

**Duke's University-Wide Interdisciplinary Institutes, Initiatives & Centers (UICs):
Anti-Racism Activities at a Glance
September 2020**

UIC	Planning & Workplace Culture	Education/Research	Outreach/Transparency
<p>Duke Institute for Brain Sciences (DIBS)</p> <p><i>Promote interdisciplinary brain science and translate discoveries into solutions for health and society</i></p>	<ul style="list-style-type: none"> • Inclusion & Power Dynamics working group – developing best-practices in local workplaces with a special emphasis on racial dynamics • Look to support Black-owned business • Autism Center Task Force on Racial Equity 	<ul style="list-style-type: none"> • Seminars & workshops on the neuroscience of power, bias & racial discrimination • Workshop on racism in history of neuroscience – added to Neuroscience Bootcamp • NIH Neuroscience Development for Advancing the Careers of a Diverse Research Workforce (R25 proposal) • Prioritize neuroscience of bias & racial discrimination in research seed funding • Changes to PhD recruitment practices – focused outreach; elimination of reliance on biased credentials 	<ul style="list-style-type: none"> • Sponsoring new BlackInNeuro resource for connecting scholars of color in the neurosciences (goal of recruiting more speakers of color) • Engage DPS high school students from under-represented groups in neuroscience research experiences • Fall 2020 symposium w/ Durham community action group “Substance Use Prevention with Equity: A Community & Neuroscience-Based Approach” • Autism Center Community Engagement Advisory Board
<p>Duke University Energy Initiative (DUEI)</p> <p><i>Advancing an accessible, affordable, reliable, and clean energy system</i></p>	<ul style="list-style-type: none"> • Staff survey on DUEI anti-racism efforts now shaping planning • Winter break staff retreat to focus on anti-racism, employing a professional facilitator • OIE and OFA resources shared across entire team 	<ul style="list-style-type: none"> • Staff self-learning as a group: book discussions; monthly series on energy & environmental justice • Heightened focus on energy & environmental injustice in research seminars, funding 	<ul style="list-style-type: none"> • Energy Week student leaders and EUEI team members intentionally planning for diversity within the week’s events • Intentional focus on topics related to social justice & inequities in fall 2020 Power lunches & events

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<p>Duke Global Health Institute (DGHI)</p> <p><i>Committed to knowledge, discovery & partnership in pursuit of global health equity</i></p>	<ul style="list-style-type: none"> • Equity Task Force (ETF) – focus on race, ethnicity, gender & all marginalized identities; includes students & staff • Six working groups – Education, Internal Operations, External Operations & Communications, Global Partnerships & PPLs, Centers & Labs, Faculty • Portal for feedback, commentary, challenges 	<ul style="list-style-type: none"> • Resources for faculty – teaching techniques & curriculum change • Seminars – anti-Black racism, decolonizing global health, immigration, sexual & gender minority issues • Curriculum additions – anti-Black Racism, decolonization of global health, sexual & gender minority issues 	<ul style="list-style-type: none"> • Unified website of past, present & planned efforts, goals & timelines • Annual assessment of goals reported to entire DGHI community including Board of Visitors & alumni
<p>John Hope Franklin Humanities Institute (FHI)</p> <p><i>Stimulating humanistic research, writing, teaching & practice; engaging questions of race & social equity</i></p>	<ul style="list-style-type: none"> • Fierce advocate for professional development career paths for BIPOC staff 	<ul style="list-style-type: none"> • Faculty funds designated for initiatives that address African-American exp. • Continue to support Teaching for Equity Fellows program • Continue to support Duke-NCCU Digital Humanities Fellowships • Co-sponsor w/DOCE – Racial Equity Learning Arc workshops for staff/faculty • New outreach strategies for Book Manuscript Workshop program to increase BIPOC faculty representation in applicant pool 	<ul style="list-style-type: none"> • Public forums focused on issues of race/equity: Left of Black; John Hope Franklin annual lecture • Thematic focus for entire September slate of DHRC@FHI (Human Rights Center) programming

