

## **Advisory Council on Racial Equity at Duke**

The Racial Equity Advisory Council serves as an advisory body to the Executive Leadership of the University (President, Provost, Chancellor of the Health System and the Executive Vice President) and is guided by four subcommittees of experts for the purpose of operationalizing and coordinating the key concepts articulated by the President in his Juneteenth message on Anti-Racism within the Strategic Plan for the University, Towards Our Second Century. Members of the Advisory Council are comprised of faculty, staff and students whose requisite responsibilities, interests and expertise are attached to the following components in the Strategic Plan:

- Empowering our People
- Commitment to Transforming Teaching and Learning
- Building a Renewed Campus Community
- Forging Purposeful Partnerships in our City and Region
- Activating our Global Network

The Advisory Council will meet regularly to develop a plan that will attach specific steps to be taken and accountability measures for each step. There will be four subcommittees that report up to the Advisory Council as follows: Campus Climate and Assessment, Education and Training, Infrastructure and Policies and Communication.

### **Purpose**

Duke University has identified ambitious institutional goals related to Racial Equity, Diversity, and Inclusion that are present in departments and units throughout the community. The Advisory Council and corresponding subcommittees will provide an oversight structure for these ongoing efforts at the institutional level. A key goal of the Advisory Council will be to maintain the momentum behind these objectives, for while there is tremendous and impactful ongoing work at Duke, our efforts are not consistent across the enterprise. *Importantly this Council will identify metrics and determine a method for accountability and the means for making our progress public so that we can visualize transformational change.* Through efforts in the four strategic areas described below, this Advisory Council will work toward ensuring students, staff and faculty are prepared for and supported in their roles and create an environment for effective engagement, growth, and development.

### **The responsibilities of the Advisory Council include the following:**

- Operationalize the specific goals outlined in the Juneteenth message within the University Strategic Plan
- Identify, create and more fully develop robust educational efforts that contribute to learning, growth and culture change across difference.
- Identify, gather, and disseminate information to communicate institutional efforts across faculty, staff, students, alumni, community stakeholders, and national partners; and
- Develop measures to assess and foster racial equity, diversity and inclusion efforts including overall assessment, diffusion of innovation, continuous quality improvement, and departmental/school/system sustainability plans.
- Support the recommendations of the subcommittees and establish feasibility for the work.

**Membership for the Racial Equity Advisory Council includes:**

- *Kimberly Hewitt, Vice President for Institutional Equity (Co-Chair)*
- *Abbas Benmamoun, Vice Provost for Faculty Advancement (Co-Chair)*
- *Kyle Cavanaugh, Vice President for Administration*
- *Mary Pat McMahon, Vice President/Vice Provost for Student Affairs*
- *Gary Bennett, Vice Provost of Undergraduate Education*
- *Leigh Goller, Chief Audit Risk and Compliance Officer*
- *Rhonda Brandon, Chief Human Resources Officer and Senior Vice President, DUHS*
- *Dave Kennedy, Vice President for Alumni Engagement and Development*
- *Nina King, Vice President and Director of Athletics*
- *Mike Schoenfeld, Vice President for Communications*
- *Stelfanie Williams, Vice President for Durham Affairs*
- *Valerie Ashby, Dean of Trinity School of Arts and Sciences*
- *Mary Klotman, Dean of the Medical School*
- *Bill Boulding, Dean of Fuqua School of Business*
- *Kerry Abrams, Dean of the Law School*
- *Judith Kelley, Dean of Sanford School of Public Policy*
- *Paula McClain, Dean of the Graduate School*
- *Toddi Steelman, Dean of Nicholas School of the Environment*
- *Vincent Guilamo-Ramos, Dean of the School of Nursing*
- *Jeff Glass, Acting Dean of Pratt School of Engineering*
- *Edgardo Colon-Emeric, Dean of the Divinity School*
- *Erika Weinthal, Chair, Academic Council and Professor of Environmental Policy*
- *Tyson Brown, President's Fellow, Associate Professor of Sociology*
- *Liyu Woldemichael, Undergraduate Student, Public Policy*
- *Angela Chung, Undergraduate Student, International Comparative Studies*
- *Jasmine Hughes, Master's Student, Global Health*
- *Nicole De Brigard, Law Student*

*Subcommittee Co-Chairs*

- *Sherilynn Black, Associate Vice Provost for Faculty Advancement*
- *Merlise Clyde, Professor of Statistical Science*
- *Leigh-Anne Royster, Assistant Vice President Diversity, Equity, and Inclusion, OIE*
- *Charmaine Royale, Professor of African American Studies and Director of the Center for Truth Racial Healing and Transformation*
- *Mark Anthony Neal, Professor of African American Studies, Trinity*
- *Rob Odom, Chief Marketing and Communications Officer and Vice President, DUHS*

**Subcommittees:**

The following subcommittees will make recommendations to the Council to review, sanction and forward to the Executive Leadership. The subcommittees will also draw on experts at Duke and outside to identify best practices upon which to base their recommendations.

