**2-26-16**

## STEM FACULTY COMMUNITY OF PRACTICE IN EQUITY AND PRIVILEGE

1. **Who we are, our aim**

The alarming gap in achievement between students of different backgrounds is persistent against an outpouring of resources and initiatives. These initiatives focused 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. Faculty are the stewards of the academic culture and the core of students’ learning and experience. We propose here to create a faculty community of practice to examine hidden values and models within the STEM culture that may perpetuate inequity. We seek a faculty development process using expertise from different colleges at Purdue.

Ongoing Hypothesis: Systemic patterns are a problem that needs to be fixed, with the primary attempts to fixing this problem being at the level of fixing and helping the students, developing the “right” teaching materials and teaching methods.

Alternative Hypothesis: The persistence of systemic inequity, non-diversity is an unintended consequence of the system functioning perfectly as designed by its primary architects: the faculty.

**Proposed Approach**

* Grow a Collaborative Community of Reflection and Participatory Action Research where the faculty are the locus of intervention.
* Create the space and resources for reflection, development, and emergent design and action.
* Partner with similarly motivated groups on campus and beyond to leverage resources and broaden impact.

1. **Protocols, culture**

[http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?smprod=nytcore-ipad&smid=nytcore-ipad-share&\_r=0](http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?smprod=nytcore-ipad&smid=nytcore-ipad-share&_r=0" \t "_blank)

1. **Topic of discussion**

[https://youtu.be/nAQ-7iRKlrg](https://youtu.be/nAQ-7iRKlrg" \t "_blank) Al Young’s 4 frames.

