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# Equity in Action

*A Monthly Update About Inclusive Work Across Duke from OIE*

**February 2022**



First row: Abbas Benmamoun, Sherilynn Black, Robert Bryant, Merlise Clyde, Kimberly Hewitt, David Jamieson-Drake; second row: Sally Kornbluth, Mark Anthony Neal, Rob Odom, Vincent Price, Charmaine Royal, Leigh-Anne Royster, Erika Weinthal

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## Academic Leaders Dig Into Campus Survey Data and Get Ready to Move Forward

Over 175 academic leaders from across campus gathered last month to examine the data from the university-wide climate survey and begin developing diversity, equity, and inclusion action plans to move their units forward. The day-long retreat, hosted by Duke Faculty Advancement, centered on the many survey data trends that indicated discrepancies in policy, infrastructure, and people's lived experiences, as well as the need for accountability and openness in actions and development.

[READ THE ARTICLE](#) ⇨

## Register for OIE Spring Workshops



Sign up for the Office for Institutional Equity's spring series of workshops designed to help answer your questions about: DEI concepts and strategies for implementing change, Duke's discrimination and harassment policies, and guidance for recruiting diverse candidates. The workshops will provide you with the education and support you need related to key issues on diversity, equity, inclusion, and belonging. The free workshops are open to anyone in the Duke community interested in learning basics and wanting to enhance current skills.

[LEARN MORE ABOUT THE WORKSHOPS](#) ⇨

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# Community Affairs Publishes Annual Community Engagement Report

The 20-21 Community Engagement Report from the Duke Office of Durham and Community Affairs is an overview of Duke's regional partnerships. While not representative of all engagement activities, the report highlights and reflects the university's commitment to forge purposeful partnerships with our neighbors.

[BROWSE THE 20-21 COMMUNITY ENGAGEMENT REPORT ⇨](#)

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# Medical Student-led Initiative Plants Change for Environmental Justice in Durham

At the Duke School of Medicine, students are increasingly committed to the idea that caring for community health is part of their training. A new initiative pairs students with community members to improve Durham residents' access to healthy food, clean water and clean air and mitigate health issues arising from climate change.

[LEARN MORE ABOUT THE INITIATIVE ⇨](#)

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# Bringing Native Culture to Public Policy

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School of Public Policy's first Native American alumni, is integrating Native voices into federal policy conversations and giving them a chance to influence policies that directly affect their communities.

[LEARN MORE ABOUT THE EFFORT](#) ⇨

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## Student Voices: Equity and Inclusion on Sesame Street

Sesame Workshop, the non-profit behind the popular educational television show that has reached children from different communities for generations, has maintained a long-standing responsibility to equity and inclusion. The organization's overarching mission of "helping all children grow smarter, stronger, and kinder" has remained unchanged.

[READ THE ARTICLE](#) ⇨

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## When Duke Underwent a Dramatic Change in Its Residential Experience

As Duke prepares to implement a new residential plan known as QuadEx, university archivist Valerie Gillispie recalls another significant change in Duke's history: the switch to co-ed dormitories in 1972. Previously, the Woman's College was located on East Campus.

[READ THE ARTICLE](#) ⇨

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## An Algorithm for a Better World

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science major with a minor in visual media studies. It recently debuted with an animation emphasizing the significance of proper name pronunciation.

The [Alliance for Identity-Inclusive Computing Education \(AiiCE\)](#) has produced "Byte-sized DEI-J" (pronounced DJ), a new resource supported by the National Science Foundation. Professors of the Practice Nicki Washington and Shaundra Daily direct AiiCE, which aims to improve the entry, retention, and course/degree completion rates of high-school and undergraduate students from historically underrepresented groups in computing by implementing evidence-based, identity-inclusive interventions.

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## New Nasher Exhibition Highlights NC Contemporary Artists

The Nasher Museum of Art's new exhibition "Reckoning and Resilience: North Carolina Art Now" brings together 30 emerging and veteran artists from throughout the state. Approximately 100 artworks across multiple media explore topics such as identity, loss and remembering, trauma and healing.

[LEARN MORE ABOUT THE EXHIBITION](#) ⇨

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## Study Shows Cash Support for Low-Income Families Impacts Infant Brain Development

The first study conducted in the United States to examine the impact of poverty reduction on family life and infant cognitive, emotional, and brain development found that anti-poverty measures, including financial payments to families, are beneficial investments in children.

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# Examining the Links Between Damaged Mitochondria and Brain Diseases

Chantell Evans, a Duke neurobiologist, is delving deeper into the role of mitochondria – the powerhouse of all cells – in devastating but little understood neurological illnesses such as Alzheimer's and Parkinson's.

