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# Equity in Action

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

**March 2023**



## WOMEN'S HISTORY MONTH. Spotlighting Women in Roles Historically Held by Men

Shelly Clark Epps of IT Security; Dr. Erica Taylor, an orthopedic surgeon at Duke Raleigh Hospital; Hyra Johnson, a landscape superintendent in Facilities Management; Nimmi Ramanujam, a distinguished professor of Biomedical Engineering; and Rachel Satterfield, vice president of Finance, share their journeys.

[LEARN MORE ABOUT THESE EXTRAORDINARY WOMEN ⇨](#)

## Get Help Deepening Your Understanding of Equity and Inclusion



OIE Staff - Top row from left: Lonnie Hinton, Shannon Ashford, Hailey Mason, Ericka Lewis, Nikki Stovall, Vakia Robinson, Grant Scoggins, James Mason, and Adrienne Allison. Bottom row from left: Maria Moreno, Megan Peterson, Sophia Brelvi, Cynthia Clinton, Kimberly Hewitt, Leigh-Anne Royster, Angela Kalo, and Erin MacDonald. Not pictured: Elizabeth Jones. Photo by HuthPhoto

offers a variety of opportunities to learn about diversity, equity, inclusion and belonging.

[LEARN MORE ABOUT AVAILABLE OPPORTUNITIES](#) ⇨

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## Vital but Invisible: How Women Drive the Care Economy in the United States

The care economy is the economic activity generated by the provision of care services such as child care, elder care and health care, including both paid and unpaid work. Four Duke faculty share their expertise about the many complex factors in this vital but often invisible labor.

[READ THE ARTICLE](#) ⇨

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## Revaluing Care: The Ethics of Now with Angela Garbes



Angela Garbes talked with Duke historian Adriane Lentz-Smith about how important care work is to keeping a society going strong. Garbes, who wrote "Essential Care: Mothering as Social Change," says that care work is historically done by people of color and isn't paid or valued enough for how important it is.



## On being MIXED

Sarah Gaither, a professor at Duke, recently led a discussion on the struggles mixed-race families face. The film features Gaither's research as well as the experiences of Duke students.

[READ THE ARTICLE](#) ⇨

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## Duke Softball Coach Marissa Young: Lessons on Building from the Ground Up



Marissa Young shares wisdom gained while starting a championship-level program from scratch.

[LEARN MORE ABOUT MARISSA YOUNG](#) ⇨

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## Nurse's Book about the Pandemic is a Pathway for Healing



used COVID-19 to write her first book and find clarity about her life journey.

[LEARN MORE ABOUT MARKITA WRIGHT](#) ⇨

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## Shaking a Shared Delusion: Andrea Deyrup Combats Race-Based Medicine



Duke pathologist Dr. Andrea Deyrup is raising awareness about the racial misinformation that is embedded in much of medical teaching and care, and working to remove race-based associations from medical texts and board exams.

[LEARN MORE ABOUT ANDREA DEYRUP](#) ⇨

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## A Fair Process: Lisa McElroy Strives to Make Transplant Selection More Equitable



solid organ transplants. Race, ethnicity, gender, socioeconomic status, and other factors can determine who receives a transplant. Duke faculty member Lisa McElroy has made it her mission to eliminate these disparities by identifying their root causes.

[LEARN MORE ABOUT LISA MCELROY](#) ⇨

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## Duke CTSI's Janis Curtis Named 2023 Changemaker in Health



Janis Curtis, MSPH, MA, associate director of the Duke Clinical Data Research Networks (CDRN) Program, has been named a 2023 Changemaker in Health by the Healthcare Information and Management Systems Society. Curtis received the HIMSS Most Influential Women in Health IT Award among nominees worldwide.

[LEARN MORE ABOUT JANIS CURTIS](#) ⇨

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### Spring Religious/Spiritual Celebrations

For many religions, spring is a time of rebirth, introspection, and celebration. Duke respects and honors the many religious beliefs and obligations of members of the Duke community. Students, staff, and faculty should check with respective academic departments and HR representatives to request accommodations for religious observation.

[RELIGIOUS EVENTS, CELEBRATIONS AND OBSERVATIONS AT DUKE](#) ⇨

### Special Opportunity

#### ConnectCommunity

The ConnectCommunity platform is a resource for students, staff and faculty to respond to community-

## Funding

### **Bass Connections Projects and Courses Related to Duke's Centennial**

Deadline: April 3

### **Duke Career Center Internship Funding Program for Master's Students**

Deadline: April 6

### **Duke Global Funding Opportunities**

Deadlines in May and April. Review individual funding opportunities for more information.

