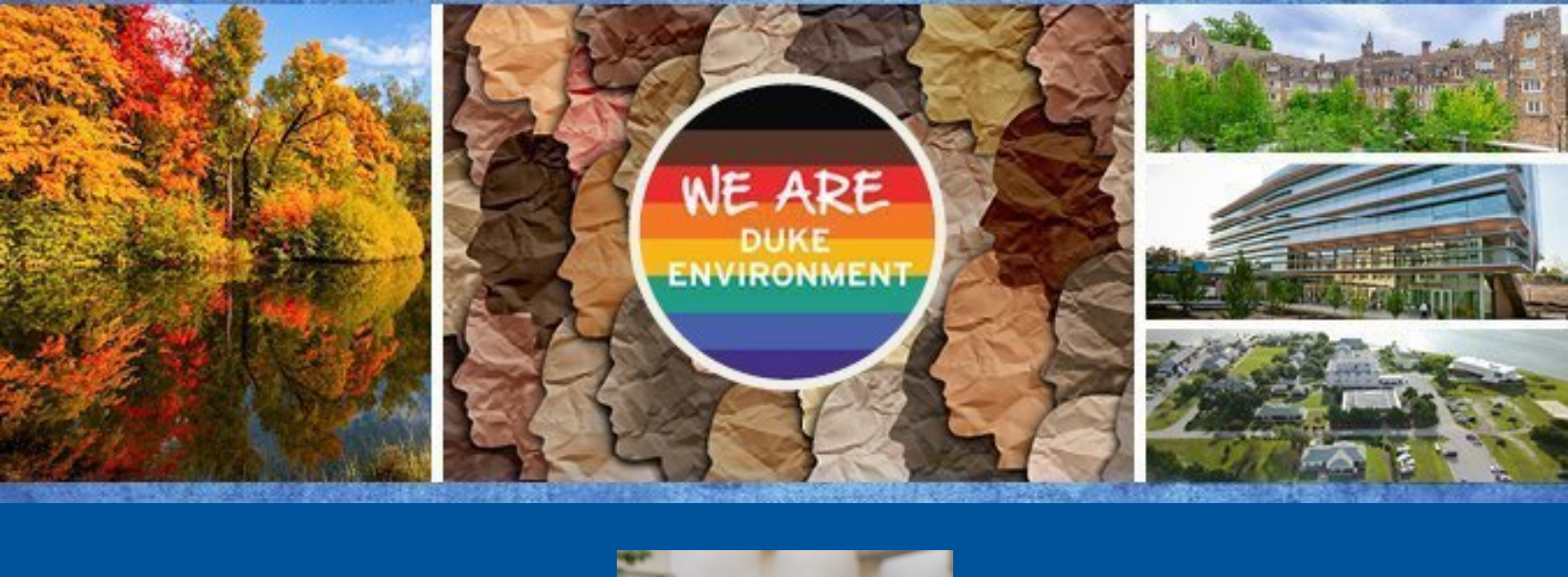


DIVERSITY • EQUITY • INCLUSION

NICHOLAS SCHOOL OF THE ENVIRONMENT • DUKE UNIVERSITY



Dr. Nicki Cagle
NSOE Associate Dean of DEI
(She/Her)

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

How Do We Measure Progress At The Nicholas School?

The NSOE DEI Office believes that diversity, equity, & inclusion provide pathways for dynamic and innovative scholarship and are critical for achieving excellence. Our vision is "for the Nicholas School to be the top choice school for environmentally-dedicated and talented students, staff, and faculty from all backgrounds." This vision was born from a collaborative process, engaging students, staff, and faculty in interviews, focus groups, discussion groups, and surveys over many years. Learn more about that process [here](#).

How do we get there?

One way to achieve our vision is by following our DEI Implementation and Anti-Racism plans. The [DEI Implementation Plan](#) outlines DEI goals, objectives, and activities (i.e., tactics) primarily derived from past NSOE DEI reports and strategic plans. The [Nicholas School Anti-Racism Plan](#) is a vision of racial equity born from a petition from a group of students, staff, faculty, and alumni received by the Dean in early summer 2020. The petition outlined clear steps the Nicholas School could take to address systemic racism within our school. The concrete action items from the anti-racism plan have also been incorporated into the DEI Implementation Plan.

Each year, we analyze our progress on these plans, using DEI climate surveys, feedback from the NSOE community, demographic data, and records of initiatives, policies, and procedures in place. After that analysis, we prioritize areas of emphasis for the academic year. Please visit our website to learn more.

Nominate a Colleague for the DEI Spotlight

Each month, students, faculty, and staff may nominate a fellow colleague(s) who has helped to foster a kind and inclusive environment at the Nicholas School. By recognizing these efforts in our community, we can continue to cultivate a culture of celebration and inspiration for the next group of brave actors.

Click [here](#) to nominate your colleague(s)!

CELEBRATE



Catherine Coleman Flowers

On Feb. 9th and 10th, Duke Practitioner-in-Residence and renown environmental and social justice activist, Catherine Coleman Flowers, visited the NSoE. On the second half of her visit, Catherine spoke with students about how they can get involved with her organization.

