

DIVERSITY CATALYSTS:

Educating The Local STEM Community
On The Way To Institutional Transformation

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Clint Chapple, Andrew Hirsch,
& Kathleen Howell

Introduction

- ▣ PURDUE-ADVANCE project--major goals:
 - 1) to increase the number and success of STEM women faculty of color
 - 2) to increase the success and leadership of women faculty in STEM
 - 3) to educate all the faculty and in particular, the majority, about the benefits of diversity and inclusion

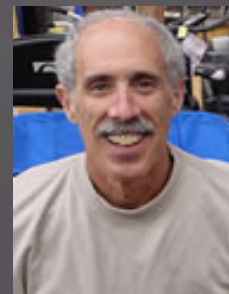
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The Diversity Catalysts

“ADVANCE-Purdue Diversity Catalysts are high-impact, senior faculty who will engage the faculty and staff in conversations about diversity issues in their units and across campus.”

- Clint Chapple, Head and Distinguished Professor of Biochemistry
- Andy Hirsch, Professor of Physics
- Kathleen Howell, Hsu Lo Professor of Aeronautics and Astronautics



The Diversity Catalysts (DCs)

Organization, training and education of the Diversity Catalysts is conducted by:

- Patrice Buzzanell, Professor of Communication
- Klod Kokini, Professor of Mechanical Engineering and Associate Dean in the College of Engineering



Goal 3: Educating the Majority

- ▣ Diversity Catalysts
 - in-depth education about diversity and inclusion
 - provide information and advice about best practices related to these issues

- ▣ Three-layer educational model for sustainable institutional change
 - inform and gain support from Deans (current administration),
 - educate department heads (current leaders),
 - work with newly promoted faculty (future leaders)

Diversity Catalysts (DCs)

- ▣ Influence: University of Michigan STRIDE Program
- ▣ Adapted for Purdue initiative and institutional change stance:
 - Broad agenda for change in university policy and processes, rather than primarily search and hiring practices
 - Centered on leaders (heads and newly promoted faculty)
 - Focus *on intersectionalities of difference* and corresponding structural inequities, rather than gender
 - Early integration of readings, research, mini presentations, facilitations, deconstructions of events and news items

The DC Perspectives

“Who we are”

- Coming at this from a personal perspective
- Study of the literature
- Learned a great deal; still in the process of learning
- Not experts
- Bring their own experiences and perspectives
- Want to improve the climate at Purdue
- Use position of privilege to affect change

Closing

- ▣ Impact directed toward a twofold agenda:
 - cultural change: constant monitoring of, and interventions in, conversations and other discussions with members of the PURDUE community
 - sustainable practices: workshops and regularly scheduled conversations that invite dialogue about evolving a Purdue culture that is more inclusionary
 - this type of effort integral to PURDUE leadership training programs and everyday efforts