

**Subject:** NSOE's DEI Newsletter!

**Date:** Monday, March 28, 2022 at 08:02:29 Eastern Daylight Time

**From:** Associate Dean of DEI

**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'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](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

## Tuesdays in the Orchard

This Tuesday March 29th, please join the Nic Queer Network (NQN), NicNats, Duke Water Network (DWN), and Duke Conservation Society (DCS) for the third in a four-part series of *Tuesdays in the Orchard*, co-organized by the NSSC and Office for DEI. Come ready for sandwiches, drinks, cornhole, and crafts!



## COMMUNICATE

### Censorship, Cancel Culture & Free Speech

In a 2021 survey assessing free speech on American undergraduate campuses, Duke University ranked #18 out of 154 ranked schools for overall free speech (Princeton and Harvard ranked  $\leq$  #130). Rankings were based on a composite score of 7 sub-components: Openness, tolerance for conservative speakers, tolerance for liberal speakers, administrative support for free speech, comfort expressing ideas, disruptive conduct, and a policy review of a school's written commitment to free speech. The survey reports that more than 50% of students identified racial inequality as a difficult topic to discuss on their campuses and just 40% said they are comfortable disagreeing with a professor. You can find the full report, including the complete ranking list and survey, [here](#). We share this report not to boast Duke's achievement, but to inquire: *How can we foster a culture of intellectual diversity and critical thinking that allows space for healthy disagreement?*

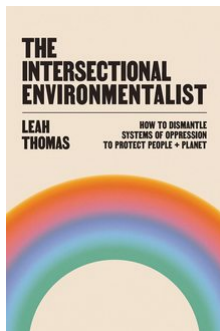
In [an opinion piece for the New York Times](#), UVA senior Emma Camp cautions the rise of "monotonous echo chambers...mired in socially safe ideas" if we are unwilling or intolerant of divergent thinking. Shaming our classmates for unpopular ideas is a short walk from a culture defined by pervasive anxiety, fear, obedience, conformity, self-censorship, isolation, and decreased participation. At Duke, we have to do better. We must recognize that **(1) DEI work is inclusive**—and that includes diverse ideologies; **(2) effective DEI**

work is growth-oriented, not shame oriented; and (3) cancel culture threatens to further marginalize, exclude, and alienate our community.

Want to learn more about free speech and censorship? Listen to [this episode](#) of Brené Brown's podcast *Unlocking Us* with civil liberties attorney Ben Wizner. Looking for tips on cultivating a growth-mindset? Check out *Mindset: the New Psychology of Success* by Carol Dweck ([link](#)).

## Duke to Host First *Out of the Darkness Walk*

The American Foundation for Suicide Prevention (AFSP) will host Duke's first *Out of the Darkness Walk* on March 26th from 10am-1:00pm ET on Duke's East Campus to raise funds and awareness around mental health and suicide prevention. Register and donate to the cause [here](#). Questions? Email Sam Rieger (he/him) at [samuel.rieger@duke.edu](mailto:samuel.rieger@duke.edu).

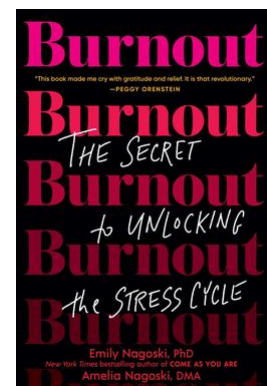


## EJ Activist Leah Thomas Publishes Primer on Intersectional Environmentalism

In her book *The Intersectional Environmentalist: How to Dismantle Systems of Oppression to Protect People + Planet*, Leah Thomas shares why the environmental movement must uplift the voices of those most often unheard. A call-to-action, Thomas's book explores the intersection of environmentalism, racism, and privilege, elucidating the connection between civil rights, environmental justice and the environmental movement.

## Women, Work & Burnout

[An article published by the Harvard Business Review](#) shares that women in the workforce, and especially women of color, were experiencing burnout and gender and racial inequities long before the pandemic. COVID-19 reorganized our society and workforce in such a way that has exacerbated many disparities in the workplace,



leaving millennials feeling isolated, frontline workers more vulnerable, and caretakers stretched thin. According to data collected from Harvard Business School MBAs, women experienced higher rates of burnout, poor mental health and adverse health impacts even before the pandemic. Compared to 23% of white women, more than 30% of Latinas, Black women, and South Asian women said they felt burned out often or very often. As authors Ammerman and Groysberg write, “[l]ooking at how people really felt pre-pandemic makes clear that a return to that status quo is untenable.”

We recommend reading Amelia and Emily Nagoski’s book, *Burnout: The Secret to Unlocking the Stress Cycle* for a better understanding of the science behind burnout and actionable steps you can take to mitigate and overcome it. The Nagoski sisters will teach you the importance of “completing the stress cycle” through activities like exercise, laughing, crying and dance.

## CELEBRATE

### Disability Pride Week

This week Duke celebrates **Disability Pride Week**, an annual celebration of disability culture and an opportunity to assert the value of disabled identities. Please join the **Duke Disability Alliance (DDA)** and partners in a week of activism, learning, and community. Events range from a movie screening ([CODA](#) on 3/29) to a [faculty panel](#) (3/30). No prior involvement with DDA or experience with disability is required for any of the events! View the full calendar of events [here](#).

## DEI Spotlight: Chechi Pertuz Molina

This month, you nominated Maria "Chechi" Pertuz Molina (she/her) for the DEI spotlight! Chechi is a first-year MEM-CEM, hailing from Cartagena, Colombia. Chechi serves as International Rep. on the Nic School Student Council, the Board of the Nic Queer Network, and has actively contributed to NSOE Accountability Committee Meetings. Currently, Chechi is working to address equity concerns by envisioning, and advocating for, language testing reform that more holistically considers international students' abilities.



