

Accountability Committee Updates:
What have we been doing?
December 7, 2020

- 1. Increasing our KNOWLEDGE**
- 2. Changing our BEHAVIOR**
- 3. Recasting our IDENTITY**

June 10, 2020 Renata Poulton Kamakura sends out petition

Student, Staff and Faculty meetings to discuss response to Racial Equity Petition. TAS.

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| August 21, 2020 | Toddi Steelman sends out petition response |
| August 26, 2020 | Petition response included in Dean’s update email |
| August 27, 2020 | Student Mtg – follow up to petition response |
| August 31, 2020 | Staff Mtg – follow up to petition response |
| September 10, 2020 | Faculty Mtg – follow up to petition response |
| October 2, 2020 | Accountability Committee Meeting- students, staff, faculty |
| October 30, 2020 | Accountability Committee Meeting—students, staff, faculty |

Multiple efforts taking place across Duke. <https://anti-racism.duke.edu/> Continuing to sort out what should happen in NSOE vs. other parts of Duke.

New funding opportunity from the Provost to support faculty scholarship on “[Reckoning with Race, Racism, and the History of the American South](#).” The deadline for submissions is **February 1, 2021**. Thanks to generous funding from The Duke Endowment, we will offer awards of one to two years in duration ranging from \$5,000 to \$40,000. Please see link above and information below for more on this RFP, and contact the [Faculty Advancement](#) office with any questions.

The following is a list of concrete steps that have been taken by Duke since President Price’s Juneteenth message:

- \$16 Million Grant from The Duke Endowment for recruiting and retaining diverse faculty and to develop programming to enhance the community’s understanding of racism and to create a more inclusive environment
- Renaming of the Sociology-Psychology building for Wilhelmina Ruben-Cooke
- Development of Anti-Racism Plans for all 9 Schools, Health System and the Executive Vice President’s Reports and the creation of a rubric by the OVPFA to assist schools as they work to move the plans forward. <https://anti-racism.duke.edu/>
- Comprehensive Website dedicated to Anti-Racism efforts and a transparent mechanism for measuring progress

- Launching of a Climate Assessment Steering Committee and working groups to include staff for the first time
- Three-hour Anti-Racism education session with all of the senior leadership including Deans, Vice Presidents and Trustees.
- Strategic Education Session with Trustees on Anti-Racism at Duke and regular updates to the Executive Committee of the Board of Trustees
- Workshop for faculty *Your Role as Faculty in Confronting Racism and Fostering an Equitable Climate* led by Vice President Kim Hewitt and Associate Vice Provost Sherilynn Black attended by nearly 200 faculty registrants
- Workshop for Chairs and unit leaders *Confronting Systemic Racism as an Academic Leader* led by Professor Ashleigh Rosette

Development of first collection of videos *Perspectives on Race and History* - featuring faculty and staff experts discussing the history of racism at Duke and the experiences of our staff

1. Increasing our KNOWLEDGE

Duke University Marine Lab DE&I Committee formed-- ON-GOING

first meeting Fri., June 24th (meetings: 7/24, 8/7, 9/4, 10/1) – committee members include faculty, staff and students (+/- 11 ppl)

Teaching for Equity Fellows Program—ON-GOING.

Five faculty are being supported by NSOE to take this training. This cohort was created especially for university faculty to help them address racial inequities in their classrooms, clinics, and other learning spaces. The workshops are designed to tackle a number of teaching and mentoring topics that may arise around race and identity. Faculty fellows gain skills and strategies that improve learning for all Duke students.

Teach. Equity. Now. DUML—ON-GOING

(at Duke University Marine Lab, *Spring 2021*) – A four-part workshop series designed to ground participants in a shared language, a shared framework, and a shared history to inform strong racial practice; workshop 1: Community Building & Defining Racism, workshop 2: The Three Expressions of Racism, workshop 3: History and Lessons for Today, and workshop 4: Application

Leading the Change speaker series (Deb Gallagher/Liz Shapiro Garza)

October 22, 2020 Election 2020 with Megan Mullin

October 29, 2020 Navigating D&I

November 12, 2020 Post-election with Robert Bonnie and Tim Profeta

Attend Duke wide D&I Leaders and Facilitators Meeting—

October 27th, 2020 Toddi Steelman is Dean's representative.

Caucuses:

Black, POC & White Caucus meeting monthly.

