alliance is the nation's preeminent model for effective collaboration among research universities. For more than half a century, these world-class institutions have advanced their academic missions, generated unique opportunities for students and faculty, and served the common good by sharing expertise, leveraging campus resources, and collaborating on innovative programs. Governed and funded by the Provosts of the member universities, Big Ten Academic Alliance mandates are coordinated by a staff from its Champaign, Illinois headquarters.

UNIVERSITY INNOVATION ALLIANCE

The University Innovation Alliance is the leading national coalition of public research universities committed to increasing the number and diversity of college graduates in the United States.

SLOAN EQUITY AND INCLUSION IN STEM INTRODUCTORY COURSE

SEISMIC is a sustained multi-institutional, multi-disciplinary STEM education research and development collaboration. This collaboration is motivated by a clear-eyed, openly stated focus on equity and inclusion in large foundational courses as the central goal of the reform process, harnessing a higher level of collective passion from the students, faculty, staff, and administrators who participate.



LIFE AND WELLNESS BEYOND CAMPUS

CENTER FOR HEALTHY LIVING

The center offers a variety of services to treat common illnesses, manage chronic conditions, provide preventive care and promote overall health and wellness.

FAMILY SUPPORT

In Purdue's pursuit of being recognized as the best place to work in higher education, the University offers a variety of family-friendly benefits and programs to assist employees in balancing work and life. Purdue University has campus-based services that fulfill needs for the 21st century work-life demands of all faculty, staff and students. This includes resources about child and elder care among others.

GREATER LAFAYETTE DIVERSITY ROUNDTABLE

The Diversity Roundtable of Greater Lafayette works toward inclusion by encouraging access, equity and respect for all.

The Diversity Roundtable is committed to addressing multiple dimensions of human diversity, specifically those that are linked to conditions in our community that result from prejudice and discrimination.

The Diversity Roundtable provides leadership and promotes strategies to achieve a culture that values diversity as evidenced by attitudes, policies and practices within Lafayette, West Lafayette and Tippecanoe County, Indiana.

GUIDE TO BLACK LAFAYETTE

Discover & connect with great businesses in the Greater Lafayette community like grocery stores, barbershops, and predominantly Black religious services. You can access the guide through the database below or site menu above.



HANNA COMMUNITY CENTER

The mission of the Hanna Community Center is to improve the well-being and quality of life of the community by providing quality programs, services and community interactions for the neighborhood, we serve young people and older adults. Continuing with our mission, we seek to celebrate traditions throughout the Greater Lafayette area while preserving the culture, heritage and history of African Americans and minority groups within Tippecanoe County.

HOME OF PURDUE

Information of the Lafayette/West Lafayette area.

LAFAYETTE HUMAN RELATIONS COMMISSION

There is no question that the increased diversity in our city is adding a great value to our schools, businesses, and community. In an effort to better serve and to understand the issues affecting the city, we need working Commissions that are dedicated to understanding and explaining how the City of Lafayette will move forward as our demographics are changing.

HEALTHY BOILER

A multi-faceted approach to overall well-being, which also provides employees an opportunity to earn monetary incentives for HSAs or HRAs. Explore the website for more details

INDIANA BLACK EXPO

Indiana Black Expo is a voice & vehicle for the social and economic advancement of youth & families in Indiana. Anchored by a core focus on education and economic empowerment, we develop programs that drive long-lasting, positive change for the under-served in our community

LATINO CENTER FOR WELLNESS AND EDUCATION

El centro Latino de bienestar y educación (LCWE) fomenta la participación e integración de la comunidad. Nuestro objetivo es mejorar las vidas de todas las personas en el área de Greater Lafayette mientras promover nuestra cultura Latina e Hispana. Nuestro objetivo es brindar recursos y asistencia para que todas las personas alcancen sus metas.

PRIDE LAFAYETTE COMMUNITY CENTER

Pride Lafayette, Inc. and the Pride Lafayette Community Center serve the lesbian, gay, bisexual, and transgender (LGBTQ+) community of Tippecanoe County, Indiana and surrounding areas. We are an entirely volunteer-based organization operating 100% on the generous donations of time and money from community members. Our history includes growing out of two community center locations and the successful coordination of several pride festivals in downtown Lafayette. We are constantly looking for new ways to fulfill our vision of being the premier link to the Greater Lafayette LGBTQ+ community.

TIPPECANOE COUNTY HUMAN RELATIONS COMMISSION

The Human Relations Commission of Tippecanoe County aims to provide all citizens equal opportunity for employment, public accommodations, and housing. The commission will encourage and promote mutual self-respect and understanding of each other by all groups in the county and promote the guarantee of equal rights to all citizens as afforded by the ordinance of the county, the laws of the State of Indiana, and the Constitution of the United States.

WEST LAFAYETTE HUMAN RELATIONS COMMISSION

The West Lafayette, Human Relations Commission, investigates complaints of discrimination in the City of West Lafayette.

LOCAL K-12 SCHOOL SYSTEMS

WEST LAFAYETTE COMMUNITY SCHOOL CORPORATION

LAFAYETTE SCHOOL CORPORATION

TIPPECANOE COUNTY SCHOOL CORPORATION



REFERENCES

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

CONTACT US

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