DIVERSITY CATALYSTS:

Educating The Local STEM Community
On The Way To Institutional Transformation

Klod Kokini, Patrice M. Buzzanell,
Clint Chapple, Andrew Hirsch,
& Kathleen Howell
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
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
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
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