

**Accountability Committee Updates:**

What have we been doing?

May 19, 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 Meeting—follow up to petition response
August 31, 2020	Staff Meeting—follow up to petition response
September 10, 2020	Faculty Meeting—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
May 19, 2021	Accountability Committee Meeting—students, staff, faculty

**University-Level Update** - Senior leadership met on March 20<sup>th</sup> to discuss anti-racism plans and progress across the university. 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:

**Duke Anti-Asian Violence Seminar.** This panel discussion was held on March 24, 2021 as a response to increased violence against people of Asian descent. The session was moderated by Nayoung Aimee Kwon, and included Eileen Chow, Esther Kim Lee, and Susan Thananopavarn as speakers. The video of the full even can be [viewed here](#).

**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.

Proposed sessions include:

- What is Race?
- What is Race? (Part 2)
- Racism Without Racists
- Global and Comparative Perspectives on Race
- Codification of Race and Racism in the US
- Science and Race
- Race and Religion
- Race and the Law
- Racial Identities, Attitudes and Beliefs
- Race and Public Policy
- Race, Environment and Climate Change
- Race, Medicine, and Health
- Race and Popular Culture

## **1. Increasing our KNOWLEDGE**

### **Actionators DEI discussion/presentation with DEL-MEM students**

A team of Actionators, including Tom Brooks, Charlotte Clark, Tim Johnson, Melissa Kotacka, Danielle Wiggins, Toddi Steelman, and Nancy Kelly, presented to the DEL-MEM students on the work the Actionators do for the School as a case study on what works and what needs improvement when doing DEI work. Nicki Cagle also presented a session on Culturally Inclusive Communication in the Workplace.

### **Admitted Students Panel on Environmental Justice (EJ)**

Enrollment Services hosted a great panel discussion on environmental justice for admitted students Tuesday, April 20. Panelists included NSOE students, faculty, and community partners. The incoming class shows lots of interest in EJ topics and we're very excited about what that means for NSOE moving forward.

### **University and School-wide Messages on Chauvin Verdict and University Gathering on April 21**

A gathering was held in Abele Quad to share, listen and reflect on this complicated moment in our history. At noon, the chapel bells rang for 8 minutes and 46 seconds.

### **School-wide Messages**

Messages were sent to the entire Nicholas School in anticipation of the Chauvin Trial, in response to anti-Asian violence and hate Crimes, and celebrating Ramadan.

### **University-wide Climate Survey**—Completed

This survey on inclusivity and belonging allows us to understand where we are as a University regarding our climate, evaluate our progress and failures, and start to look at trends. Results will be reported over the summer. NSOE will follow up on our own climate survey in Fall 2021; the Actionators are working on this draft following up from the 2018 NSOE survey.

### **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 23 and May 18, 2021

Toddi Steelman is Dean's representative.

### **Caucuses**

Black, POC & White Caucus met regularly during the Fall semester and the caucuses are currently continuing to meet during the Spring semester. Black Caucus met March 18<sup>th</sup>. White Caucus met April 26<sup>th</sup>.

**NSOE Reading Group meeting**

This summer of '21 the group will likely focus on Case Studies to further our knowledge and "real world" application of ways to really address situations at Duke and beyond with a target of four meetings in June and July.

**DEI Training for International Students—Fall 2021**

NSOE is working with I-House and Ms. Ling Jin to do a follow-up training in Fall specifically for international students that addressed racism, racism in international cultural contexts, and xenophobia.

**Undergraduate Environmental Justice Symposium (March 20, 2021)**

This was presented by the Undergraduate Environmental Student Union and included 15 speakers representing topics of environmental justice around the world. Recording here:  
[https://youtube.com/playlist?list=PL\\_OyPaUboyMRpiaulDI1Ub3LeHJSSgCP9](https://youtube.com/playlist?list=PL_OyPaUboyMRpiaulDI1Ub3LeHJSSgCP9)

**Environmental Justice at the Intersections: Queer & Trans Leadership Series (March 26, 2021)**

The Undergrad Environmental Union is putting on an incredible talk on environmental justice and the LGBTQIA+ community. Speakers: Elijah Brunson, Deseree Fontenot and Narissa Jimenez-Petchumrus. Co-sponsors: Nicholas Queer Network, Student Leadership Lead@Duke and the Center for Sexual and Gender Diversity, Duke University

