

Subject: NSOE's DEI Newsletter!

Date: Monday, January 24, 2022 at 08:18:07 Eastern Standard Time

From: Nicki Cagle

To: Nicholas Fairbairn

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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 Diversity, Equity, and Inclusion newsletter!

If you would like to add announcements or information to future NSOE DEI newsletters, please email me at 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

Duke DEI Climate Survey Retreat

In early January, Dean Toddi and five Nicholas School faculty and staff members participated in the [Duke Climate Survey Retreat](#). This day-long retreat brought together leadership from across campus to collaborate and reflect. Participants used this space as an opportunity to allow the Duke DEI survey results to guide reflection of the NSOE's actions, practices, and policies; to develop some initial action items to guide NSOE in our next steps toward creating a more inclusive community; and to hear from institutional leaders about DEI initiatives from across campus that can support NSOE's own efforts.

Funding Opportunities from the National Science Foundation

- To enhance U.S. leadership in STEM discoveries and innovations, and uphold their commitment to diversity, inclusion, and broadening participation in these fields, NSF is inviting proposals for "Inclusion Across the Nation of Communities of Learners and Underrepresented Discoverers in Engineering and Science (INCLUDES)." Proposals are due Jan 25, 2022. Read more [here](#).
- To support bold, ground-breaking, and potentially transformative projects addressing systemic racism in STEM, NSF is inviting proposals for "Racial Equity in STEM Education." Proposals are due March 22 or October 11, 2022. Read more [here](#).
- To support access to, and engagement in, STEM learning, research, and employment activities of students, postdoctoral scholars, or faculty and staff with disabilities, NSF is inviting proposals and supplemental funding requests for "Persons with Disabilities - STEM Engagement and Access." Read the Dear Colleague Letter [here](#).

Share Your Experience: NSOE Curriculum & Culture Survey

Last Fall, PhD and MEM students formed the *Student Advisory Committee to*

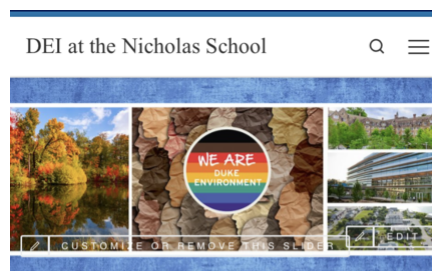
the AD of DEI to better understand how members of our community are feeling about their experience at NSOE. To that end, students created the [Curriculum & Culture Survey](#) to assess the state of NSOE's curriculum and culture, and identify areas for improvement. ***We invite you to provide your feedback and participate in this survey today!***

Take the Survey

CELEBRATE

Nicholas School Launches DEI Website

Looking for updates on the Nic School's DEI work? You can track our accountability and implementation progress towards NSOE's diversity, equity, inclusion, justice and belonging goals at the [new virtual home for DEI work](#). On our new site, you'll find resources for reporting, culturally-inclusive teaching, and support options for students, faculty and staff. You can even find an archive of all our DEI newsletters, like this one! Don't see what you're looking for? Let us know, the website is here to serve you and we'd love your feedback.



Dynamism through diversity.

Excellence through equity.

Innovation through inclusion.

*At the Nicholas School, we believe that **diversity, equity, & inclusion** provide pathways for dynamic and innovative scholarship and are critical for **achieving excellence**.*

Dynamism through diversity. In ecological systems, complexes of diverse species create rich and wondrous biodiversity hotspots, like the Atlantic Forest of Brazil. This diversity allows ecosystems to adapt to change, to recover more easily from disturbance, and to provide the world with medicines and food. Just like an ecological system, the Nicholas School is most dynamic and adaptable when

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NSOE Projects Funded By Faculty Advancement Seed Grants

A pair of proposals—led by Elizabeth Shapiro-Garza and Nicki Cagle—were

funded through the [Duke Faculty Advancement Seed Grants Program](#). Their “Building in Justice at the School of the Environment” proposal received \$15,500 from the Duke Endowment, while Nicki’s “Duke STEM Coffee Conversation Corps” received \$18,400. Congrats!

Now Accepting Nominations for DEI Spotlight

Have you noticed someone at the Nic School who has helped make you or others feel safe, included, empowered or respected? Maybe they handled an uncomfortable moment with vulnerability and courage or they owned a mistake and made amends. Perhaps they created a safe container for learning. Or maybe they demonstrated accountability by holding leadership accountable to our values.

Each month, I invite you to nominate your colleague(s) for helping foster a kind and inclusive environment. By celebrating Nic School students, faculty and staff each month for these efforts, we can foster a culture of recognition and inspire each other to do better. With your help we can amplify brave actors in the community and spotlight them right here, in this newsletter.

[Nominate a Colleague!](#)

EDUCATE

Academic Citations Evolve to Include Indigenous Oral Teachings

A librarian has developed citation templates for oral teachings shared by members of Indigenous communities.

By Katherine Kornei
9 November 2021



Thanks to new citation templates, researchers can now more thoroughly cite the oral teachings of Indigenous elders and knowledge keepers. Credit: iStock.com/grandriver

Librarian Develops Citation Template for Indigenous Oral Teachings

Lorisia MacLeod, a member of the James Smith Cree Nation and a learning services librarian at the Alberta Library in Edmonton, Canada, is spearheading an effort to create citation standards that credit Indigenous communities for their oral teachings. MacLeod aims to address the paucity of proper attribution given to Indigenous scholarship in academic spaces. This novel template, “allows us to be able to name our people in conjunction with their stories and the knowledge they

were stewards of,” says MacLeod. The templates, which are available in MLA and APA, are published in [a paper](#) authored by MacLeod in 2021 titled “More Than Personal Communication: Templates For Citing Indigenous Elders and Knowledge Keepers.” Read the full story in the American Geophysical Union’s [Eos Magazine](#).

Anti-Racism Training Opportunities

Thank you to **Pam Bivens**, Assistant Director for Diversity and Inclusion at Duke University, for facilitating a transformational part one to the two-part *Reckoning with Race* series and thanks to **Danielle Wiggins**, Assistant Director of PhD Programs and Student Services at the Nic School, for offering programing support. In case you missed it, find [a recording here](#) along with other resources from the training. Part 2 of the series will take place on **Friday, January 28, 2022 from 1:00-3:30pm ET**. Look out for a calendar invite in the near future for meeting link.



If you are a first-year international students new to the U.S., you may instead attend *Race and Racism in the U.S.* facilitated by **J’nai Adams**, Associate Director at the Center for Multicultural Affairs and **Q. Smith**, Associate Director at the Mary Lou Williams Center for Black Culture, also slated for **Friday, January 28, 2022 from 1:00-3:30pm ET**.

Remember, you can self-select the training based on where you think you best fit, but **you must attend at least one training.**

"Those of us who have already chosen to embrace a love ethic, allowing it to govern and inform how we think and act, know that when we let our light shine, we draw to us and are drawn to other bearers of light. We are not alone."

- bell hooks, 1952-2021

NSOE's DEI Resources

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