

Accountability Committee Updates:
What have we been doing?
February 5, 2021

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

June 10, 2020	Renata Poulton Kamakura sends out petition
August 21, 2020	Student, Staff and Faculty meetings to discuss response to Racial Equity Petition
August 21, 2020	Toddi Steelman sends out written 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
December 7, 2020	Accountability Committee Meeting—students, staff, faculty
February 5, 2021	Accountability Committee Meeting—students, staff, faculty

Multiple efforts taking place across Duke (see <https://anti-racism.duke.edu/>). We are continuing to sort out what should happen in NSOE vs. other parts of Duke. Some additional efforts are identified below.

Pronoun options in Duke Hub 2.0

Duke University is committed to working towards a more inclusive and affirming campus community for members of the LGBTQIA+ community, especially transgender and non-binary students. Language, including the thoughtful and conscientious use of pronouns, is one important action every student, staff, and faculty member can take to become a more affirming community. With the December 2020 implementation of DukeHub 2.0, all undergraduate and graduate students may select or enter their pronouns which will be immediately visible to faculty on class rosters, to advisors on advisee profiles, and to staff who are granted access to students’ profiles as part of their roles.

University-wide course on racism

Duke has received funding from The Duke Endowment to support a comprehensive university-wide anti-racism initiative, which includes a commitment to ensure that anti-racism is woven into our curricula and programs so that no Duke student will leave without a firm understanding of the societal problems of structural racism, social injustice, and inequality. As part of that commitment, the Provost’s office, through the Office of Undergraduate Education, is working with faculty across schools to develop a broad anti-racist undergraduate course. Xavier Basurto is representing NSOE on this committee and ensuring issues related to environmental racism are included in the content.

Campus Climate Committee

Building on the work of the Summer 2020 Hate and Bias Working Group, the CCC will review and assess our historical and current state and identify areas for intervention. While the CCC will make recommendations to University leadership throughout the course of its work, it will generate a final report by January 2022. The work of this committee will also help inform the work of the Next Generation Living and Learning 2.0 initiative. We expect this committee to think both broadly and specifically, and to conduct its work guided by an ethos of optimism. Xavier Basurto is serving on this committee to represent NSOE.

Faculty Curriculum on Anti-Racism

Opening Short Course: Monday, January 11 - Thursday, January 14, 2021
9:00 a.m. - 12:00 p.m.

As faculty work to deepen their knowledge of historical, structural and systemic racism and its implications, we have developed a curriculum to combine practical skills, tangible actions and historical contexts to inform faculty and build personal capacity to promote equitable academic environments. A few NSOE faculty participated.

Durham Community Stories

Friday January 29 21-1. Monthly series focusing on historically Black and African American neighborhoods in Durham. January focus is on Brookstown.

1. Increasing our KNOWLEDGE

Working on new Diversity Virtual Zoom Backgrounds for NSOE

Communications and Marketing developed templates for Actionators to review.

School-wide Climate Survey—launch for Fall 2021

Taking the temperature of where we are as a School regarding our climate, progress (or not) and starting to look at trends. Actionators working on this draft; to be launched in Fall 2021.

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

February 3, 2021

TAS served as panelist on The Office of the Vice Provost for Faculty Advancement workshop titled “Fostering a Positive Climate in Your Unit” 1:00 – 2:30 pm.

Ferguson Lecture: Catherine Coleman Flowers - February 2, 2021 8-9 pm.

Recent MacArthur Award winner and Director of the Center for Rural Enterprise and Environmental Justice.

Title IX Training—

Scheduled for February 11th 2021 (Post Docs, Research Scientists, Faculty and Staff).

Scheduled for February 12, 2021 (Students).

Training by OIE - Cynthia Clinton, AVP of Compliance, and Ericka Lewis, Deputy Title IX Coordinator (added as co-hosts on zoom). These trainings will include recent updates to Title IX at the University level as well.

Training on Handling/Teaching Contentious Issues in the Classroom Planning – In Progress

The Actionators are working to schedule a training for faculty, staff, and students that would build upon the culturally inclusive pedagogy and culturally inclusive communications workshops last summer and fall. In particular, we're looking to bring in Francisco Ramos – who wrote the book on *How to Teach Contentious Issues in the Classroom* to talk with our school.

NSOE Internal/Intranet DE&I website update with all actions from Accountability Meetings

Website updated with information from Racial Equity Petition and Accountability Committee

Attend Duke wide D&I Leaders and Facilitators Meeting— February 8, 2021

Toddi Steelman is Dean's representative.

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

First meeting Fri., June 24th. Met from July through November, and will continue to meet during the Spring semester, January – May; 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. Save the dates listed on community calendar: 2/11, 2/25, 3/11, and 3/25

Caucuses

Black, POC & White Caucus met regularly during the Fall semester and the caucuses are currently developing their Spring Schedules.

NSOE Winterbreak Reading Group meeting

The latest meeting was held on January 12, 2021. The session focused on implicit biases and how those manifest in the environment space, even in everyday activities. For example, birdwatching while Black. (Lead by Danielle Wiggins, Allison Besch, Tom Brooks, Deanna Knighton, Cindy Peters, Kelley Robbins-Thompson, Rob Schick, and Melissa Kotacka).

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.

DEI Training for international Students—currently being planned

NSOE is working with IHouse and Ms. Ling Jin, to do a follow-up training in late February/early March specifically for international students that addressed racism, racism in international cultural contexts, and xenophobia.