Chechi tells us that she is drawn to equity-centered work because she cares about others' well-being, and that her upbringing in Colombia reinforced her commitment to easing the suffering of others. Recounting the 2011 heavy floods that inundated Colombia, Chechi recalls working with a local NGO (FEM) to alleviate suffering and help communities recover, rebuild and thrive again.

On her commitment to diversity, Chechi shares, "Human beings are diverse. We need to encourage and celebrate that. We need to help people from different backgrounds feel safe."

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*"I believe that we need to use our privileges to help folks who don't benefit from those privileges. I want to work in the public sector for this reason, to have a bigger impact."*

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We asked Chechi where she sees room for improvement at the Nic School. Here's what she told us: "We need more diversity in the debates and points of view that we listen to in class. We need to hear more discussion from viewpoints beyond the United States." Despite these shortcomings, Chechi expressed sincere gratitude for the level of support she has felt at the Nic School and through the Nic Queer Network. "Queer folks are here, and we can do great things too," she affirmed.



She derives inspiration from renowned marine biologist Dr. Sylvia Earle, Andrea Wulf (author of *The Invention of Nature*, 2015), and Sonia Shah (author of *Pandemic: Tracking Contagions, from Cholera to Ebola and Beyond*, 2016).

Chechi, thank you for sharing your story and helping us live into our values!

### Nominate a Colleague for the DEI Spotlight

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. Find an archive of previous DEI spotlights [here](#).

Nominate a Colleague!

### NAISA to Host Duke POWWOW 2022

Duke's Native American & Indigenous Student Alliance (NAISA) will host the annual Powwow on Saturday April 9th from 12-5pm on the [Abele Quad](#) in West Campus. Dancers, drummers, and audiences come from across North Carolina to participate in this visual and artistic representation of the strength and vitality of the Native American culture. Follow [@DukeNAISA](#) on Instagram for more details. Email [dukenasa21@gmail.com](mailto:dukenasa21@gmail.com) for more info.



### Final Call for Nominations for the Lynn Maguire Award

The Nicholas School of the Environment created the Lynn Maguire Award for Excellence in Teaching and Mentoring of Professional Students in the Nicholas School of the Environment to celebrate and honor exemplary

teaching, mentoring, and advising that lies at the core of the school. We accept nominations from students currently enrolled in the MEM or MF programs, and can be from individuals or groups. Nominations should be in the form of a single page letter(pdf) sent to the Senior Associate Dean for Academics (Lori Bennear, [lori.bennear@duke.edu](mailto:lori.bennear@duke.edu)). Nomination letters are **due by April 1, 2022**. In addition to nomination letters, the Senior Associate Dean for Academics will also consider teaching evaluations. Announcement of the award will be at graduation.

### **Face Equality Movement Celebrates Visible Difference**

In pursuit of a world where everyone is treated fairly, with equity, compassion and justice, we must recognize and celebrate our physical and visible differences. To that end, please visit [FaceEqualityInternational.org](https://FaceEqualityInternational.org) and [ChangingFaces.org.uk](https://ChangingFaces.org.uk) to find resources for visible differences and disfigurement. You can also learn more about the Face Equality campaign through the late Face Equality International Founder Dr. James Partridge's book, *Face It* (order [here](#)).

## **EDUCATE**

### **Mentorship Must Be Inclusive to Be Effective**

Mentors offer an important opportunity for growth, enhanced interpersonal skills, confidence, career eminence and performance. Research has demonstrated that mentorship can have a variety of benefits for students. *Inclusive mentorship* requires an awareness of what gets in the way of effective trust-building and communication: stereotypes, microaggressions and biases can cause "identity interference" and corrode trust. To learn how your mentor-mentee relationship can function more effectively and better serve the mentee, please visit our [Inclusive Mentoring page](#).

### **Upcoming Environmental Justice Events**

- Panel: ***Ethical Considerations in Research with Communities Experiencing Environmental Injustice*** (Tues. April 19 from 12-2:30pm ET). [Register](#) by April 1. Lunch provided for in-person attendees (Field Auditorium).
- Field trip: ***It's Not Just an Urban Issue: Challenges of Environmental Justice for Indian Country*** with Dr. Ryan Emanuel (Fri. May 13, all day) [Register](#) by April 1 for priority.
- ***Lunch & Learn*** with Dr. Ryan Emanuel (Tues. March 29 at 12:30pm in the GH Reading Room). Register [here](#).
- ***From Mining Reclamation to Data Mining: Using Indigenous Data Governance to Advance Open Science*** with Dr. Lydia Jennings (April 12th at noon in GH2102)
- ***Accompliceship Now! Disability and Indigeneity on the Frontlines of the Climate Crisis*** with Jen Deerinwater and Marina Tsaplina (Fri. April 1 5-6:15pm). More details [here](#). Register [here](#).
- Conference: ***New Horizons 2022*** hosted by Yale School of the Environment (Tues. March 29 through Thurs. March 31). Agenda [here](#).
- ***Environmental Justice Student Town Hall*** with Richard Moore, hosted by the Environmental Scholars Program and Catawba College (Wed. April 6 from 5:30-6:30pm). Limited spots available; dinner provided. Register [here](#).
- ***Environmental Justice Series: Climate Migration*** (Wed. March 30 at 12:30pm) in Law School 3043. More info [here](#) + register [here](#).

Visit and bookmark our *Environmental Justice Events* page [here](#) for a complete list of upcoming events, updated regularly!

Looking to deepen your engagement with EJ? Check out [our living compendium of EJ courses](#) offered by Duke, NC State and UNC. The Environmental Justice Campus Committee (EJCC) also maintains a list of EJ courses at Duke, Durham and beyond [here](#).

NSOE's DEI Resources



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