



Dr. Nicki Cagle
NSOE Associate Dean of DEI

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](#).

[Learn More](#)

COMMUNICATE

NSOE's DEI Resources

Join us in cultivating a strong NSOE community by visiting our website, [here](#), where you can learn about the Let's Do Lunch and Walk and Talk programs.

Click [here](#) to join the DEI listserv!

Accountability Meeting - Oct 12!

The Nicholas School uses regular Accountability meetings, open to all NSOE members, to guide our path towards increased inclusivity, diversity, and racial equity.

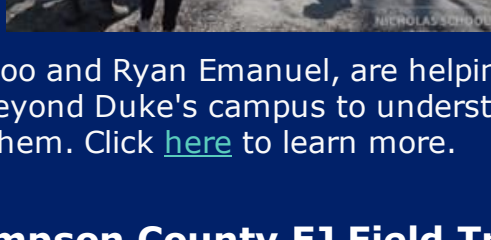
Before each meeting, the Dean and Associate Dean of DEI release an update on recent activities that: 1) increase our Knowledge, 2) change our Behaviors, and 3) recast our Identity. These are interdependent. Without a sustained effort to continue to educate ourselves and change our behaviors, our School cannot achieve the diverse identity and perspectives we seek to be truly excellent as the Nicholas School of the Environment.

During the meeting, community members reflect on key questions and offer feedback to the whole group, including the Dean and Associate Dean of DEI. Past Accountability Meeting updates can be found [here](#).

The next meeting is **October 12, 11:30 am-12:30 pm**. A sign-up will be sent out soon.

CELEBRATE

Bridging the Nicholas School with the Community



Learn how NOSE faculty, Brian McAdoo and Ryan Emanuel, are helping students, faculty, and staff to engage directly with communities beyond Duke's campus to understand how environmental justice and sustainability issues are impacting them. Click [here](#) to learn more.

Sampson County EJ Field Trip



NSOE faculty and staff learned about the impacts of environmental injustice in rural communities during an all-day field trip led by Sherri White-Williamson on Sept. 9th as part of the Building in Justice initiative led by Drs. Liz Shapiro-Garza and Nicki Cagle. Participants toured affected sites and met with community leaders in Sampson County, N.C. to learn about the root causes of such injustices, their direct impacts on their communities, and the current strategies they employ to combat them.

EDUCATE

Fostering an Inclusive Research and Learning Environment for Your Students

On September 15th, the Duke Office of Faculty Advance hosted the panel, "Fostering an Inclusive Research and Learning Environment for Your Students". Led by Dr. John Blackshear, Associate Vice Provost for Undergraduate Education Dean of Students, and included Kimberly Blackshear, Director of the Time Away Office; Michael Boyce, Associate Professor of Biochemistry; Libby Bucholz, Associate Professor of the Practice of Biomedical Engineering; and Charmaine Royal, Robert O. Keohane Professor of African & African American Studies.

The workshop highlighted the importance of:

- **Inclusion in the classroom.** Panelists emphasized the importance of ensuring that "every person and every group...feels valued, respected, and feels a sense of belonging," and providing resources to support students' visible and invisible identities.
- **Socio-emotional connection in the classroom.** Dr. Royal discussed her practice of "making empathy and caring a fashionable thing" in the classroom. This is achieved in part through creative group projects and the intention of building relationships through building compassionate spaces. Kimberly Blackshear added that it's "really about connecting as one human to another; it's about human connection." We also "recognize that we are all carrying our invisible suitcase of trauma and experience behind us."
- **Being aware of power dynamics in the classroom.** Kimberly Blackshear also "recognizes the power dynamics that we have in the classroom". These sentiments were shared by Drs. Boyce and John Blackshear. Dr. Mike Boyce stressed, "the crucial importance of considering power dynamics in all mentor/mentee relationships", while Dr. John Blackshear emphasized that "the way we communicate and the *what* we communicate can have such an impact" on students, particularly when we provide assessments and feedback. Dr. John Blackshear also expressed the importance of "recognizing the value of words and what they mean in power dynamics".