**Enviro-Art Gallery (April 5-10)**

The Enviro-Art Gallery presented art as a call to action, working to connect people to places, ecosystems, and international experiences of nature through engaging visual dialogues. It featured 600+ works from around the world and 15 guest speakers. <https://www.enviroartgallery2021.com/>

**Wellness Day Walk through the Duke Gardens**

Toddi met with 9 students to take a walk through Duke Gardens on April 12<sup>th</sup> Wellness Day

**JEDI Curriculum Support for Faculty**

Librarians Janil Miller (Marine Lab) and Jodi Psoter have reached out to use the [How to Create a Culturally Inclusive Syllabus](#) document in conjunction with a new library initiative to "provide curricular support for faculty interested in bringing diverse scholarship to their courses, syllabi, reading materials, and assigned datasets"

**Leading the Change Speaker Series: Amplifying Environmental Justice**

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. Speakers: Melanie Allen, Co-Director, Hive Fund; Yesenia Cuello, Executive Director, NC Field and Sherri White-Williamson, Environmental Justice Policy Director, North Carolina Conservation Network

**NSOE Racial Equity Learning Arc facilitated by the Equity Paradigm**

Staff/Faculty: On March 19<sup>th</sup>, the NSOE Racial Equity Learning Arc for the staff and faculty held its sixth and final session with a focus on DEI recommendations and proposed priorities for the Nicholas School. Participants: Danielle Wiggins, Tom Brooks, Moriah Carleton, Laura Collins, Elizabeth Demattia, Ph.D., Jim Heffernan, Ph.D., Stephanie Hillsgrove, Nancy Kelly, Erika Lovelace, Deanna Knighton, Laura Lipps, Mary Beth Magallanes, Sherri Nevius, Katelyn O'Grady, Cindy Peters, Justin Ridge, Kelley Robbins-Thompson, Catherine Wise, Gwendy Womble, and Yuqiang Zhang, Ph.D

Students: On March 26<sup>th</sup>, the NSOE Racial Equity Learning Arc for the students held its sixth and final session with a focus on DEI recommendations and proposed priorities for the Nicholas School. Eighteen MEM and PhD students attended the series.

On Friday, May 12<sup>th</sup>, the participants in both cohorts met to have open discussion on what was learned, how we can move forward, and what we still need discuss next steps. It was decided that each cohort will share the results of the strategic planning process that each cohort went through in the final session of the learning arc and formally present a combined planned to Actionators.

**2. Changing our BEHAVIOR**

**Meeting with OFA and OIE about NSOE Anti-racism Plan**

Nicki Cagle, Danielle Wiggins and Toddi Steelman met with Sherilynn Black (OFA) and Leigh Anne Royster (OIE) to discuss the next steps in the NSOE Anti-racism plan. Actionators will take up the proposed revisions over the summer and create an inclusive process for the entire School community to participate in the fall as we revise our efforts.

**Faculty Training on Creating an Inclusive School**

Sherilynn Black (Duke Office for Faculty Advancement) will likely be hosting a workshop on this topic in August. Toddi would like all senior leadership to attend. If this isn't possible, we will identify other options for training among senior leadership.

**Community Lunches**

DUML Dining Hall options to bring the community together and eat outside.

- Wednesday, March 17<sup>th</sup> (St. Patrick's Day)
- Tuesday, March 23<sup>rd</sup>
- Wednesday, March 31<sup>st</sup>
- Tuesday, April 6<sup>th</sup>
- Wednesday, April 14<sup>th</sup>

**Community Coffee**

Community Coffee hosted by Actionators to Welcome the Spring 2021 Admits

**Culturally inclusive mentoring—in anticipation of Fall offerings (August 17<sup>th</sup>)**

NSOE is planning to offer additional training to faculty this Fall, as a follow-up to the Culturally Inclusive Pedagogy training offered by Nicki Cagle last Fall. To prepare for this work, a survey was sent out to students to obtain feedback and examples that will be used for faculty and staff training. Some concerns that students highlighted included: assuming students have money/resources, mispronouncing names of Asian students, committing anti-Semitic microaggressions, and need to be sure to be inclusive of other holidays (e.g., Jewish holidays) in school announcements).

**Admissions Team and Recruitment Efforts**

Admissions will be looking at recruitment efforts with respect to diverse student populations; more to come -- data analysis underway re. DEI in recruitment yields.

