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Equity in Action

A Monthly Update About Inclusive Work Across Duke from OIE

March 2022



Top row: Abbas Benmamoun, Sherilynn Black, Daniel Ennis, Kimberly Hewitt; bottom row: Antwan Lofton, Vincent Price, Leigh-Anne Royster, Keisha Williams

Administrative Leaders Meet to Contextualize Climate Survey Data

The Office for Institutional Equity hosted a day-long retreat in February for over 85 administrative leaders and staff to discuss data trends from the university-wide survey on diversity, equity, and inclusion. During the meeting, they began development of action plans to advance their respective units.

[READ THE ARTICLE](#) ⇨

Senior Associate Dean Jacqueline Looney to Retire after 30 Years at Duke



Jacqueline Looney has helped transform graduate education and forged a history of support for all students, particularly those from disadvantaged groups, since her arrival at The Graduate School in 1987. She retires at the end of June.

[READ MORE ABOUT SENIOR ASSOCIATE DEAN LOONEY](#) ⇨

Standing at the Heart of the University



decades at Duke and tells which one thing from the collections she would take with her if she could.

[READ MORE ABOUT UNIVERSITY LIBRARIAN AND VICE PROVOST FOR LIBRARY AFFAIRS JAKUBS](#) ⇨

Dean Paula D. McClain to Step Down at Graduate School



Paula McClain will return to full-time faculty responsibilities at the end of the semester after a decade as dean of The Graduate School. Under her tenure, graduate student fellowships and research support have expanded dramatically.

[READ MORE ABOUT DEAN MCCLAIN](#) ⇨

The Little-Known History of "Yellowface" in Theater

In the 1950s and 1960s, Asian characters were predominantly played by white performers wearing makeup and costumes — a practice dubbed "yellowface." According to Esther Kim Lee, a pioneering theater historian, the inability of Asian performers to land leading roles was essential in the establishment of Asian American theater. Lee discusses her latest book, "Made-Up Asians: Yellowface in the Exclusion Era," in this Q&A.

[LEARN MORE ABOUT PROFESSOR KIM LEE'S RESEARCH](#) ⇨

Duke colleagues share stories of battling self-doubt and finding confidence with strategies.

[READ THE ARTICLE](#) ⇨

What Decolonization Means

A burgeoning movement strives to "decolonize" existing institutions in order to confront the complexities of their origins. Numerous Duke experts from a variety of fields are contributing to this continuing effort that examines the past, present, and future.

[READ THE ARTICLE](#) ⇨

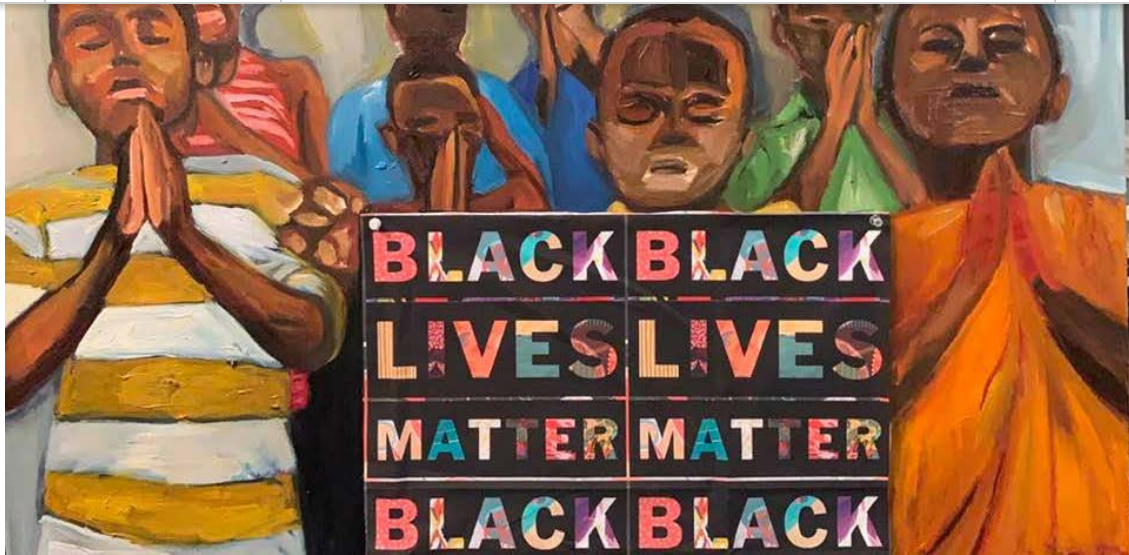
Inclusive Skin Tone Bandages for Everyone