[READ THE ARTICLE](#) ⇨

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## Black History Month

For Black History Month, Duke is celebrating the achievements of six Black staff and academic members who have had a lasting impact on the university's history. Find out more about the lives and legacies of Oliver Harvey, Samuel DuBois Cook, Mary Lou Williams, John Hope Franklin, Brenda Armstrong, and Phail Wynn.

Read the [Duke Today article](#) and visit the [OIE homepage](#) for social media links to announcements and events from across Duke.

## Happy Lunar New Year

To our colleagues and friends who celebrate the Lunar New Year beginning on Feb. 1, [Duke extends best wishes](#) for health, happiness and prosperity in the Year of the Tiger.

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## Special Opportunities

### Doctoral Student Fellowship

**Duke Next Generation Leaders** is a new initiative aimed at bringing together cohorts of talented postdoctoral scientists and mentoring them on academic faculty careers. This fellow program will bring together a cohort of promising new faculty committed to diversity in the biomedical sciences and provide enhanced opportunities for diversity in faculty hiring in this area at Duke.

**Applications** are due on February 25.

### Bass Connections Offers Opportunities for Collaborative Project Courses

**Bass Connections and the Undergraduate Research Support Office** are pleased to introduce a new research grant available for students involved in collaborative team-based research projects. All proposals must be submitted through the online proposal form by March 5, 2022 at 5:00 p.m.

**Bass Connections is now accepting proposals** from faculty for new year-long projects addressing issues related to democracy and the challenges of sustaining strong democratic institutions in a polarized world.

**Submissions** are due by 5 PM on March 31.

### DUSOM Michelle Winn Inclusive Excellence Awards

Nominations are now open for the **2022 Michelle P Winn Inclusive Excellence Awards**. The Duke University School of Medicine's Office of Diversity & Inclusion established this Award in 2016 to recognize individuals who have made significant contributions to diversity and inclusion within the School of Medicine community.

### Get Help Uncovering and Building Your Family Tree

Duke Libraries offers staff, faculty and students genealogy tools at no charge. Learn more about resources available to Duke staff and faculty.

**Duke Center for Sexual and Gender Diversity's (CSGD):**

*Duke P.R.I.D.E Training*

**Duke Faculty Advancement:** *Professional Development Opportunities*

**Duke HR:** *Employee Course Offerings at Duke*

**Duke Learning Innovation:** *Designing Inclusive Assessments and Student Feedback*

**Duke OIT:** *LearnIT@Lunch Spring 2022 Workshops*

## Meetings & Events

**Fri, Feb 18 - Sun, Feb 20**

**Duke Dance Program:** *The Collegium for African Diaspora Dance 5th Bi-Annual Conference*

**Fri, Feb 18 | 8:00 AM**

**Research Career Development Programs:** *Women's Health and Career Development Symposium*

**Fri, Feb 18 | 9:30 AM**

**John Hope Franklin Humanities Institute:** *Racist Intimacies: Asian America in Thrall to Desire*

**Fri, Feb 18 | 2:00 PM**

**Duke Electrical & Computer Engineering:** *ECE/ATHENA INSTITUTE SEMINAR: Should We Ever Trust Face Recognition?*

**Fri, Feb 18 | 7:30 PM**

**Duke Department of Music:** *Narrative of a Slave Woman: Songs of Hope, Justice, and Freedom*

**Fri, Feb 18 | 8:00 PM**

**Duke Performances:** *Urban Bush Women Hair & Other Stories*

**Mon, Feb 21 | 5:00 PM**

**Duke Computer Science:** *Race After Technology: Abolitionist Tools for the New Jim Code*

**Thu, Feb 24 | 6:35 PM**

**Duke Gender, Sexuality & Feminist Studies:** *Camp Revival: Queering Gender and Sexuality in the Black Church*



*Women's Voices: The State of Research on Women's Empowerment*

**Thu, Mar 3 | 4:30 PM**

**Duke Department of Music:** *Engaging Opera as Popular Culture and Social Justice: Naomi André (University of Michigan)*

**Wed, Mar 16 | 4:30 PM**

**Sanford School of Public Policy:** *Leveling Up Leadership: Building Diverse Leaders Today for Tomorrow*

Find more Diversity & Inclusion events on the *Duke Event Calendar*

**OFFICE FOR INSTITUTIONAL EQUITY**

**ANTI-RACISM RESOURCES**

**SEXUAL MISCONDUCT & TITLE IX**

### ***Duke University Institutional Statement of Commitment to Diversity and Inclusion***

*Duke aspires to create a community built on collaboration, innovation, creativity, and belonging. Our collective success depends on the robust exchange of ideas—an exchange that is best when the rich diversity of our perspectives, backgrounds, and experiences flourishes. To achieve this exchange, it is essential that all members of the community feel secure and welcome, that the contributions of all individuals are respected, and that all voices are heard. All members of our community have a responsibility to uphold these values.*

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