Title IX Training—

Tentatively scheduled for February 2021. Separate training for 1) students and 2) faculty/staff/post-docs. Toddi to coordinate with Kim Hewitt in OIE.

NSOE DE&I website update, linking to Office of Institutional Equity (Duke Univ. OIE) website

Working to update information on initiatives taken from 2017-2022 Strategic Plan, Racial Equity Petition and Accountability Committee

DEI Training for international Students—currently being planned

From Lisa Giragosian of IHouse. Our colleague, Ms. Ling Jin, is planning a movie & facilitated discussion series around Racism in United States/Anti-Black Racism, specifically for international students. The series will be held over winter break.

Admission Update for Potential PhD Applicants—currently on our websites to prevent students from applying and incurring unnecessary expenses

“In an effort to provide extra time and funding to our current PhD students, the Nicholas School and Duke Marine Lab have made the difficult decision to pause school-funded PhD admissions for the 2021-22 academic year due to the pandemic. Some faculty support students with external grants and therefore may be able to admit graduate students. Please consult individual faculty for specific admissions information.”

New NSOE Public Website for DEI

<https://nicholas.duke.edu/about/diversity-equity-inclusion>. At the bottom of the message from the Dean, our internal community can access the intranet, where we have posted all of information the work that has been happening this summer and fall in the area of Diversity & Inclusion.

Working on new Diversity PPT Backgrounds for NSOE

Communications and Marketing developed templates for Actionators to review

2. Changing our BEHAVIOR

Resiliency Training DUML—ON-GOING

(Learning & Mentor w/multicultural lens); Patrick Jeffs (The Resiliency Solution; <https://theresiliencysolution.com/>) and Dr. Elizabeth Demattia (Community Science Initiative, Duke University Marine Lab) – 4 sessions; 2x learning, 10/23 and 10/30 & 2x mentor, 11/6 and 11/13

Racial Equity Institute/The Equity Paradigm (Nancy Kelly/Actionators)—ON-GOING

Racial Equity Arc for faculty, staff and students.

Faculty/Staff Learning Arc (6 sessions): • 10/16/20 • 11/20/20 • 12/11/20 • 1/8/21 • 2/26/21 • 3/19/21

Student Learning Arc (6 sessions) • 10/2/20 • 11/6/20 • 1/22/21 • 2/12/21 • 3/5/21 • 3/26/21

Harassment and Reporting Toolkit (Nico Cassar/Kirsten Overdahl)

This found permanent home in The Graduate School and will be updated by them. Student Affairs will host the site for Professional students and UG students. Expected roll out of their new site is in the Spring semester.

Implicit bias training— (coordinated by Actionators)

Inclusive Mentoring Part I: Understanding and Addressing Implicit Bias during PhD Program Application Review and after Student Matriculation

Thursday, December 3, 2020 OR Thursday, January 7, 2021

Facilitated by Pam Bivens, Assistant Director for Diversity and Inclusion, Duke University
Mandatory for all faculty who serve on PhD admission committees or faculty that hire staff.

Mandatory Power Dynamics Training—

Inclusive Mentoring Part II: How Privilege and Power Get in the Way

Tuesday, January 26, 2021 - 3:00pm-5:00pm ET

Facilitated by the [S*Marts Consulting](#)

Mandatory for all faculty who serve in a PhD advisor or mentor role.

Evaluating our progress in the curriculum

Student evaluations and questions on culturally inclusive pedagogy on this semester evaluations.

We are currently reviewing data collected from these evaluations.

EJ House Course Completed

This semester's Environmental Justice House Course, led by undergraduates Ashley Rosen, Rachita Gowdu, Cameron Oglesby, and Sophia Jeffery, was completed. They brought in Catherine Flowers, Naeema Muhammad, and other local EJ activists. Their sessions had 40-70 outside guests, including Duke faculty, MEM students, and Durham residents.

New Actionators—

Brian Silliman and Tom Brooks have both joined the Actionators

Actionators Retreat—

December 2 and 16th—Cultural Value Differences, community building work

Discussion of planned climate survey for NSOE. Last one done in 2016.

Field locations/global sites and sexual misconduct (Actionators)

Not yet scheduled. Working with Shawn Lenkar who has done extensive work developing resources to address sexual misconduct in field locations/global sites. He is willing to come do training workshops for our folks. 1.5 hour training. Detailed planning will begin in the spring

Graduate and Professional Student Council (GPSC) resolution

Supports the removal of the graduate record examination (GRE) as a mandatory element for admission to all graduate programs at Duke University. Currently under consideration by all doctoral programs and professional program in NSOE.

