

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

**Date:** Tuesday, April 26, 2022 at 08:14:06 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

Here's a friendly reminder to register for the *Building in Justice* field trip led by Dr. Ryan Emanuel by this Friday April 29th. Register and find more info [here](#).

If you would like to contribute 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 at NSOE: A Year in Review

This has been a big year for DEI at NSOE! This academic year (2021-22) marked a number of new DEI initiatives at NSOE:

- On-boarding the inaugural Associate Dean of DEI,
- Developing a [DEI implementation plan & evaluation](#),
- Forming the [DEI Student Advisory Committee](#),
- Sharing and committing to transparency in [DEI data metrics](#) (e.g., Duke Climate Survey & MEM/MF DEI Temperature Checks),
- Launching the [CAIRNS Program](#) for undergraduate students,
- Starting the [Coffee Conversation Corps](#),
- Kicking off the [Building in Justice Initiative](#) with the leadership of Dr. Liz Shapiro-Garza,
- Developing Inclusive Hiring Guidelines, materials, and procedures for faculty,
- Initiating required Anti-bias Training for faculty and staff hiring committees,
- Creating and implementing a DEI module for all new staff members,
- Holding 5+ Culturally Inclusive Pedagogy workshops for faculty,
- Reviewing and addressing DEI concerns in raised in course evaluations,
- Creating the [NSOE DEI website](#),
- Developing [DEI communications](#) (e.g., this newsletter!), and
- Co-creating Tuesdays in the Orchard (see below)!

We've also continued our past DEI work, including:

- Holding monthly [DEI Accountability meetings](#) for students, staff, and faculty,
- Offering intensive DEI program for the K-12 community (check out [AHEAD!](#)),
- Working closely with 45+ community organizations in the NSOE led [Diversity & Equity in Environmental Programs \(DEEP\) Collaborative](#),
- Holding anti-racism workshops,
- Offering space for students, staff, and faculty to process current

events,

- Holding focus groups for students, staff, and faculty to express DEI needs and concerns.

So what's next? We are already working on the following new initiatives for the 2022-2023 Academic Year:

- **Let's Do Lunch:** a new initiative to allow students, staff, and faculty to get to know each other over lunch!
- **Global Week:** increase awareness of and celebrate international work in the environment and cultures around the globe
- **Inclusive Fieldwork Safety** guidelines,
- **Cultural Competency Workshops** for students and faculty
- Review and revision of English Language requirements, and
- So much more!

### Reflecting on *Tuesdays in the Orchard*

This semester, the **Nicholas School Student Council (NSSC)** collaborated with more than 13 student groups to build community through the *Tuesdays in the Orchard* event series. I extend my sincere gratitude to the students that worked so hard to bring this series to life and look



forward to TITO's evolution in the Fall! Thanks to...the Nic School Energy Club (NSEC), Duke Sustainability Board (DSB), Student Association for Geospatial Analysis (SAGA), Coding for the Environment, Graduate and Professional Student Government (GPSG), Diverse and Inclusive Community for the Environment (DICE), Duke Environmental Justice Network (DEJN), Society of American Foresters (SAF), the Ocean Policy Working Group (OPWG), Net Impact, Duke Society for Ecological Restoration (DSER), the Nic Queer Network (NQN), NicNats, Duke Water Network (DWN), and Duke Conservation Society (DCS). **NSSC wants your feedback: please use the button below to tell NSSC how TITO can improve next Fall.** Follow NSSC on Instagram [here](#).

## GPSG Environmental Justice Resolution Passes Unanimously

On April 12th, 2022 the Graduate and Professional Student Government voted unanimously to pass the Resolution on Environmental Justice. The Resolution calls for the full-time, tenured position of a faculty member specifically focused on environmental justice. The resolution also calls for a voluntary faculty training program with specific environmental justice components and for Duke to release a written statement addressing its contributions to environmental inequities in North Carolina. The resolution received recognition from the GPSG President who described the resolution as reasonable, plausible and underway. Our sincere gratitude to **Michelle "Meech" Carter** (MEM, ESC, '23, she/her), DEJN, and EJCC for their brave work to move this resolution forward. You can read the EJ Resolution [here](#).

## Stand with Ukraine

Duke's Office of Global Affairs has a list of resources to support Ukraine on their [website](#). Duke Relief Efforts also has a compiled a support list [here](#)

The New York Times compiled the following list of organizations, which have been verified by charity evaluators like [Charity Watch](#)

[Direct Relief](#) is one of the world's largest distributors of donated medical supplies. Over the past six months, it has provided Ukraine with \$26M in medical aid. Last weekend, the Ukrainian Ministry of Health sent Direct Relief a list of items it needed, such as 500 emergency medical packs. The organization is working to acquire and deliver those supplies

[Mercy Corps](#) provides humanitarian assistance and community building in more than 40 countries, including Afghanistan and Yemen. After Russia annexed Crimea in 2014, the organization sent workers to Ukraine's separatist regions to repair war-damaged houses and deliver water and sanitation supplies. Mercy Corps is sending aid workers to Romania and Poland along the Ukrainian border, where it plans to support local organizations with cash grants in the coming weeks

Since 2014, [International Medical Corps](#) has provided medical services and prescription medicine to people in eastern Ukraine. To meet the needs of Ukrainians displaced by the conflict, the organization plans to increase its presence in the country, focusing in particular on mental health care and access to food and water.

