Equity in Action

A Monthly Update About Inclusive Work Across Duke from OIE

February 2023

Cook Society Winners, from left: Eunice Sanders, sister of Durham Mayor Elaine O’Neal; Kamillah Jena Kassam; Lisa Davis; Brigit Maria Carter; Kansi Udochukwu; and Kim Hewitt, vice president for
Cook Society Honors Five as Community Leaders

On February 13th, the Samuel DuBois Cook Society honored Durham Mayor Elaine O'Neal and four Duke faculty, staff, and students for their contribution in building a stronger community on campus and beyond.

READ THE ARTICLE ⇦

Congratulations to Sophia Brelvi

The Office for Institutional Equity extends hearty congratulations to Sophia Brelvi, director of affirmative action and compliance programs, who in January completed the Duke Leadership Academy. The Duke Leadership Academy offers emerging leaders from throughout the university a 12-month development program centered on The Five Practices of Exemplary Leadership. Leadership and management skills are taught to implement strategy.

Hailey Mason Named Blue Devil of the Week
As senior program coordinator in the Office for Institutional Equity, Hailey Mason plans, coordinates, and executes projects and events related to Duke’s racial equity work.

READ THE ARTICLE ⇦

OIE Offers Series of Workshops for the Spring

The Office for Institutional Equity is offering foundational and topic specific workshops, which will provide Duke community members with education and support related to key issues on diversity, equity, inclusion, and belonging. The free workshops are open to staff, faculty, and students interested in enhancing skills and workplace culture in their departments.

LEARN MORE ABOUT THE OFFERINGS AND REGISTER ⇦

The Black Stonemasons Who Helped Build Duke
The Franklin Humanities Institute formed a summer research team to sift through decades of archival records and newspaper articles, as well as to conduct personal interviews with descendants of the laborers who built Duke. Though Black workers were photographed, few identifying records of them were found, particularly because they were often referred to as simply "helpers." However, their contribution is indelibly cemented into every inch of Duke's iconic masonry.

LEARN MORE ABOUT THE LABORERS ➤

Black History Month: Legacies Behind the Names on Campus

Learn the stories of places and things named in honor of Black students, faculty and staff.

READ THE ARTICLE ➤

The Love Languages of Black Fatherhood
In a new essay called “The Love Languages of Black Fatherhood,” professor Mark Anthony Neal says that differences in how love looks means that Black dads in the 21st century must deal with decades of mixed messages from their communities, society, and the media about what it means to be a good dad.

READ THE ARTICLE ➞

Duke Athletics Unveils DEIB Strategic Plan

A culture of diversity, equity, and inclusion is a priority for Duke Athletics. With their new Diversity, Equity, Inclusion, and Belonging (DEIB) plan, they aim to cultivate leaders who uphold these values by encouraging ongoing learning, introspection, modesty, and responsibility.

LEARN MORE ABOUT THE STRATEGIC PLAN ➞

A New Look at Mentorship, Professional Development and Well-Being to Help Scholars Succeed

The Associate Vice Provost for Faculty Advancement, Sherilynn Black, was recently chosen to co-chair a new program by the National Academies of Science, Engineering, and Medicine (NASEM) focusing on mentorship, professional growth, and well-being. Being selected by NASEM is a testament to her leadership in the fields of advising, promoting, and supporting graduate students, postdoctoral researchers, and teachers.

READ THE ARTICLE ➞
AP Course Calls Ban Dishonest Political Stunt

Kerry Haynie, a political scientist at Duke, collaborated in the creation of an AP course on African American history. He says that those who are opposed to the course are motivated by politics before reading the curriculum.

READ THE ARTICLE ➔

Three Years Post-George Floyd, Police Training, Cultural Reform Is Sluggish, Experts Say

Three years after the murder of George Floyd, which led to numerous studies on police violence, three Duke experts have determined that not much has changed. They say that changes in police culture must accompany changes in the law.

Spirit in the Land at the Nasher
Spirit in the Land is a contemporary art exhibition that examines today's urgent ecological concerns from a cultural perspective, demonstrating how intricately our identities and natural environments are intertwined.

**LEARN MORE ABOUT THE EXHIBITION ➡**

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**The Legacy of Donald Love, One of the First Black Duke Hospital Employees**

After receiving a tour of Duke Hospital in 1930 by Dr. Wilburt Davison, the founding dean of the medical school, Donald Love began a four-decade career as one of the first Black employees at the hospital.

