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Equity in Action

A Monthly Update About Inclusive Work Across Duke from OIE

September 2022

Latinx Heritage Month

Sep 15-Oct 15 - Tap or Click for a Calendar of Curated Events



OIE Revises Policies and Procedures on Reporting and Responding to Discrimination and Harassment

The Duke policy and procedures for reporting and responding to harassment and discrimination has undergone a number of substantial updates and revisions based, in part, on community feedback and legal updates. The adjustments went into effect at the start of the fall 2022 semester.

[LEARN MORE ABOUT THE UPDATES AND REVISIONS](#) ⇒

OIE Welcomes Vakia Robinson to the Office Team



The Office for Institutional Equity is pleased to announce the arrival of Vakia (pronounced *vuh-KEY-ah*) Robinson as the new program staff assistant for harassment & discrimination prevention and compliance. Vakia holds a B.S. in sociology from Belmont University in Nashville, TN. Previously, she focused on student engagement, academic support, and social media management. Join OIE in welcoming Vakia to Duke!

DEI-Focused Business Case by Duke Deans Wins First Prize



Associate Dean Jeremy Petranka and Assistant Dean Stephanie Robertson of the Fuqua School of Business won first place in the 2022 DEI Global Case Competition, sponsored by the William Davidson Institute. The case centers around Duke Fuqua alumna, Cara Robinson Sabin, her leadership at Sundial Brands (SheaMoisture), and how the business has overcome challenges in the wake of the Black Lives Matter movement in 2020.

[READ MORE ABOUT THE BUSINESS CASE AND THE COMPETITION](#) ⇨

Trustee Emerita Janet Hill Dies at Age 74



Janet Hill was a former Duke trustee and the mother of Grant Hill, current trustee and former Duke basketball star. From 2006 to 2021, Hill was on the Board of Trustees. She was recently announced as a 2022 recipient of the University Medal for Distinguished Meritorious Service.

[READ MORE ABOUT THE LATE JANET HILL](#) ⇨

Policymaking in North Carolina

The North Carolina Leadership Forum convened at Duke last month for the sixth year of political bridge-building across partisan lines. Political, civic, educational, and corporate leaders will continue to discuss state revenue strategy over the next year.

[LEARN MORE ABOUT THE FORUM](#) ⇨

Duke Libraries Partners with the Civil Rights Movement Archive

The online archive, which was founded in 1999, serves as a repository for historical documents and letters, videos, and images from many civil rights veterans. Under the terms of the agreement, Duke will maintain the website and promote public use of its materials in order to support the archive's mission of making the stories of grassroots activists more widely known.

[LEARN MORE ABOUT THE ARCHIVE](#) ⇨

Mellon-Mays Fellows: Building Opportunities for Students, Diversity in the Academy



There's a lot of talk throughout higher education about how to attract students of color and students without a legacy background into graduate studies and academic careers, particularly in fields such as the social sciences, arts, and humanities. While other programs have been seeking solutions, the Mellon-Mays Undergraduate Fellowship has been doing this work successfully for several decades, benefiting both Duke faculty and students.

[LEARN MORE ABOUT THE PROGRAM](#) ⇨

Benefits of Childhood Mental Health Intervention 'Ripple Across Generations'

Duke researchers have determined that Fast Track, an intensive childhood intervention program, not only reduced conduct problems and juvenile arrests, but it also improved family outcomes when the original children who participated in the program grew up and became parents.

[READ ABOUT THE FINDINGS](#) ⇨

Combine to Widen Achievement Gap

Mercedes A. Bravo, an environmental epidemiologist at Duke University, directed a study that correlated birth data, blood lead levels, and fourth grade assessment scores for more than 25,000 North Carolina children to determine how early lead exposure affects childhood scholastic results.

[READ THE ARTICLE](#) ⇨

Taking on Too Much at Work?

Responsibility is a crucial component of effective leadership. However, leaders can sometimes become unduly responsible — taking on the work, emotions, errors, and difficulties of others. There's a good chance that, over time, leaders have assumed many obligations that lie outside the scope of their primary role.

[LEARN STRATEGIES TO HELP BALANCE WORK RESPONSIBILITIES](#) ⇨

6th Annual SCOPES Art Exhibition



This Moment with You, by Michelle Tang

SCOPES is a medical student-led initiative committed to integrating the arts and humanities into medical education at Duke University School of Medicine. First-year medical students partner with patients who live with chronic illness, and through SCOPES, develop art pieces that capture their reflection on the patient experience.

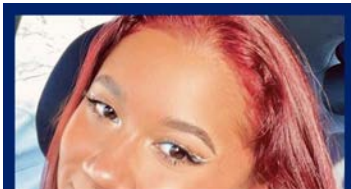
[LEARN MORE ABOUT THE SCOPES ART EXHIBITION](#) ⇨

Duke's Just Ask Program Rolls Out Nationally



The American Society of Clinical Oncology and the Association of Community Cancer Centers have both backed Duke's [Just Ask](#) program as a way to train people about implicit bias and systemic and structural racism. Dr. Nadine Barrett, who runs the Center for Equity in Research, made the Just Ask program to help get more people from different backgrounds to join clinical trials.