[Save the Children](#) has been providing education, food, water and cash grants to Ukrainians since 2014. Over the past year, Save the Children prepared for escalating conflict in Ukraine by helping local organizations stock up on hygiene kits and winter clothes. Since the Russian invasion, it has helped distribute those supplies and provided protective services for unaccompanied minors who are fleeing the country

Reference: Hoffman, B. (2022). How You Can Help Ukraine. *New York Times*.  
Retreived from [www.nytimes.com](http://www.nytimes.com)



### **Nominations Open for the BLC E-Board**

The Black and Latinx Club (BLC) is seeking nominations for their E-Board for the coming academic year. The following positions are open for nomination: Vice President, Secretary, Treasurer, Event Planner, and Event Management Officer. Have questions? Please reach out to Chainey Boroski at [chainey.boroski@duke.edu](mailto:chainey.boroski@duke.edu).

## **CELEBRATE**

### **DEI Spotlight: Sydney Mantell**

This month we're spotlighting Sydney Mantell (she/they)! Sydney is a first-year MEM-CEM, pursuing the CBEM certificate. Syd hails from Cincinnati, Ohio and is a proud Tar Heel. As a biracial Black, queer, low-income, first-generation college student and gender non-



conforming woman, Sydney shares that her entire worldview is shaped by inclusivity and intercultural awareness.



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*"Throughout my life, I have had to advocate for myself and work to overcome the systemic barriers in place. When you are able to build community with both other marginalized people and people who have power, it can be easier to tackle those barriers."*

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This year, Syd drew inspiration from a course offered by Duke's Biology Department, titled *Inclusion, Diversity, Equity, and Antiracism (IDEA) in Biology*. Through IDEA, Syd explored themes like objectivity in biology, colonialism in science, power dynamics in academia, inclusive teaching practices, and white supremacy culture. Reflecting on DEI work at the Nic School, Sydney also commended Lisa Campbell and Rafaella Lobo's Research Design for Env. Social Sciences course, which provided meaningful insights into Indigenous methodologies, values and protocols that differ from the dominant Western research paradigms. This April, Sydney had the opportunity to participate in a marine science field skills workshop led by Minorities in Shark Science ([MISS](#)) in Miami, Florida. With MISS, Sydney learned how to perform a shark workup and connected with other women of color in the field of marine science.

Syd is passionate about advancing and integrating equity, inclusion, belonging, and justice within the next generation of environmental leaders and stewards through environmental education. Ocean literacy and diversifying marine science are also among her passions. Their past research has focussed on photogrammetry work with the Marine Robotics & Remote Sensing Lab at DUML and DNA barcoding of marine invertebrate samples from the Galapagos Marine Reserve with UNC's Marine Ecology and Conservation lab. Outside of academia, Sydney also volunteers her time to the [Survivor Diversity Campaign](#), an effort to make CBS's reality competition show "Survivor" more inclusive and just.

On campus, they have served in leadership positions with the Nicholas Queer Network ([NQN](#)) and Environmental Communication, Outreach, and Education ([ECO](#)E) Club. *Thank you Sydney for sharing your story with us 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!**

### **International House Awards**

Congratulations to MEM students **Ishani Palandurkar** and **Camila Zarate Ospina**, who were recipients of International Awards hosted by Duke's International House. Camila was awarded Honorable Mention as a Graduate/Professional Academic Exemplar and Ishani was awarded Honorable Mention as a Graduate/Professional Student Leader of the Year.

### **Global Week**

One of the most powerful things about humanity is its diversity. To embrace and enhance it in our school, we plan to host Nicholas School's inaugural Global Week this upcoming Fall!

We hope to organize cultural, gastronomical, social, and academic events with researchers and practitioners from different environmental disciplines and various cultures

To organize Global Week, we need your help! We are looking for volunteers (students, staff, and faculty) to work together on this initiative

If you want to be a volunteer, please sign up [here](#).

If you would like to share any ideas about activities and propose potential

speakers who would be interested in participating, please fill out [this survey](#).

## EDUCATE

### Fieldwork Inclusion and Safety

This year, NSOE is working to develop inclusive fieldwork safety guidelines. While these guidelines haven't yet been created, we already have pulled together [resources](#) to help ensure that you all stay safe in the field this summer!

### Learning about Land Acknowledgements

The use of Land Acknowledgements has gained a lot of momentum around the country, but what are they? When should they be used? And what else can you do to support Indigenous people in our community? Learn more [here](#).

### Changing Names

Did you know that some conservation lands in the United States have offensive and racist names? To address this, The National Association of Tribal Historic Preservation Officers and The Wilderness Society recently released a "[A Guide to Changing Offensive Place Names in the United States](#)" to help local communities change offensive place names on public lands.

NSOE's DEI Resources



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