**DGSA Health and Wellness Coach** - February -November, 2021.

Danielle Wiggins (from Durham Campus) and Rachel Lo Piccolo (from DUML) currently in training to become NSOE Health and Wellness Coach for doctoral students. Professional training program to provide coaches with an understanding of the science of behavior change, personal health planning, the Wheel of Health, and mindful awareness.

**Duke BioSTEM—Meagan Dunphy-Daly**

Duke BioSTEMs is a STEM-themed mentoring program hosted by the Duke Marine Lab Scholars Program. It was created in 2021 with the mission to promote academic and professional success in high school students by fostering positive, long-term relationships with Duke undergraduate mentors. This spring, we worked with 10 Durham Public Schools high school students. Duke undergraduate mentors met with the high school students every other week to do different STEM and college/career prep activities and host guest speakers. Some of the activities included a “designer fish” activity (we taught students about fish morphology as it relates to movement and had them design their own fish), a citizen science activity using iNaturalist, meeting with a Duke admissions officer, and having a panel about STEM careers. We also had small group mentoring sessions where the high schoolers can get more personalized mentoring from a pair of undergrad mentors. We also formed an Executive Board of Duke undergraduates.

**HackBio & Empowering Youth Civic Action on Plastic Pollution – Meagan Dunphy Daly, David McAdams, John Virdin**

A new Bass Connections team on “Empowering Youth Civic Action on Plastic Pollution” will launch this Fall. This team will develop and pilot an action-civics curriculum on ocean plastic pollution for high school students, empowering young people to engage together in meaningful civic action and focus on the problem of plastic pollution and its impacts on the ocean. The team will then pilot its action-civics materials in the Durham Public Schools and host a one-week virtual boot camp with high school students, aiming to translate learning into extended action over a year-long civics project. The program will culminate with a hackathon where students will work in groups to develop a local solution to the ocean plastic pollution problem. This will lay the groundwork to expand the team’s efforts nationally as a Civic Action Project in partnership with the Constitutional Rights Foundation.

**DPS Events**

Meagan Dunphy-Daly and others have been participating in “It’s Environmental” and “Biologically Speaking” with Durham Public Schools. These are weekly seminar series geared for DPS students with a focus on STEM fields. They also provide an opportunity for DPS students to talk with experts. Nicki Cagle has also been participating in DPS STEM teacher professional development with the Museum of Life and Science.

**Harassment and Reporting Toolkit (Nico Cassar/Kirsten Overdahl)—finalized!**

This toolkit 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. <https://projects.gradschool.duke.edu/reporting/>

**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.

**DUML REU DEI training for participants and faculty mentors (Melissa Kotacka & Tom Schultz)**

On June 9, Melissa Kotacka will conduct a DEI session for the DUML REU summer 2021 cohort (9 undergraduate students, 10 faculty mentors). Session will center on establishing group norms for creating an inclusive experience in a research-centered community experience.

**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 programs in NSOE. Due to continued effects of the pandemic, all doctoral programs will remain GRE optional for Fall 2022.

- 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**

**Fundraise for Environmental Justice Position**

Toddi did multiple presentations to talk about NSOE goals and desire to hire EJ professor, including donor pitch, presentation to Board of Visitors, student video for donors, presentation to Duke frontline fundraisers

**NSOE 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.

**CAIRNS Program** <https://sites.duke.edu/cairns>

The NSOE CAIRNS Program has finished accepting applications for its pilot program, which launches in Fall. The CAIRNS Program helps prepare Duke undergraduate students from diverse and low-income backgrounds to have a successful, meaningful, and valuable experience in environmental fields. CAIRNS students will engage in small seminars, one-on-one mentoring from alumni and graduate students, and group discussions about professional and academic development alongside issues of diversity, discrimination, and conflict. The CAIRNS Program was born from NSOE's 2019

Undergraduate Diversity, Equity, and Inclusion Strategic Plan and is being led by Nicki Cagle with continued input from student, staff, and faculty advisors.

**ECOE CLUB & ELEMENT**

The Environmental Communication, Outreach, and Education Club is set to take on ELEMENT in the Fall, as long as Duke has given us the green light. ELEMENT is NSOE's K-5 environmental mentoring program in which NSOE undergraduate and graduate students serve as after school mentoring and offer lessons to K-5 students in after school program at 2-3 high-need Durham Public elementary schools. This program was developed in close collaboration with DPS advisors to meet student needs.

**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.