

Accountability Committee Updates:
What have we been doing?

January 24, 2022

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Increasing our KNOWLEDGE

[Learning opportunities/trainings]

How to Create a Culturally Inclusive Classroom for TAs and Graduate Student Instructors. In early January, Nicki Cagle led this training for TAs and graduate students to help facilitate the growth of instructors and create more equitable and inclusive classroom experiences for NSOE students.

Handling Uncomfortable Moments in the Classroom. On January 12, Nicki Cagle presented this workshop—covering implicit bias, microaggressions, and stereotype threat—to NSOE faculty. The workshop included ways of dealing with uncomfortable moments in the classroom before, during, and after the incident. Faculty also worked through case studies.

Mandatory Anti-Racism Workshops. This January NSOE Professional Students completed their required anti-racism training during three sessions, one for 1st years, 2nd years, and those students that are new to the U.S. (opt-in). These sessions were facilitated by Pam Bivens, Assistant Director for Diversity and Inclusion at Duke University, J'nai Adams, Associate Director of the Center for Multicultural Affairs, and Q. Smith, Associate Director of the Mary Lou Williams Center for Black Culture.

New NSOE DEI Newsletter. In October, the NSOE Associate Dean of DEI & Nicholas Fairbairn produced NSOE's very first DEI newsletter! Another newsletter was issued at the end of November and the next is scheduled for the end of January. The newsletter includes ways to communicate, celebrate, and educate ourselves about DEI best practices and happenings in the school and our larger Duke and Durham/Beaufort communities.

Next Cohort of Racial Equity Learning Arc Launched—in January NSOE launched the next round of The Racial Equity Learning Arc series of workshops, which is created and facilitated by [The Equity Paradigm](#). All Durham and Beaufort-based Undergrads, Professional, Graduate Students, Staff, Faculty, Scientific Researchers, and Post-Docs are encouraged to participate. All sessions for this Cohort will be on Zoom, Fridays from noon to 2 pm beginning in January and ending in March 2022.

Student Community Check in. In December we held a check in to discuss and process the recent verdicts and surrounding events of the Rittenhouse trial and the trial of Ahmaud Arbery's murderers. This discussion was facilitated by Nicki Cagle, Tom Brooks, and Nancy Kelly.

Presentations on Duke DEI Climate Survey Results. Dean Steelman made presentations at the Faculty and Staff Plenary in December, Faculty only plenary in January, senior staff in January and to the Actionators on the results from the Duke wide Climate Survey.

Changing our BEHAVIOR

[Initiatives to help us change structures/procedures.]

Duke DEI Climate Retreat. This January Dean Toddi, Jeff Vincent, Emily Klein, Lori Bennear, Erika Weinthal Marsha Adams-Parker, and Nicki Cagle attended an all-day Duke DEI Climate Retreat to interrogate the results of the Duke DEI Climate Survey, discuss ways to share those results with our NSOE community, and develop plans of action to improve the DEI climate. Six major areas of concern for NSOE were noted:

- Racial and ethnic diversity of faculty and divisional leadership; fairness and transparency of the hiring process
- Communication of criteria for advancement and promotion
- Voice and expressing concerns
- Performance feedback
- Opportunities for advancement
- Climate for women and community members from under-represented minority groups (e.g., microaggressions)

NSOE DEI Website: After months of work, this January NSOE is launching its new [DEI Website](#). This website serves to increase the transparency of [DEI concerns](#) in the school and tracks the implementation of our [NSOE DEI Implementation Plan](#).

NSOE Coffee Conversation Corps. This January, NSOE is launching the Coffee Conversation Corps Initiative. The NSOE Coffee Conversation Corps aims to improve inclusivity and workplace quality by promoting a positive and safe work culture among faculty, staff, and students. Specifically, the Coffee Conversation Corps enlists trained Duke faculty and staff as Peer Messengers to help their colleagues uphold Duke's core values (Excellence, Safety, Integrity, Diversity and Teamwork) in their day-to-day behaviors. When unprofessional behavior is reported, instead of seeking immediate punitive actions, Peer Messengers foster improved professionalism through awareness, understanding and support. Programs like the NSOE Coffee Conversation Corps report enormous success.

If any member of the Nicholas School community has experienced unprofessional behavior by another Nicholas School community member, including faculty, staff, or students, please [use this form to submit a report](#). If the behavior you would like to report falls under University definitions of **harassment** or **discrimination**. You can learn more about the [Coffee Conversation Corps on NSOE's new website](#).