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<p>Duke Innovation & Entrepreneurship Initiative (I&E)</p> <p><i>Changing the World Through Entrepreneurial Action</i></p>	<ul style="list-style-type: none"> • Diversity, Equity & Inclusion engagement for staff, including field trip to Int'l Civil Rights Museum in Greensboro, facilitated by OIE • "SURGE" (Supporting Under-represented Groups in Entrepreneurship) working group, collaborating w/OIE on priorities & implementation • Monthly provision of resources & learning opportunities for staff to engage in sustained discourse 	<ul style="list-style-type: none"> • Review programming & instruction through lens of critical pedagogies; develop guidance to be more responsive, inclusive & affirming in teaching & learning experiences 	<ul style="list-style-type: none"> • Systematic, equity-oriented audits of core policies, procedures & strategy • Partner w/Fuqua & NCCU to address inequity in capital flow – create Black Student Founders & increase BIPOC representation in Duke Angel Network (investors & potential companies)
<p>Kenan Institute for Ethics (KIE)</p> <p><i>Understanding moral challenges of our time & creating scholarly frameworks, policies & practices to address them</i></p>	<ul style="list-style-type: none"> • Monthly Staff Workshops based on collectively generated Reading/Watching/Listening list 	<ul style="list-style-type: none"> • Race and Professions Graduate Fellowship: yearlong experience for 30 students • Grant support to undergrad student teams engaging with anti-racism, building on student facilitated summer town halls • Emphasis on racial justice themes into multiple co/curricular offerings • Support Duke-wide staff/alumni book clubs: curated readings/discussion guide on themes of race, racial justice, anti-racism 	<ul style="list-style-type: none"> • Public series of conversations on Anti-racism and Friendship • Faculty grants for course development or community projects examining racial justice/equity in Durham • Planning anti-racism panel, collaboration w/DGHI

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<p style="text-align: center;">Duke-Margolis Center for Health Policy</p> <p style="text-align: center;"><i>Improve health & value of health care through innovative & evidence-based policy solutions</i></p>	<ul style="list-style-type: none"> • Committee on equity & anti-racism – assess existing policies & practices • Working / OIPM & OIE on HR practices • Training on anti-racism and equity for all Duke Margolis Center leadership, employees, Core & Affiliated faculty, & Scholars – will align with pending Duke-wide effort • Propose Ombudsperson as shared resource for UICs 	<ul style="list-style-type: none"> • Augment research/policy analysis activities, w/short- & long-term opportunities to address health disparities & racism • Rapid Review of Center Research portfolio – identify ways to address equity & anti-racism goals through new projects • Resource list to support individual & collective reflection 	<ul style="list-style-type: none"> • New Health Equity Fellow • Expansion of Advisory Board to increase diversity
<p style="text-align: center;">Nicholas Institute for Environmental Policy Solutions (NI)</p> <p style="text-align: center;"><i>Helping decision makers create effective & practical solutions to environmental challenges</i></p>	<ul style="list-style-type: none"> • Staff survey conducted: shaping planning • Exploring staff ombuds role • Working with external board nominating committee to increase diverse representation • Staff book discussion on structural racism every third staff meeting 		<ul style="list-style-type: none"> • Targeting key equity issues and tracking scope of such in online convenings • Policy in the Pandemic weekly email with focus on environmental justice

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<p>Rhodes Information Initiative at Duke (iiD)</p> <p><i>Unprecedented access to data & to computing is transforming our world; iiD aims to equip Duke to play a leading role</i></p>		<ul style="list-style-type: none"> • NCCU collaboration w/ Mathematics: summer research integration in Data+ • Scaffolding & support network for SPIRE students transitioning from basic math to Data+ 	<ul style="list-style-type: none"> • Support Durham in advancing strategic priorities: 2020 Data+ team on race/housing; will present to city/county in fall related to community safety measures
<p>Duke Initiative for Science & Society (S&S)</p> <p><i>Maximizing social benefit by making science more accessible, just, & better integrated into society</i></p>	<ul style="list-style-type: none"> • S&S Diversity, Equity & Inclusion Committee: organize training for faculty, staff & students • Survey S&S alumni (students & staff) on gaps in addressing racial discrimination 	<ul style="list-style-type: none"> • Support student efforts to organize panels, reading groups, events on intersection among science/technology, race & ethics • Diversity recruitment campaign for Master's: HBCUs, National Honor societies, affinity groups (most recent intake 25% African-American) • Create processes to address students' concerns around inclusion, e.g., internal counselor, anonymous online portal 	<ul style="list-style-type: none"> • Coronavirus Conversations – topics focusing on pandemic related inequities • Collaborate with local educational institutions & non-profit organizations to develop programming that empowers minority communities

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<p style="text-align: center;">Social Science Research Institute (SSRI)</p> <p style="text-align: center;"><i>Bringing together researchers w/ interests in problems that cross the social & behavioral sciences</i></p>	<ul style="list-style-type: none"> • Faculty Working Group on Reckoning to devise training around respectful treatment • Focused plan for professional development of BIPOC staff • Racial healing circles available to all units, developed by Center for Truth, Racial Healing & Transformation 	<ul style="list-style-type: none"> • American South NIH P50 grant proposal focused on structural racism in the south • Project ROUSE – study impact of pandemic on well-being of Duke personnel • SSRI Lunch & Learn monthly discussion of book, movie, etc. on issues of race 	<ul style="list-style-type: none"> • Fall symposium – “Misinformation & Mistrust: COVID19 Conversations on Race & Gender Equity” • Staff identifying opportunities to participate in community anti-racism efforts