

Accountability Committee Updates:

What have we been doing?

March 15, 2021

1. Increasing our KNOWLEDGE

2. Changing our BEHAVIOR

3. Recasting our IDENTITY

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| 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 |
| March 15, 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.

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. The goal is to have the course up and running in the Fall and is moving very quickly. This class is expected to be taken by all students and make it available to staff as well. Environmental racism and climate change is likely to be one of the topics covered in the course.

1. **Increasing our KNOWLEDGE**

Black History Month Events

The Nicholas School's Black and Latinx Club sponsored and circulated a list of events happening at the Nicholas School, Duke University and beyond - events were open to ALL members of the Nicholas School community. Newsletter circulated containing all events across Duke, in our community and other areas of particular interest to NSOE.

Thursday February 25th

Discussion: Historical Policies, Economic Development, and Black Communities
Hosted by BLC and Dr. Sherri White-Williamson

Friday February 26th

Trivia Night hosted by BLC
How much do you know about Black history and culture? Join us for Trivia Night to find out.

Actionators: VIRTUAL TOUR OF THE INTERNATIONAL CIVIL RIGHTS MUSEUM

The DE&I Actionators are hosting interactive virtual tours to the [International Civil Rights Center & Museum](#) on **Thursday, March 11 at 6pm-7:30pm and Friday, March 12 at 12pm-1:30pm**. [Reserve your slot by Friday, February 26](#). NSOE will cover tour admission for NSOE students, staff and faculty.

Alumni Town Hall & Panel Discussion - Diversity, Equity, and Inclusion Focus

Wednesday, March 17th: Speakers include Taylor Price, Jeb Stenhouse, Nicki Cagle, and Danielle Wiggins

Unearthing Duke Forest:

This cross-campus, interdisciplinary group spearheaded by doctoral students group met February 20 for a field trip to the Robeson Mill site, Korstian Division, for a natural and human history tour emphasizing the legacies of enslavement and racialized oppression at the site; led by Nicki Cagle, Sara Childs, and Dan Richter.

Leading the Change: Amplifying Environmental Justice on April 1, 7:30 p.m. – 9:00 p.m. ET

The concept of environmental justice can provide a useful means for communities disproportionately impacted by environmental degradation or lack access to environmental benefits to examine, explain and fight for fair treatment and meaningful involvement in defining and implementing solutions. Join the discussion with environmental professionals as they share the challenges and opportunities they face, both personally and professionally, as they engage on issues of environmental justice.

Dr. Sherri White-Williamson invited two guest speakers, Quentin Pair and Harold Mitchell Jr., to join her Environmental Justice class on Monday, March 1 and Monday, March 8. >> **Students who are not enrolled in the class are welcome to attend.**

Lab focused education

To activate empathy in the DEI space NSOE students, scientists, and staff will watch [a documentary on Dr. Percy Julian](#) (a black scientist that struggled against Jim Crow and racism) and then the Actionators would facilitate breakout room discussions guided by questions derived from DEI resources. Silliman proposed the question, *what actions are you taking personally, or can you take, to confront racism and institutional suppression of people of color in academia?*

University-wide Climate Survey—launch March 2021

Taking the temperature of where we are as a University regarding our climate, progress (or not) and starting to look at trends. NSOE will follow up on our own climate survey in Fall 2021. Actionators working on this draft.

Title IX Training—

Held on February 12, 2021 (Students, Staff, Faculty).

Training by OIE - Cynthia Clinton, AVP of Compliance, and Ericka Lewis, Deputy Title IX Coordinator
These trainings included 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.

Attend Duke wide D&I Leaders and Facilitators Meeting— March 23rd, 2021

Toddi Steelman is Dean's representative. Angela Stokes also attends.

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

Spring semester, January – May; committee members include faculty, staff and students

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.

Teaching and Leading for Equity Workshop. 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 continuing to meet during the Spring semester.

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). Will continue into the summer.

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. Working on a date.

CPDC Sponsored DEI Event.

The CPDC sponsored 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.

2. Changing our BEHAVIOR**Community Check ins**

NSOE conducted two community Check-ins on Wednesday, Jan. 20 (Inauguration Day). One in the afternoon (2 p.m., 3 p.m. or 4 p.m.) and one at 7 p.m.

Community Coffee

Community Coffee hosted by Actionators to Welcome the Spring 2021 Admits

New Zoom Backgrounds

Actionators now have updated zoom backgrounds incorporating D&EI. They are saved here:

<https://duke.box.com/s/curlo4ki0y677o6nlh9zusgfoxc0eylu>

GEST name change

GEST is growing the mission of our event to make it more inclusive-- GEST, previously 'Girls Exploring Science and Technology', now stands for '**Growing Equity in Science and Technology**'. GEST is an annual STEM event started by PhD students and hosted at the Marine Lab for local middle school students. Each year, we set out to inspire the next generation of scientists and engineers through hands-on STEM activities led by Carteret County scientists. Our leadership team typically includes graduate students, undergrads, and staff from DUML and local institutions. Committee meetings taking place related to name change and planning for April.

Lunar New Year

Actionator Nancy Kelly coordinated 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—March 1, 2021

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. HPAs now called Disciplinary Advisors.

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.

Duke BioSTEM—Meagan Dunphy-Daly

Duke BioSTEMs is a new STEM-themed mentoring program hosted by the Duke University Marine Lab Scholars Program. The program's mission is to promote academic and professional success in K-12 students by fostering long-term, positive relationships with Duke undergraduate mentors. The program will be completely virtual. All interactions will take place through Zoom meetings hosted by Durham Public Schools. The program's regular club meetings will occur every other week during which Duke undergraduate mentors will lead STEM activities, invite guest speakers in STEM fields, and/or provide college and career development. Activities may include, but are not limited to, engaging in citizen science, using knowledge of adaptations to create the "ideal fish," measuring carbon footprints, writing resumes, and going outside, independently, to explore the natural world. In addition to the bi-weekly club meetings, participants will also meet with undergraduate mentors in small groups once a month where they can receive more individualized mentoring. Mentoring sessions are places of support and encouragement and can cover such topics as college readiness, stress and time management, research, career exploration, etc., and are flexible to student needs and interests. **Culturally inclusive mentoring**

Cagle training on Tuesday, March 9 to **Duke BioSTEMS Mentoring Club**: The new STEM-themed mentoring club hosted by the DUML Scholars Program and working as an extension of HackBio will be working with an AP Environmental Science course at Northern High School virtually this semester.

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)—getting close to launch

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.

The latest version of the guide is at <http://people.duke.edu/~tgsweb-sa/reporting/>.

- Jacqueline Looney, John Klingensmith, and I went through the guide together and identified language that needed to be tweaked to make it more broadly applicable to TGS students.
- We assembled a group of about a dozen PhD and master's students, faculty, and staff (including a couple from NSOE), and asked them to review the guide. They had some good specific suggestions, and overall, the feedback was overwhelmingly positive, particularly about the usefulness of such a guide and about the scenario-based paths.
- I worked with Duke's accessibility guru to make sure the guide is user-friendly for screen readers, keyboard-only browsing, etc.
- The current version reflects changes made based on feedback from the three steps above.

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. Update coming in May.

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

NSOE hired Ryan Emanuel

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 – This was submitted March 5th (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. TAS on university wide advisory council.

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-- completed on March 4 (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. Website being updated. (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.