

# DIVERSITY · EQUITY · INCLUSION

## NICHOLAS SCHOOL OF THE ENVIRONMENT · DUKE UNIVERSITY



### From the Associate Dean of DEI

Welcome to the Nicholas School of the Environment's first Diversity, Equity, and Inclusion newsletter! We will be releasing this newsletter at least once per month.

If you would like to add announcements or information to future NSOE DEI newsletters, please email me at [nicolette.cagle@duke.edu](mailto:nicolette.cagle@duke.edu).

If you have any feedback about DEI initiatives or issues in the Nicholas School that you'd prefer to leave anonymously, please use this [DEI at NSOE feedback form](#).



Dr. Nicki Cagle,  
NSOE Associate  
Dean of DEI

## COMMUNICATE



### DEI Advisory Committees

Did you know that three Nicholas School committees advise the Associate Dean of DEI? These include:

- A Student Advisory Committee with undergraduate, professional, and doctoral student members,
- The long-standing [Actionators committee](#) of staff and faculty, and
- The Marine Lab DEI committee.

### We Want to Hear From You!

The Nicholas School is looking for input as we identity this year's DEI priorities! Please be on the lookout for focus group requests as we work together to meet our major DEI objectives. These objectives were born from years of student interviews, surveys, research, and faculty and staff input include ensuring that:

- All students, staff, and faculty feel like they are a valued part of the NSOE community,
- All students, staff, and faculty feel like they are treated fairly,
- NSOE uses practices that support the recruitment and retention of staff and faculty holding a variety of identities, particularly under-represented identities and
- NSOE uses practices that support the recruitment and retention of students holding a variety of identities, particularly under-represented identities.

### Monthly DEI Accountability Meetings

Join us for our monthly DEI Accountability Meetings! These meetings provide students, staff, and faculty with opportunities to learn about and guide the Nicholas School's DEI activities with Dean Toddi Steelman. Look for a sign up in your inbox soon.

During our last meeting, we reviewed:

[The NSOE Racial Equity Plan Year 1 Update](#).

## CELEBRATE

### DEEP Collaborative

The Nicholas School has launched its Fall 2021 Diversity and Equity in Environmental Programs (DEEP) Collaborative Environmental Justice workshop series in partnership with the Durham Environmental Coalition, with over 90 individuals from over 37 local organizations due to attend. The first workshop included tools for examining Environmental Justice issues in our local community, a case study on Maplewood Cemetery, and guest speakers representing a variety of perspectives. [The DEEP Collaborative](#) was established and has been supported by the Nicholas School since 2017.



### Conversation & Community

This summer, Dr. Liz DeMattia and CEM alumni Sage Riddick (CEM 2021) led a virtual DukeEngage program to support conservation and educational organizations in rural, coastal North Carolina. Ten undergraduate DukeEngage students worked with local collaborators of the [Community Science Initiative](#) at the Duke Marine Lab on a variety projects. Projects included: creating a cultural archive website with the Core Sound Museum & Heritage Center, analyzing iNaturalist data and creating resilience videos with the Rachel Carson Ecological Research Reserve, creating (and delivering) virtual lesson plans and creating GIS story maps with the NC Coastal Federation, and much more! The program created friendships among the students, helped local organizations (who were slammed by COVID) complete and start projects, and reinforced a sense of community among local organizations on the coast working within the educational and conservation space.

### DukeEngage & Environmental Justice

This past summer, Dr. Rebecca Vidra spearheaded the Environmental Justice in NC DukeEngage Program. This program placed 8 students with 8 organizations in the Piedmont and Coastal Plan to work on projects from food security to farmworker safety, from youth development to GIS databases of environmental contaminants, from film festival screenings to diversity, equity and inclusion initiatives. The program was also supported by Racial Equity Training provided by 1619 Consulting and a Resilience workshop offered by the NC Climate Justice Collective. Students came away from their summer experiences inspired by the tenacity of the community partners, and committed to growing relationships with them beyond this unique DukeEngage offering.

## EDUCATE

### Learn More!

Registration is open for [Duke's Office of Institutional Equity fall workshop series](#). Open to the full Duke community, sessions provide foundational information on key diversity, equity, and inclusivity principles, with a focus on workplace culture.

### Africa Initiative

Are you looking for funding for small, collaborative projects that take place on Duke Campus, emphasize common themes, and engage a common interest in the countries and cultures of the African continent? If so, [students](#) and [faculty](#) can apply for small grants to facilitate your efforts!



### Inclusive Teaching

Did you know that all Nicholas School Faculty have attended at least one training on Culturally Inclusive Pedagogy? Interested in learning more or refreshing your own teaching skills? If so, visit our guide to [How to Create a Culturally Inclusive Course and Beyond](#).

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*Not everything that is faced can be changed, but nothing can be changed until it is faced.*

- James Baldwin

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NSOE's DEI Resources