Providers at Duke Health can now purchase bandages in a variety of skin tones. This inclusive alternative helps people feel more integrated in health care by drawing less attention to an injury or post-procedure covering.

[READ THE ARTICLE](#) ⇨

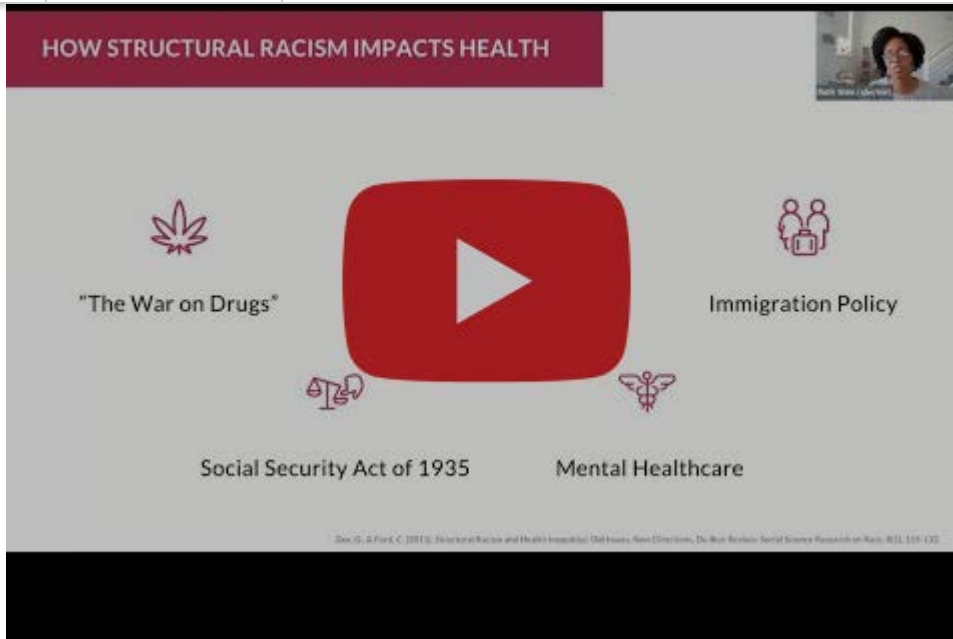
Beverly McIver's Art is Not Safe



While the paintings of the Duke art professor emphasize the personal over the political, they employ racial tropes, such as Black domestic workers to challenge viewers. "With my paintings, I just tell my story," she said. "I'm a poor girl from the projects, and I wanted to escape that." The Scottsdale Museum of Contemporary Art is currently hosting McIver's first career retrospective.

[LEARN MORE ABOUT BEVERLY MCIVER'S PAINTINGS](#) ⇨

Social (In)Justice & Mental Health



Watch Author Ruth Shim, MD, MPH, deliver the lecture “Social (In)justice and Mental Health,” in a recording of the Department of Psychiatry and Behavioral Science’s James H. Carter Memorial lecture from February.

Student Tackles Language Barriers in Health Care

Elaijah Lapay, a Duke undergraduate, witnessed what happened when hospital professionals in eastern North Carolina couldn't communicate with his Filipina grandmother. That experience set the foundation for him to apply that experience to his work with Bass Connections and his self-designed major in Program II.

[READ THE ARTICLE](#) ⇒



Women's History Month originated in 1982 with what was then called "Women's History Week." In 1987, the National Women's History Project asked Congress to make March 1987 "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions asking and giving the President the power to make March of each year Women's History Month. Proclamations have been made by presidents every year since 1995 to make March Women's History Month. These proclamations celebrate the contributions and achievements made by American women in a variety of fields throughout the course of history. OIE celebrates all women on this 2022 Women's History Month.