To learn more about her work, click [here](#).



DEI Learning Series

On. Feb. 23rd, Part I of the DEI Learning Series opened with an Inclusive Communication Workshop facilitated by guest speaker [Lance Bennett, Management Leadership for Tomorrow](#) MBA Prep Coach and Founder of L.E.B Partners.

Mr. Bennett has 20+ years of experience in DEI, diversity facilitation, leadership, and relationship building.

DEI Learning Series is brought to you by Nic Net Impact, DICE, and DEJN!

February Spotlight on Dr. Jeremy Pare!

This month we're spotlighting Dr. Jeremy Pare. Hailing from Maine, Jeremy is a Visiting Assistant Professor of the Business and Environment concentration. His interest in diversity-centered work comes from his experiences seeing how a lack of diversity and acceptance can have devastating impacts on the people and spaces around him. These moments continue to inspire Jeremy who strives each day to make his work as welcoming and inclusive as possible.

To read more about our interview with Jeremy, click [here](#).



EDUCATE

Cultural Humility

Cultural competency & humility is core to our mission of excellence. It brings out the best in ourselves and our students and colleagues. Creating an inclusive community is our collective responsibility. There are many reasons to address cultural humility in our professional lives. This includes developing learning across cultural differences, explaining complex concepts clearly, negotiating working relationships across cultural, social, professional, and disciplinary boundaries. Furthermore, it helps to better navigate power structures and relationships in multinational organizations or multicultural communities respectfully, resolve conflicts effectively, serve as impactful role models and mentors for others, model global awareness, and manage complex projects that require tolerance for ambiguity.

Cultural humility is defined as "a dynamic and lifelong process focusing on self-reflection and personal critique, acknowledging one's own biases. It recognizes the shifting nature of intersecting identities and encourages ongoing curiosity rather than an endpoint. Cultural humility involves understanding the complexity of identities — that even in sameness there is difference..." (Khan 2021).

We practice cultural humility best when we see culture as a set of traits unique to individuals, originating from multiple sources including traditional cultural practices as well as individual innate and learned traits, and changing with context.

Key techniques for practicing cultural humility include:

- Ask questions
- Interrogate definitions
- Recognize discomfort or cognitive dissonance
- Engage in self-reflection
- Don't rush to make your point
- Synthesize what you hear

Others infer high-levels of cultural humility when one is respectful, open to explore, considerate, genuinely interested in learning more, open to seeing things from another perspective, and keen to ask questions (Hook et al. 2013; Hook et al. 2016).

References:
Hook, J. N., D. E. Davis, J. Owen, E. L. Worthington, Jr., and S. O. Utsey. 2013. Cultural humility: Measuring openness to culturally diverse clients. *Journal of Counseling Psychology* 60 (3): 353-366.
Hook, J. N., Farrell, J. E., Davis, D. E., DeBlaere, C., Van Tongeren, D. R., & Utsey, S. O. (2016). Cultural humility and racial microaggressions in counseling. *Journal of Counseling Psychology*, 63(3), 269-277. <https://doi.org/10.1037/cou0000114>
Khan, K. March, 9, 2021. Cultural Humility vs. Cultural Competence — and Why Providers Need Both. *HealthCity*. Last accessed 28 Feb 2023.

EVENTS

Upcoming



Movie Night + Chill w/ DEI Office

Tuesday, Feb. 28th

Please join the DEI Office for a movie night in celebration of Black History Month! We will be screening several short films that range from black environmentalism to art and activism. Along with the showing, we will provide pizza and have a discussion about the films.

Durham Campus

Field Auditorium @ 7pm

DUML Campus

Repass @ 6:45 pm

[Register](#)

Graduate Student Anti-Racism Training

March 3rd & 24th

Mandatory anti-racism training for all professional students will occur virtually on Friday, March 3, from 1:00pm-3:00pm ET and Friday, March 24, from 10:00am-12:00pm ET.

Brown in the New Green: 'Natural' disasters, Marginalization and Planetary Health

March 2nd 1:45 - 3:15 pm

Dr. Brian McAdoo will give a talk at the Franklin Humanities Institute's lecture series, *Climate Change, Decolonization and Global Blackness*.

For more information on the series, click [here](#).

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

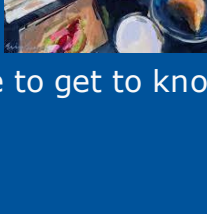
Weekly Meditation



Mindfulness supports DEI work by fostering an inclusive mindset and disengaging our automatic responses which are often fueled by unconscious bias.

Click [here](#) for times & locations.

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

"Love life. Engage in it. Give it all you've got. Love it with a passion because life truly does give back, many times over, what you put into it."

- Maya Angelou

DEI Resources

Visit the DEI website [here](#).

[Subscribe](#) to our listserv today!

For general inquiries, click [here](#).

For specific questions and concerns, click [here](#).

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