ITEHP- GRE optional for next three years and then re-evaluate

UPE - Yes for GRE optional permanently

UPEP - wait to make decision after fall 2021 cohort

EOS - wait to make decision after fall 2021 cohort; final decision in Spring 2022

ENV - wait to make decision after fall 2021 cohort

MSC - per Rachel, faculty are not planning to make that decision now

Professional Programs— wait to make decision after fall 2021 cohort

Faculty Council position on DEI

The FC considers of vital importance that the school take action to enhance its DEI.

Faculty Council position on DEI Staff

The FC considers it necessary to devote financial resources to promote staff, faculty and student diversity (for example through filling existing vacancies, targeted hires and scholarships) before resources are committed for a new administrative position.

Faculty Council position on faculty supporting DEI efforts

The FC recommends considering relieving several faculty from some of their teaching, advising and administrative responsibilities (or providing summer salary) to give them time to champion efforts to enhance, support and foster school diversity.

Financial aid information for our professional students

MEM Student Financial aid is distributed in multiple ways, including merit aid, student assistantships (compensation), federal work study and need based aid. For any one student these packages are combined in multiple ways, generally we review Merit and Student Assistantships within the financial aid committee and work study is allocated by formula. Need based aid is offered based on Expected Family Contribution only, without regard to any of the other aid packages. This year, approximately \$3.6M spent on total student body.

Recasting our IDENTITY

Fall Minors Program (DUML)—ON-GOING

Liz Demattia. STEM pathways program and volunteering with Boys and Girls Club. Approved by Provost's office. Also working on designing and delivering resiliency/race/equality training for Duke mentors. The goal here is to develop and deliver these to NSOE students by late September/Early October so that we can have NSOE students in the community by mid/late October.

Hired three faculty members—Nishad Jayasundara, Shineng Hu and Brian McAdoo

We are participating in a university-wide NIH FIRST

(Faculty Institutional Recruitment for Sustainable Transformation) grant proposal for early career faculty recruitment (Pratt, SoM, NSOE and A&S). <https://commonfund.nih.gov/FIRST>. TAS attended two meetings. Shila Nordone and Joel Meyer to work on advisory committee. Currently waiting on RFP to be issued.

The NIH FIRST program aims to enhance and maintain cultures of inclusive excellence in the biomedical research community. The program also seeks to have a positive impact on faculty development, retention, progression, and eventual promotion, as well as develop inclusive environments that are sustainable.

Serve on the Office of Vice Provost for Faculty Advancement Leadership Advisory Committee—

February 3, 2021 TAS to invited to serve as panelist on The Office of the Vice Provost for Faculty Advancement workshop titled "Fostering a Positive Climate in Your Unit" on Tuesday, February 3, from 1:00 – 2:30 pm.

DEEP (Diversity and Equity in Environmental Programs) Collaborative--

(Nicki Cagle). Meeting XXX. Since 2017, NSOE has supported regular networking and training events that bring together local (Durham/Chapel Hill) organizations working at the intersection of environment and diversity, equity, and inclusion. Funding for this has moved forward to sponsor four sessions. Our hope is that the content can be recorded and used for additional programmatic efforts. Nicki Cagle has secured funding from Burts Bees to hold a second round of trainings in 2021.

UG Strategic Plan—UG Mentoring Program; Pair UG with grad students. First meeting with Faculty/Staff Advisory Committee September 22 and first Student Committee meeting September 30 (Nicki Cagle).

Center for Rural Enterprise and Environmental Justice//Pamela Rush Memorial Internship

Environmental Injustices in Lowndes County, Alabama. ODAR has secured funding for this internship for next summer. The overall goal is to continue technical and social science research with the Center for Rural Enterprise and Environmental Justice (CREEJ, previously the Alabama Center for Rural Enterprise) to understand the technical and social dynamics of and barriers to the adoption of novel technological solutions wastewater access in Lowndes County. Through the internship, students will help develop a better understanding of the interlaced physical/technical, political, and legal barriers to sanitation access and evaluate potential technical and policy solutions. The students will also investigate how climate change could impact various technology choices. This internship/project will enable us to strengthen the Nicholas School's connection with Lowndes County.