We've selected a few stories that celebrate the women of Duke.

- [Women's History Month on a Personal Level](#)
- [Celebrating Women in Innovation](#)
- [Spotlighting Innovative Women Graduate Students Developing Novel Technologies](#)
- [International Women's Day Webinar Showcases Research on Women's Rights & Participation](#)

Special Opportunities

Bass Connections Offers Opportunities for Collaborative Project Courses

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.

Duke-Exeter Initiator and Accelerator Grants

Open to faculty from both universities, these grants prioritize themes of global health, climate change, immigration, and public humanities.

Course Enhancement Grants

Course Enhancement Grants support innovative approaches to global teaching, learning and research, both at Duke and abroad. Grants will be awarded to faculty projects that provide Duke students with meaningful global experiences and create new opportunities for global learning and engagement.

Deadline: April 30, 2022

Learn more and apply

Minor Aesthetics: Queer, Asian, Diasporic

Minor Aesthetics: Queer, Asian, Diasporic is a Faculty Working Group sponsored by the John Hope Franklin Humanities Institute at Duke University. The group seeks to forge an intellectual hub for invited artists and scholars from the humanities and interpretive social sciences working at the nexus between aesthetic inquiry, queer studies, and the Asian diaspora.

Learn more and apply

Trainings & Workshops

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

Center for Sexual and Gender Diversity training Opportunities

Duke Faculty Advancement: *Professional Development Opportunities*

Duke HR: *Employee Course Offerings at Duke*

Thu, Mar 24 | 10:00 AM

Duke Learning Innovation: *Creating Inclusive Learning Environments*

Duke OIT: *LearnIT@Lunch Spring 2022 Workshops*

Meetings & Events

Sundays from Mar 20 - May 1

Richard J. Powell lecture series *Colorsturck! Painting,*

Fri, Mar 18 | 8:30 AM

The Campus Pantry Collaborative (CPC): *The Third Annual Campus Food Security Symposium on Food Justice*

Fri, Mar 18 | 12:00 PM

Asian American & Diaspora Studies Program: *History on the Run: Knowledge Formation Against State Violence*

Mon, Mar 21 | 12:00 PM

Duke REACH: *Health Disparities Research Works In Progress Seminar Series*

Mon, Mar 21 - Tue, Mar 22 | 12:00 PM

Duke Sexual and Gender Minority Health Program: *2022 Sexual and Gender Minority Health Symposium: Trans & Gender Diverse Policies, Care Practices, and Wellbeing*

Mon, Mar 21 | 4:00 PM

Computer Science: *Racism and Bias in Computing*

Tue, Mar 22 | 6:00 PM

Career Center: *Working While Trans*

Tue, Mar 22 | 6:00 PM

Pratt School of Engineering: *Women Thriving in STEM*

Thu, Mar 24 | 5:00 PM

Center for Slavic, Eurasian and East European Studies (CSEEEES): *NOT hearing African American Vernacular English (AAVE)*

Thu, Mar 24 | 7:00 PM

Runway of Dreams Adaptive Fashion Show

Fri, Apr 1 | 9:00 AM

DukeAHEAD: *Practical Tools for Cultivating an Inclusive Culture in Health Professions Education - VIRTUAL EVENT*

Thu, Apr 7 - Sun, Apr 10

25th Annual Full Frame Documentary Film Festival

Thu, Apr 7 | 12:30 PM

Duke Science & Society: *Ensuring Hiring Tech Tools Comply with Federal Anti-Discrimination Laws, with Rachel See (RSVP)*

Mon, Apr 11 | 12:00 PM

Asian American & Diaspora Studies Program: *Exploring Duke University Libraries' Asian American Collection*

Childhood Policy: Creating a Universal System of Care for Families with Young Children

Find more Diversity & Inclusion events on the *Duke Event Calendar* or follow OIE's *Instagram* and *Facebook* pages.

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.

Duke | *Office for*
Institutional Equity

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