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.

the Nicholas School that you'd prefer to leave anonymously, please use this <u>DEI at NSOE feedback form</u>.

If you have any feedback about DEI initiatives or issues in



NSOE Associate Dean of DEI

COMMUNICATE



Did you know that three Nicholas School committees advise the Associate Dean

DEI Advisory Committees

of DEI? These include: A Student Advisory Committee with undergraduate, professional, and

- doctoral student members, The long-standing <u>Actionators</u> committee of staff and faculty, and
- The Marine Lab DEI committee.

Please be on the lookout for focus group requests as we work together to meet

We Want to Hear From You!

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,

The Nicholas School is looking for input as we identity this year's DEI priorities!

- 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.

Join us for our monthly DEI Accountability Meetings! These meetings provide

students, staff, and faculty with opportunities to learn about and guide the

Monthly DEI Accountability Meetings

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

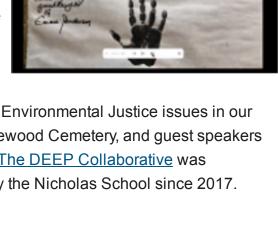
The Nicholas School has launched its

Environmental Programs (DEEP) Collaborative Environmental Justice

DEEP Collaborative

Fall 2021 Diversity and Equity in

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

delivering) virtual lesson plans and creating GIS story maps with the NC

the students, helped local organizations (who were slammed by COVID)

Museum & Heritage Center, analyzing iNaturalist data and creating resilience videos with the Rachel Carson Ecological Research Reserve, creating (and

Coastal Federation, and much more! The program created friendships among

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.

Learn More! Registration is open for <u>Duke's Office of Institutional Equity fall workshop</u> <u>series</u>. Open to the full Duke community, sessions provide foundational information on key diversity, equity, and inclusivity principles, with a focus on workplace culture.

EDUCATE

on Duke Campus, emphasize common themes, and engage a

Africa Initiative

cultures of the African continent? If so, students and faculty can apply for small grants to facilitate your efforts! Inclusive Teaching training on Culturally Inclusive Pedagogy? Interested in learning more or

Are you looking for funding for small, collaborative projects that take place

common interest in the countries and



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

is faced.

- James Baldwin

NSOE's DEI Resources

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