## Trainings & Workshops

### **OIE Spring 2023 Workshop Series**

The following workshops still have seats available:

#### **Thu, Mar 30 | 2:00-3:30 PM**

*Discrimination and Harassment: What do I do when I am confronted with a problem in my unit that might be discrimination, harassment or sexual misconduct?* | Smith Warehouse, Bay 6, B271 | [Register](#)

#### **Tue, Apr 25 | 10:00-11:30 AM**

*Generational Diversity in the Workplace: Creating a More Inclusive Team* | Duke University Press Library, 905 W. Main St. Ste. 20-C (2nd Floor) | [Register](#)

#### **Tue, May 9 | 10:00-11:30 AM**

*Diversity: What's COVID Got To Do With It? (Unraveling Our Collective Trauma)* | Duke University Press Library, 905 W. Main St. Ste. 20-C (2nd Floor) | [Register](#)

### **Duke Learning & Organization Development:**

*2023 Professional Development Course Offerings*

### **The Center for Sexual and Gender Diversity**

*Sexual and Gender Diversity Education*

### **Faculty Advancement**

Tue, Mar 28 | 4:00 PM

SEE MORE FACULTY ADVANCEMENT EVENTS


Find more Diversity & Inclusion workshops on the *Duke Event Calendar* or follow OIE's *Instagram*

Duke THE UNIVERSITY of NORTH CAROLINA at CHAPEL HILL

Keohane Distinguished Lecture

**MOVING BEYOND FIGHTING ANTI-ASIAN RACISM**

Wednesday, March 29, 6:30 p.m.



Pre-lecture reception at 5:45, open to all

Nasher Museum of Art Auditorium, Duke University

**Pawan Dhingra**  
Keohane Distinguished Visiting Professor

## Meetings & Events

### ONGOING

**Duke Hospital Concourse:** *STILL - Stephen Ellis Greer Paintings*

**Fri, Mar 24 | 12:00 PM**

**Duke Institute for Brain Sciences:** *CCN Colloquium: "Culture and Language Differences: Implications for Autism Identification"*

SEE MORE DIBS EVENTS

**Fri, Mar 24 | 12:00 PM**

**Asian American and Diaspora Studies:** *Race x Love: Breaking Down the Asian Fetish with Novelist Elaine Hsieh Chou*

SEE MORE AADS EVENTS

**Fri, Mar 24 | 12:00 PM**

**Duke Aging Center:** *Aging in Context: New Directions in Social Gerontological Research*

SEE MORE AGING CENTER EVENTS



*Feminist Theory Workshop*

SEE MORE GENDER STUDIES EVENTS

**Fri, Mar 24 | 4:00 PM**

**Duke Department of Music:** *Anaar Desai-Stephens (Eastman): "Bollywood Songs and the Dreamwork of Aspirational India"*

SEE MORE MUSIC EVENTS

**Fri, Mar 24 | 5:00 PM**

**Duke Asian & Middle Eastern Studies:** *Struggles and Conflict Resolutions in Arab Comics*

SEE MORE AMES EVENTS

**Sat, Mar 25 | 2:00 PM**

**Duke Cinematic Arts:** *Three Short Films by Ana Vaz | Amazon Film Series*

SEE MORE CINEMATIC ARTS EVENTS

**Mon, Mar 27 | 4:00 PM**

**Duke University Center for International & Global Studies:** *In a Global Water Crisis - Everyone Must be a Water Diplomat!*

SEE MORE IGS EVENTS

**Mon, Mar 27 | 5:00 PM**

**Franklin Humanities Institute:** *Between Reparations and Freedom: A Masterclass with Rinaldo Walcott*

SEE MORE FHI EVENTS

**Tue, Mar 28 | 1:45 PM**

**Duke Program in Literature:** *Decolonizing the Curriculum: Ranjana Khanna and Susheila Nasta in conversation*

SEE MORE LITERATURE EVENTS

**Tue, Mar 28 | 4:30 PM**

**Alliance for Identity Inclusive Computing Education:** *3C Fellows Spotlight: Experiences and Outcomes*

SEE MORE AIICE EVENTS

**Tue, Mar 28 | 5:45 PM**

**Trent Center for Bioethics, Humanities & History of Medicine:** *Ending the Legacy of Medical Violence: Centering Black Women's Resistance*

SEE MORE TRENT CENTER EVENTS

**Thu, Mar 30 | 2:00 PM**

**Center on Addiction and Behavior Change:** *CABC*

**Thu, Apr 6 | 4:00 PM**

**Duke Clinical and Translational Science Institute:**

*Diversity, Equity, and Inclusion in the Realm of Project Management*

[SEE MORE CTSI EVENTS](#)

**Wed, Apr 12 | 4:00 PM**

**Duke Center for Autism and Brain Development:** *Asset-*

*Framing® for Equity & Autism*

[SEE MORE AUTISM CENTER EVENTS](#)

Find more Diversity & Inclusion events and major religious observances on the *Duke Event Calendar* or follow us on Instagram.

[OFFICE FOR INSTITUTIONAL EQUITY](#)

[ADVANCING RACIAL EQUITY AT DUKE](#)

[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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