A Dance With a Global Health Message



In Uganda this summer, Duke student Lihua Mo blended music, dance and art to raise awareness and reduce stigma about sickle cell disease. About 300,000 children are born annually with sickle cell disease in Africa, with around half of them dying before their fifth year.

[READ THE ARTICLE](#) ⇨

Special Opportunities

ADVANCE-UP Program

The [Academic Development, Advocacy, Networking, Coaching and Education for Underrepresented](#)

challenges underrepresented racial and ethnic faculty (UREF) encounter in academic medical centers.

Application Deadline: Oct 14

Engaged Scholar Writing Retreat

Gather with community-engaged scholars across North Carolina to set aside time for writing while in community. The Engaged Scholar Writing Retreat is facilitated by Jennifer Ahern-Dodson (NC Engaged Scholar 2018-2019) and includes directed writing time, optional individual breakout consultation sessions, and mini-workshops on writing strategies. Space is limited. Sponsored by NC Campus Engagement and the Community-Engaged Scholarship Collaborative. [Register](#) by Oct 14.

Trainings & Workshops

Duke Faculty Advancement: *Equitable Hiring Practices Workshop Series 2022-2023*

Duke Learning Innovation: *Neurodiversity and Your Classroom*

This session will introduce instructors to the concept of neurodiversity and how course policies and course design can allow students with varied learning differences to thrive. Zoom session.

Tue Sep 27 | ALL DAY

Learning & Organization Development (L&OD): *Crucial Conversations for Mastering Dialogue*

For employees of Duke and DUHS. Continuing Education Credits (CEUs): 1.2 | Duration: three days September 27-29; 8:30 AM - 12:30 PM each day | Fee: \$600

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

Meetings & Events

SPECIAL EVENTS

Save the Date: Tue, Nov 8 | *Duke Summer Experience Fair*

For more information: [Email](#) | [Join listserv](#)

| In Person (for students, faculty, or staff)

Sep 30 - Oct 29

NC Latin American Film Festival

Oct 12-13

Franklin Humanities Institute (FHI): *Minor Aesthetics Symposium*

Tuesdays | 12:00 PM

Duke Thompson Writing Program: *Global Conversations in the Student Wellness Center*

Fri, Sep 23 | 12:00 PM

Forum for Scholars and Publics: *How I Write: A Conversation with Eileen Chow*

Fri, Sep 23 | 4:00 PM

Duke Department of Music: *Tammy Kernodle (Miami University): "This Music is Black Music: Mary Lou Williams and the Identity Politics of Jazz in Black Power-Era America"*

Sat, Sep 24 | 2:00 PM; 4:00 PM

Duke Cinematic Arts: *Feathers (Omar El Zohairy, 2021)*

Mon, Sep 26 | 12:00 PM

Duke Geriatrics: *Geriatrics Grand Rounds: Isolation and Loneliness of older adults*

Tue, Sep 27 | 12:00 PM

Duke Clinical Research Institute (DCRI): *Clinical Trials in Global Health: Maximizing Impact Through Audacity, Flexibility, and Humility* | Virtual

Tue, Sep 27 | 12:30 PM

Duke Law School: *Human Rights in Practice: Supranational Institutions, Race, and the United States*

Wed, Sep 28 | 4:00 PM

Duke University School of Medicine: *Duke Center for Health Informatics: Social Determinants of Health In Clinical Databases: Opportunities, Pitfalls, and Next Steps* | Virtual

Wed, Sep 28 | 7:00 PM

Duke Learning Innovation: *WorkforceRx: Agile and Inclusive Strategies for Employers, Educators and Workers in Unsettled Times* | Virtual

Thu, Sep 29 | 5:30 PM

Franklin Humanities Institute (FHI): *Environmental*

Fri, Sep 30 | 12:00 PM

40th Anniversary Celebration of the Environmental Justice Movement: *The Roots, Experiences, and Future of Climate Justice* | Hybrid

Mon, Oct 03 | 12:30 PM

Duke Law School: *Wrongful Convictions Day: Beyond Innocence: The Life Sentence of Darryl Hunt*

Mon, Oct 03 | 1:30 PM

Duke Cultural Anthropology: *Messy Conversations for Restorative Justice: Towards Anticolonial, Anti-White Supremacist Anthropology Graduate Training*

Wed, Oct 12 | 11:00 AM

Duke School of Nursing: *From Policy to Practice: Addressing Latinx Mental Health Disparities at All Levels* | Hybrid

Thu, Oct 13 | 12:00 PM

Duke University School of Medicine: *The Great Pretender: New Insights on "Being Sane in Insane Places"* | Virtual

Thu, Oct 13 | 12:30 PM

Franklin Humanities Institute (FHI): *The Slave Plantation: Environment, History, and Cycles of Capital Accumulation*

Mon, Oct 17 | 5:00 PM

Duke Gender, Sexuality & Feminist Studies: *The Annual Queer Theory Lecture*

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

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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