**LEARN MORE ABOUT HIS STORY AND THE SERVICE AWARD NAMED IN HIS HONOR ➡**

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**Resources**

Supporting Turkish & Syrian Community Members
The earthquake in Türkiye and Syria has left the world reeling, but it has particularly impacted members of the Duke community with ties to those countries. The Workplace Wellbeing Toolkit for Earthquake Damaged Communities - Turkish & Syrian Employees offers guidelines for supporting employees and co-workers coping or grieving after the natural disaster.

ACCESS THE TOOLKIT ⇦

Duke Resources for Community Members

The university provides a range of cost-free support services to help Duke students, faculty and staff cope during times of need.

FIND RESOURCES AT DUKE ⇦

Special Opportunities

Duke Expands Employee Tuition Assistance Benefit

Among the enhancements, eligible institutions no longer need to have a physical presence in North Carolina.

LEARN ABOUT WHAT HAS CHANGED ⇦

Nominations Open for Duke Civic Engagement Awards

Awards recognize Duke students and employees who have displayed a deep commitment to community engagement.

LEARN MORE ABOUT THE AWARDS ⇦

2023 Algernon Sydney Sullivan Award Nominations

Nominations are being accepted through Wednesday, March 1 for the Algernon Sydney Sullivan Service Award. Duke University gives this award annually to recognize members of the Duke community who have demonstrated noble character and acted as humble servants, placing service to others before self-interest. Faculty can nominate an undergraduate senior student, a
Funding

Duke Career Center Internship Funding Program for Undergraduate Students
Deadline: February 27

Climate and Sustainability Teaching Fellows Program 2023-24
Deadline: February 28

RFP: Racial and Social Equity in Local Context
Deadline: March 15

Wilson Center Criminal Justice Impact Grant Program
Deadline: March 15

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

Faculty Global Engagement Fund
Deadline: April 15

Trainings & Workshops

OIE Spring 2023 Workshop Series
Foundational Workshop Series
Topic Specific Sessions

The Center for Sexual and Gender Diversity
Sexual and Gender Diversity Education

Duke Learning & Organization Development:
2023 Professional Development Course Offerings

Faculty Advancement
Fri, Feb 24 | 11:00 AM
Engaging with Our Community Partners
SEE MORE FACULTY ADVANCEMENT EVENTS
Meetings & Events

Fri, Feb 24 | ALL DAY
**Duke Center for Latin American & Caribbean Studies:** ATLANTIC LATINIDADES or Models for Trans-Oceanic Engagement: A Symposium
SEE MORE CLACS EVENTS

Fri, Feb 24 | 4:30 PM
**John Hope Franklin Humanities Institute:** Book Launch "The African Heritage of Latinx and Caribbean Literature" by Sarah M. Quesada
SEE MORE FHI EVENTS

Fri, Feb 24 | 8:00 PM
**Duke Performances:** An Evening With Gregory Porter
SEE MORE DUKE PERFORMANCES

Mon, Feb 27 | 2:00 PM
**Pratt School of Engineering:** Pratt DEIC Annual Community Update Event
SEE MORE PRATT EVENTS

Tue, Feb 28 | 1:30 PM
**Duke Service Learning:** The Effects of Community-Based and Civic Engagement in Higher Education
SEE MORE SERVICE LEARNING EVENTS

Tue, Feb 28 | 5:00 PM
**Duke Department of Computer Science:** Overcoming Complacency and Ceding Space | Registration Required
SEE MORE COMPUTER SCIENCE EVENTS

Tue, Feb 28 | 5:30 PM
**Duke University School of Medicine:** Black Men in Medicine: Watch and Discuss “Rise Up: The Movement that Changed America”
SEE MORE DUSOM EVENTS

Thu, Feb 28 | 5:30 PM
SEE MORE DUKE GLOBAL EVENTS
Disparities in Early Care and Education through Infant/Early Childhood Mental Health Consultation
SEE MORE CHILD AND FAMILY POLICY EVENTS

Thu, Mar 2 | 5:00 PM
Duke Gender, Sexuality, and Feminist Studies: Gender Studies Now: There's a disco ball between us: a theory of Black gay life
SEE MORE GENDER STUDIES EVENTS

Thu, Mar 2 | 7:00 PM
Duke Cinematic Arts: Screen/Society--Law and Order (Frederick Wiseman, 1969, 16mm)
SEE MORE CINEMATIC ARTS EVENTS

Tue, Mar 7 | ALL DAY
Duke Sexual and Gender Minority Health Program: Sexual and/or Gender Minority Wellness Symposium

Wed, Mar 8 | 8:30 AM
Duke Women's Center: 2023 Duke Reproductive Justice Conference | Registration Required

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

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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 ourishes. 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.