

**School of Mechanical Engineering
Diversity, Equity, and Inclusion Taskforce 2022/2023 Annual Report**

Foreword

As was the case for universities across the globe, the university experience has been undoubtedly different since the onset of the COVID-19 pandemic. In the traditional Boilermaker spirit, faculty, staff, and students within the School of Mechanical Engineering (ME) were resilient and stood together during the challenging times.

As we resumed traditional operations, the 2022/2023 Academic Year presented ME with exciting opportunities. The ME Diversity, Equity, and Inclusion (DEI) Taskforce actively seeks to support diversity, equity, and inclusion initiatives aimed at creating an inclusive environment for students, faculty, and staff. Within our work, the DEI Taskforce collaborated with campus partners, established new connections, and worked to ensure that the School of Mechanical Engineering’s mission and core values were the nucleus of all initiatives.



Through ongoing recruitment, retention, and training initiatives, the School of Mechanical Engineering will continue to build on these goals and values, to provide solidarity within our School and at Purdue University.

Goal 1: Have black students apply to Purdue:

- Status: ongoing
 - Increased outreach to Purdue Polytechnic High School (PPHS) with Professor James Gibert speaking to PPHS Englewood regarding “Black Excellence in STEM” on Wednesday, March 15th.
 - PPHS Engineering Scholars visited the School of Mechanical Engineering on Monday, April 17th for *Mechanical Engineering Experience Day*, which we intend to become a flagship event for our Taskforce.



- Brandon Boyd spoke with the Minority Engineering Program's (MEP) ENGR 180 course on December 2nd regarding "Being Black, while Studying Abroad" and discussed ME scholarships and career outcomes.
- Taskforce co-chairs Brandon Boyd and Ajay Malshe spoke with prospective MEP students on Monday, February 20th and Monday, April 3rd at the MEP Preview Luncheons.
- The ME DEI website went live in August of 2022.
 - Generation Z students are increasingly relying on their parents and the internet to make decisions regarding where to go to college and what to major in.
 - The website is meant to be an accessible tool for all students, to highlight statistics, including ME's 6-year graduation rate of 94.3% for URM students, since 2009.



Goal 2: Have black students come to ME from FYE:

- Status: ongoing
 - As of May 2023, the School of Mechanical Engineering accepted 563 students during the Spring 2023 T2M process. Of this total applicant pool, there were 59 Underrepresented Minority (URM) students, which represented 10% of the applicant pool.

Goal 3: Greater Presence at NSBE

- Status: ongoing

Additional Goals and Points of Pride:

- David Warsinger was a finalist for the 2023 Office of Diversity, Inclusion, and Belonging Faculty Excellence Award.
- David Warsinger led the DEI Taskforce initiative to gather data and collaborate with the ME Graduate Admissions Committee to make the GRE Examination optional, rather than required.
- Brandon Boyd won the ME Core Value award for "fostering a diverse, inclusive, and respectful environment."
- Brandon Boyd co-facilitated the University Inclusive Advising Initiative, which allowed him to facilitate eight workshops, composed of over 50 Academic Advisors and Administrators on the best practices of advising Black Boilermaker students.
- The Taskforce collectively established and implemented a Faculty DEI Award, which will be introduced in the 2023/2024 academic year.

Thank you to our 2022/2023 Taskforce Members:

Ajay Malshe (Co-chair), Brandon Boyd (Co-chair), Luciano Castillo, George Chiu, Patricia Davies, Klod Kokini, Albert Patrick, Steve Son, David Warsinger