Remember, as Dr. Mike Boyce says, "it is important for *all faculty* to be proactive...to address inclusion."

Want to learn more about creating a culturally inclusive course? Visit our [NSOE DEI Teaching Resource Page](#).

Intellectual Humility

What is it? Intellectual humility is simply an openness to other beliefs and the acceptance that we might be wrong.

How do we cultivate it? Some tips for cultivating intellectual humility include:

1. Reflect on your openness to changing your opinion.
2. Research multiple sources of information to verify or reject claims.
3. Practice divergent thinking. **How?** Brainstorm and imagine the various uses of common everyday objects. Imagine various explanations for a behavior you're seeing in a classmate or colleague.
4. Regularly ask yourself "*how do I know what I know?*"
5. Put yourself in someone else's shoes.

Adapted from: Elias, M. 2022. Five Ways to Use SEL to Promote Intellectual Humility. Greater Good Magazine: Science-based Insights for a Meaningful Life. Available [here](#).

EVENTS

This Month



Standing for Equal Justice featuring Bryan Stevenson

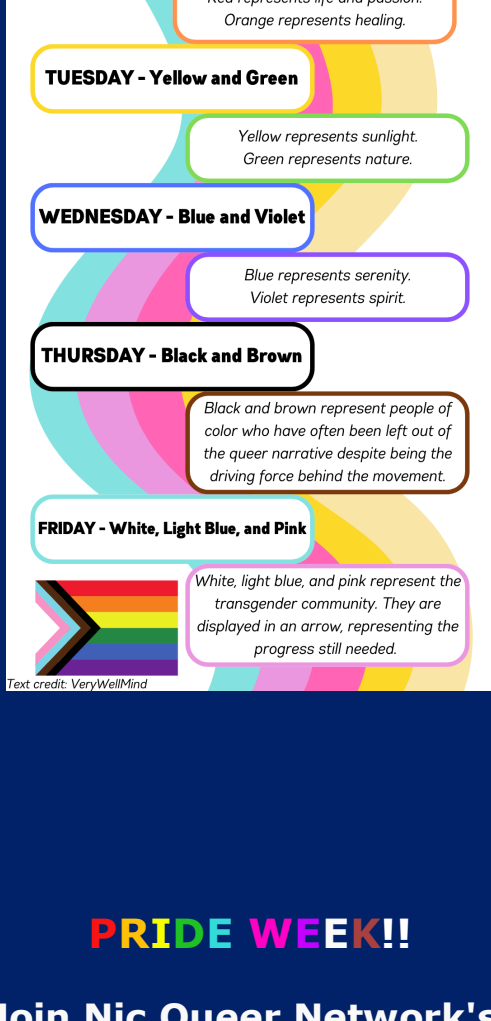
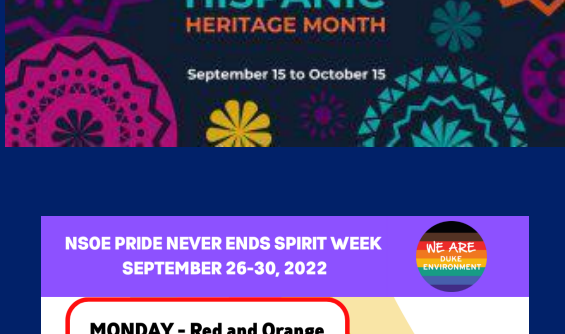
Thursday, September 22, 2022

Click [here](#) for more information.

Environmental Justice in the Latinx Community

Thursday, September 29, 2022

Click [here](#) for more information.



PRIDE WEEK!!

Join Nic Queer Network's

"PRIDE NEVER ENDS SPIRIT WEEK"

September 26-30, 2022

For other Duke and Durham Pride activities click [here](#).