Inclusive Faculty Search Guidelines. AD of DEI Nicki Cagle has compiled resources and best practices for inclusive faculty searches. These practices are now being implemented in faculty searches. Most recently, Dr. Cagle trained the chairs of the two current faculty searches in implicit bias, sources of bias on application materials, and a wide-variety of other best practices for inclusive faculty searches.

Advisory Committees for the Associate Dean of Diversity, Equity, and Inclusion. To further the work of the Associate Dean of DEI, the Actionators and the DEI committee at DUML have agreed to serve in an advisory capacity. Nicki Cagle also convenes a Student Advisory committee, including undergraduate,

professional, and doctoral students that meets monthly to advise and review initiatives. The last DEI Student Advisory Committee meeting was held on January 19.

OIE DEI Director Search Committee. Dr. Nicki Cagle has been invited and agreed to serve on search committee to identify finalists for a Director of Diversity, Equity, and Inclusion position in the Office for Institutional Equity. This work has already begun with committee meetings to discuss best practices and priorities and to develop interview questions. The committee will also identify front-runners and interview invited candidates to campus.

NSOE DEI Implementation Plan. The AD of DEI has posted the [NSOE DEI implementation plan](#) for the school and the first annual evaluation of that plan. Implementation activities for each set of NSOE DEI goals and objectives are evaluated annually based on a 3 point scale: Transforming (3 pts), Developing (2 pts), Emerging (1 pts), or No effort (0 pts). This framework has been adapted from the work of outdoor inclusion expert, Karlisa Callwood, PhD of KAC Consulting, LLC presented at the NAI 2021 Conference. In this, **Transforming** means that the activity is part of the culture of the school and is regularly practiced. **Developing** means that some aspect(s) are either practiced regularly, but the activity hasn't been fully integrated into the practices of the school or the activity has only recently been incorporated. **Emerging** means that discussions are taking place about prioritizing or initiating the activity and that there is general support for doing so. We invite NSOE Community members to review the plan, which was derived through an inclusive process with iterative input from NSOE faculty, staff, students, and alums over the course of several years. If you would like to offer feedback on the implementation plan, please feel free to do so using the [NSOE DEI Feedback Form](#).

Racial Equity Advisory Council. Dean Steelman sits on the Racial Equity Advisory Council for Duke. She attended meetings in June and July for the REAC. The Racial Equity Advisory Council serves as an advisory body to the Executive Leadership of the University (President, Provost, Chancellor of the Health System and the Executive Vice President) and is guided by four subcommittees of experts for the purpose of operationalizing and coordinating the key concepts articulated by the President in his Juneteenth message on Anti-Racism within the Strategic Plan for the University, Towards Our Second Century. Members of the Advisory Council are comprised of faculty, staff and students whose requisite responsibilities, interests and expertise are attached to the following components in the Strategic Plan:

- Empowering our People
- Commitment to Transforming Teaching and Learning
- Building a Renewed Campus Community
- Forging Purposeful Partnerships in our City and Region
- Activating our Global Network

The Advisory Council will meet regularly to develop a plan that will attach specific steps to be taken and accountability measures for each step. There will be four subcommittees that report up to the Advisory Council as follows: Campus Climate and Assessment, Education and Training, Infrastructure and Policies and Communication.

Office of Faculty Advancement Leadership Advisory Committee. Dean Steelman sits on the OFA Leadership Advisory Committee. She attended the December meeting where faculty career development and building a more equitable work environment were addressed.

Recasting our IDENTITY

[Who we are, what we do in terms of research/publication/community engagement as related to our mission, both individual and organizational/collective.]

Building in Justice at the School of the Environment. This December, Drs. Liz Shapiro-Garza, and Nicki Cagle received \$15,500 in funding through the OFA Seed Awards to launch the Building in Justice initiative at NSOE. This initiative will build greater awareness among our faculty and staff of the roots and manifestations of environmental injustice, the strategies being employed to counter these issues, and its relevance to our mission and daily work in ways that also strengthen the sense of community and shared vision and purpose among our faculty and staff. Be on the lookout for upcoming EJ in Research panels, North Carolina-focused EJ field trips, and more.

Community Building in STEM. This December, Dr. Nicki Cagle received \$18,400 to support DEI and community-building initiatives in NSOE and other STEM units at Duke University, including the Biology Department, Chemistry, Evolutionary Anthropology, and School of Engineering. The funding will be used to support the training and launch of the Coffee Conversation Corps and to support community building activities.

AHEAD. This Spring three programs are merging to create an exciting new program for local high school students from under-represented backgrounds—the [Applying Health and Environmental Across Disciplines](#) (AHEAD) program led by Drs. Meagan Dunphy-Daly, Jason Somarelli, and Nicki Cagle. AHEAD will foster mentor relationships and enhance environmental health involvement among underserved Durham Public Schools high school students. Students have already applied and been accepted to the program, with the first meeting occurring on January 20!