CPDC Sponsored DEI Event.

The CPDC is sponsoring a DEI event led by Curtis Bennett, Director of Equity and Community Engagement at the National Aquarium, on March 1 from 1:15-1:45pm for students.

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.”

2. Changing our BEHAVIOR

Community Check Ins + Community Messages Related to Civil Insurrection in Washington, DC

January 6th (2 pm and 7 pm) and January 20th (2.30 pm and 7 pm).

These were listening sessions where we shared feelings and discussed how best to support each other. The goal was not to find concrete answers at these sessions but we have a conversation and be together. Actionators.

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.

Implicit bias training— (coordinated by Actionators)

Inclusive Mentoring Part I: Understanding and Addressing Implicit Bias during PhD Program Application Review and after Student Matriculation. These training complement other trainings for MEM/MF application readers and changes in NSOE’s application process (e.g., removing GRE requirements).

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

Handling Uncomfortable Moments in the Classroom Training – Tuesday, February 9 – 10:00am-12:00pm ET.

A workshop for NSOE TAs and graduate-students addressing how to handle uncomfortable moments (e.g., times when implicit bias, microaggressions, & student resistance show up in the classroom). Facilitated by Nicki Cagle with RCR approval and credit (thanks to Danielle Wiggins).

New Actionators—

Brian Silliman and Tom Brooks have both joined the Actionators

Actionators Retreat— December 2 and 16th

Cultural Intelligence and Organization Wellness training provided, as well as community building work. Discussion of planned climate survey for NSOE. Last one done in 2016.

Lunar New Year

Actionator Nancy Kelly is coordinating activities for NSOE to celebrate Lunar New Year, Feb. 8-12.

DGSA Health and Wellness Coach - February 23-June 8, 2021.

Danielle Wiggins (from Durham Campus) and Rachel Lo Piccolo (from DUML) to undergo training to become NSOE Health and Wellness Coach for doctoral students. Professional training program

Harassment Prevention Advisors Training

Additional training required of all HPAs regarding Title IX changes. August 14, 202 US Department of Education changed Title IX regulations. New training needed so HPAs can remain compliant.

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) ran four sessions in the fall. The cohort will continue to meet bi-weekly through the Spring term, providing a team of peers to learn, practice, and support each other in on-going mentoring and training.

HackBio & NEW Mentoring Club

HackBio is a week-long program created in partnership with NSOE and DUML to engage Durham high school students from traditionally underserved populations in experiential learning and team-based activities. The program introduces students to global human health challenges related to environmental exposures. It also includes professional development modules to demonstrate possible pathways to STEM careers. High school students are mentored by Duke University Marine Laboratory Scholars. HackBio programs are hosted each semester, and they have transitioned to an online format during the pandemic. In addition to the HackBio program, a new mentoring club is starting to expand HackBio's impact. Trained undergraduate mentors from the Duke University Marine Laboratory Scholars Program will meet virtually with Durham Public School high school students bi-weekly to administer STEM-themed activities, provide college/career advice, and engage in individual or small group mentoring. (Meagan Dunphy-Daly & Jason Somarelli, with help from some great MEM students like Rabiya Dar).

Racial Equity Institute/The Equity Paradigm (Nancy Kelly/Danielle Wiggins/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.

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. We are also working to develop additional training for faculty on addressing DEI in the classroom.

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.

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, event likely to occur in Fall 2021, when field travel is likely to re-commence.

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

3. Recasting our IDENTITY

Interviewing Ryan Emanuel as potential hire

Hired three faculty members—Nishad Jayasundara, Shineng Hu and Brian McAdoo. Dr. Jayasundara started January 1. Dr. Hu will start May 2021. Dr. McAdoo will start July 2021.

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). 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.

<https://commonfund.nih.gov/FIRST>. TAS attended two meetings. Shila Nordone and Joel Meyer to work on advisory committee. RFP issues January 2021 and deadline of March 1.

Community Science Initiative/Fall Minors Program (DUML)—ON-GOING

Liz Demattia. Students who completed the Resiliency Training (see above) are now preparing to be mentors in our community (through the Boys and Girls Club). This Spring, the Community Science Initiative is creating a high-school version of the Resiliency training for the STEM Pathways program (see below), a mentoring/youth development program at DUML. This program is also working to increase students' multicultural awareness to help bridge any potential cultural differences while working with our community partners.

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

(Nicki Cagle). Convening a 4-part Racial Equity and the Environment workshop series for nearly 200 community members representing 30 organizations on Jan. 19, Feb. 2 & 16, and Mar. 2. Funding for this has moved forward to sponsor four sessions for two cohorts, with co-sponsorship from the Burt's Bees Foundation and several community organizations. The content of these sessions is being recorded and can be used for additional programmatic efforts. 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.

UG Strategic Plan—UG Mentoring Program—The UG Mentoring Program, NSOE CAIRNS, will launch in Fall 2021. Currently, a curriculum of monthly trainings on diversity, academic, and career topics is being developed in partnership with three undergraduate Green Devils. The Green Devils will further develop curriculum and recruitment strategies. NSOE CAIRNS is also working with Charlotte Clark & Tavey Daniels ENV 245 course to conduct additional UG focus groups to ensure the curriculum will particularly meet the needs of URM and 1st generation students. NSOE CAIRNS will also pair UG with grad students and alumni mentors. (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.