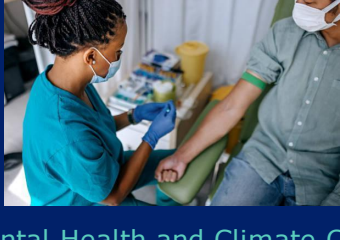


Upcoming



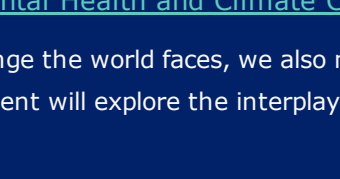
Oct 6: [Neurodiversity and Your Classroom](#)

Darla Swann, Ph.D., will introduce instructors to the concept of neurodiversity, and how course policies and course design can help neurodiverse students thrive.



Oct 7: [Environmental Health Research: Current Trends and Future Directions](#)

This seminar will discuss recent research on the links between environment and human health with a focus on research challenges and future directions. Topics include heat waves, green infrastructure, climate change, and environmental justice.



Oct 21: [The Intersection of Global Environmental Health and Climate Change](#)

While climate change may be the existential challenge the world faces, we also must deal with overwhelming additional environmental challenges to global health. This event will explore the interplay between these issues and how research can aim to address them.

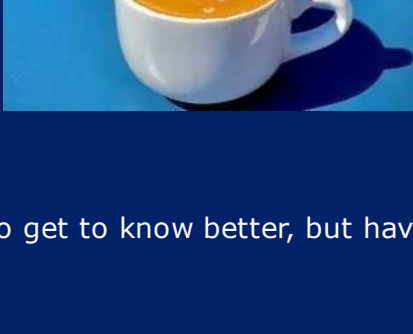


Nov 11: [Partnering for Action: Cultivating Science and Justice](#)

Participatory approaches to research can challenge and change inequity and mistrust in science. Monica Ramirez-Andreotta, MPA, PhD, will describe such methods to advance exposure science and communication strategies to visualize and translate environmental health research to action.

Ongoing

Walk & Talk



Dear NSOE faculty and staff,

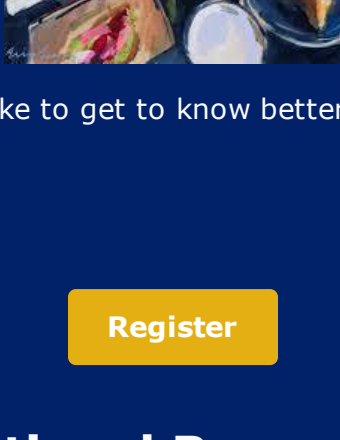
Is there a colleague that you would like to get to know better, but haven't had the chance?

Invite them out to coffee today!

Click [here](#) for more info.

Register

Let's Do Lunch



Is there an NSOE member that you would like to get to know better, but haven't had the chance?

Invite them out to lunch today!

Click [here](#) for more info.

Register

Additional Resources

The 988 Suicide and Crisis Lifeline is a national hotline that was launched across the U.S. this year to meet the country's growing mental health care needs. By calling or texting 988, people can reach a trained counselor at a crisis center near them. People can also visit [988lifeline.org](#) to begin a live chat session. Veterans, service members, and their families can call 988 and press 1 to speak to a responder at the Veterans Crisis Lifeline who is trained in crisis intervention and military culture.

Counselors provide immediate care and offer follow-up telephone support when needed. The service is **free and private**, and people will not be asked for insurance information. **In the event of a life-threatening medical emergency such as a drug overdose or suicide attempt, dial 911 or seek safe transportation to the nearest emergency room.** 911 operators can dispatch emergency medical services, fire, and police.

In recognition of September as National Suicide Prevention Month, Duke Health encourages people to seek help if they suffer from mental health distress or are worried about someone who is struggling or in crisis. Help is only a phone call, text, or click away.

"Keep on beginning and failing. Each time you fail, start all over again, and you will grow stronger until you have accomplished a purpose – not the one you began with perhaps, but one you'll be glad to remember."

Anne Sullivan

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