Anti-Bias Training for Application Readers. This December, NSOE application readers for our professional master's programs received training in implicit bias as it applies to reading applications and the types of materials found in applications. This content was integrated throughout the reader training process, and discussions are ongoing as files are reviewed by readers.

Culturally Responsive Evaluation Resource. Charlotte Clark and a team of researchers and practitioners are spearheaded the creation of an online resource to help environmental program evaluators do their work in a culturally responsive and responsible manner.

Seas the Day Podcast. Faculty, staff, and students worked together to publish the Seas the Day podcast. For example, Stephanie Hillsgrove led the effort on a new episode (and, new series) of [Seas the Day](#) podcast: Episode 19 - Memorializing the Middle Passage in the Deep Atlantic - [Website link](#) & [Spotify link](#). This particularly discusses [work done](#) by Dr. Phillip Turner, Duke University Alumni and Dr. Cindy Van Dover, Professor of Biological Oceanography at Duke University, and many others. This was a collaborative effort across campus and much more broadly.

DEEP Spring Workshop Series. The DEEP Collaborative, and the Durham Environmental Coalition (DEC) will be offer three workshops to address Power and Privilege in Environmental Organizations this Spring. This past fall, NSOE DEEP Collaborative offered three DEI & Environment community trainings. Since 2017, The Diversity and Equity in Environmental Programs (DEEP) Collaborative—spearheaded by Nicki Cagle—has brought together local community organizations and university-led initiatives that

address diversity, equity, and inclusion (DEI), K-12 education, and the environment. Learn more at: <https://sites.duke.edu/deepcommunity/>

CAIRNS Program Mentoring Continues. The Career and Academic Innovation and Research Network of Scholars (CAIRNS) Program provides Duke undergraduates from a variety of backgrounds with vertically integrated opportunities to develop academic skills and career readiness, while offering the social support needed for students to have a meaningful, valuable and successful experience in environmental fields. This Fall 2021 the program launched with 10 undergraduate student participants, 9 professional student mentors, and 5 alumni mentors. Learn more at: <https://sites.duke.edu/cairns/>

Black Equity at Work Committee. Dean Steelman is serving on a Committee for Duke to consider Management Leadership for Tomorrow's Black Equity at Work Certification. This is a possible accountability structure in advancing that could advance Duke's anti-racism program. MLT is a non-profit dedicated to developing Black leadership, mostly in the corporate sector.

Faculty conversations about upcoming faculty search processes. Dean Steelman has been holding conversations with the faculty and soliciting feedback from the three divisions and faculty council for upcoming search processes. Our goal is to ensure future searches are inclusive and continue to enhance the research and teaching excellence within NSOE that will only come with ensuring we have more diverse perspectives, viewpoints and lived experiences represented among our faculty ranks.

Duke News

Tyson Brown, Associate Professor of Sociology and the Director of the Center on Health & Society, has been **selected to serve as the inaugural Presidential Fellow**. This one-year part-time appointment in the President's Office is designed to provide leadership training and mentorship to mid-career faculty members and to develop the talents of a diverse cohort of faculty leaders for Duke's future. Dean Valerie Ashby recommended Professor Brown, who was selected from a competitive field of nominees from across the university.

Over the course of academic year 2021-22, Professor Brown will have an opportunity to work directly with colleagues in the President's Cabinet and, where appropriate, coordinate, lead, or develop a project or initiative on a key priority for the President's Office. He will also participate in certain leadership meetings, including those of the Senior Leadership Group. We will all find his perspective valuable as we continue to plan for a stronger, more engaged university community.

Release of results from the Duke-wide Climate Survey from President Price:

Duke recently engaged in our first-ever campus-wide survey of all students, faculty, and university staff regarding equity and inclusion. I am grateful to the more than 12,700 members of the Duke community who responded, answering questions designed to provide an understanding of the current state of the campus climate and identify areas of concern and priorities as we move forward. I encourage you to review a summary of the findings [here](#). We are in the process of sharing more detailed results with unit and department leaders to inform local policies and actions.

New Resources

- **Nicholas School DEI Website!** This January NSOE is launching its new DEI website. This is a work in progress, so please feel free to send Dr. Cagle suggestions. In the meantime, you can check it out as: sites.nicholas.duke.edu/diversity
- **Black People, Green Planet Celebration at NC Museum of History.** January 28. Learn more here: <https://www.ncmuseumofhistory.org/aacc-2022/registration>
- Duke EJ website: [Duke EJ](#)