- **Campus Climate & Assessment**

**Sherilynn Black, Associate Vice Provost for Faculty Advancement, Co-Chair**

**Merlise Clyde, Professor of Statistical Science, Co-Chair**

Nadine Barrett, Assistant Professor of Family Medicine and Community Health, SOM

Geeta Swamy, Associate Vice President for Research, SOM

Tomi Akinyemiju, Associate Professor of Population Health Sciences, SOM

David Jamieson-Drake, Assistant Vice Provost for Institutional Research

Jeff Ferranti, Chief Information Officer and Vice President for Informatics, DUHS

Adrienne Stiff-Roberts, Professor of Electrical and Computer Engineering, Pratt

John Klingensmith, Senior Associate Dean for Academic Affairs, TGS

Rick Larrick, Professor of Business Administration, Fuqua

Raphael Valdivia, Professor of Molecular Genetics and Microbiology, SOM

Arnold Tao, PhD Student Biomedical Engineering

Edgar Virquez, PhD Student Nicholas

Eduardo Bonilla Silva, Professor of Sociology, Trinity

Sandy Darity, Professor of Public Policy and Economics, Sanford

Kate Whetten, Professor of Public Policy and Global Health, Sanford

Lee Baker, Professor of Cultural Anthropology, Trinity

Jay Pearson, Assistant Professor of Public Policy and Global Health, Sanford \*

Vice Dean for Diversity, SOM, TBD

Specific items from the Juneteenth commitments that apply to this subcommittee:

- Significantly and measurably expand the diversity of our faculty, staff, and students, with particular focus on Black, Indigenous and people of color.
- Establish a program of coordinated surveys of our faculty, students, and staff to assess and inform our progress in addressing bias and promoting respect, meaningful inclusion, and true equity in our community.
- Hold leadership accountable through the annual review process for promoting a more inclusive, equitable Duke.

This subcommittee will focus on collecting, analyzing, interpreting, and reporting data, as well as communicating campus climate information to members of the Advisory Council and critical offices/departments. **Initial work:** The initial work will be to monitor the data that results from the Duke Climate Survey on Diversity Equity and Inclusion, identify gaps and opportunities for supplemental climate surveys and how the data can exist to support demographic data/salary equity work. This subcommittee will also begin to identify how to merge DUHS and specifically information gathered from its *Checking in With You* survey with the University survey for an enterprise-wide perspective. This subcommittee will also determine the appropriate way to measure progress in each unit and how to hold units accountable. (i.e., report cards, annual reporting etc.)

- **Education and Training**

***Training***

**Leigh-Anne Royster, Assistant Vice President for Diversity, Equity, and Inclusion, OIE , Co-Chair**

Judy Seidenstein, Associate Dean of Diversity and Inclusion, SOM

Patara Williams, Program Manager, DUHS

Jane Boswick-Caffrey, Assistant Vice President, DUHS \*

Keisha Williams, Assistant Vice President, HR

Karis Boyd-Sinkler, Director of Diversity, Equity and Inclusion, Pratt

Johnna Frierson, Assistant Dean, Graduate and Postdoctoral Diversity & Inclusion

Ashleigh Rosette, Senior Associate Dean and Professor of Management, Fuqua

Shruti Desai, Associate Vice President for Student Affairs for Campus Life

Sara Legrand, Associate Research Professor, Global Health Institute, SOM

Jackie Looney, Senior Associate Dean, TGS

David Goatley, Research Professor of Theology and Black Church Studies, Divinity

Brigit Carter, Associate Professor and Associate Dean for Diversity and Inclusion, DUSON

Kelyce Allen Undergraduate Student, Public Policy, Trinity

Dawna Jones, Director of the Mary Lou Williams Center for Black Culture \*

Spenser Darden, Dean of Diversity, Sanford \*

Troy Austin, Deputy Director/Competitive, Athletics Department \*

***Education Curriculum***

**Charmaine Royale, Professor of African American Studies, Trinity, Co-Chair**

Gary Bennett, Vice Provost for Undergraduate Education

John Brown, Vice Provost for the Arts

Martin Smith, Dean of Academic Affairs, Trinity

Grainne Fitzsimons, Professor of Management and Organizations, Fuqua

Nicolette Cagle, Lecturer in Environmental Science and Policy, Nicholas

Eileen Chow, Lecturing Fellow of Asian and Middle Eastern Studies, Trinity

Shawn Miller, Director, Learning Innovation

Rebecca Rich, Clinical Professor of Law

Val Howard, Professor and Associate Dean of Academic Affairs, DUSON

Maureen Cullins, Co-Director, Multicultural Resource Center, SOM

Melyssa Minto PhD Student Computational Biology and Bioinformatics

Specific items from the Juneteenth commitments that apply to this subcommittee:

- Seek and support a diverse community of staff through robust workforce development and pipeline programs for underrepresented populations.
- Incorporate anti-racism into our curricula and programs across the university, requiring that every Duke student in undergraduate, graduate, and professional programs-learns of the nature of structural racism and inequity, with special focus on our own regional and institutional legacies.
- Assess and remediate systemic biases in the design of our curricula.
- Amplify our student success resources to ensure that all students are able to take full advantage of Duke.
- Fully mobilize and expand Duke's research capacity to address and help overturn racism and reduce racial disparities and inequities in policing, justice, health, housing, education, labor, and other domains of life, including new avenues of support for scholars who examine these issues.

- Establish and support Duke as a global educational and research leader in anti-racism.
- Require anti-racism and anti-bias training for every member of our faculty, student body and staff in an effort to foster a more inclusive environment for all members of the Duke community.
- Deepen our engagement with North Carolina Central University and Durham Technical Community College, as well as Johnson C. Smith University, with whom we share a historic relationship through the Duke Endowment.
- Support an expanded pipeline for transfer, graduate, and professional applications from students at community colleges and HBCUs.
- Reach out with educational programs for our alumni on racial inequities and injustices.

This subcommittee will focus on developing, supporting, and maintaining educational and curricular development for staff, faculty and students in consultation with campus-wide departments, schools and the health system. **Initial work:** The subcommittee will perform mapping of institutional-wide/health system-wide education and training; identify and market offerings that can be broad and deep for both introductory awareness building and for scaffolded and tailored growth and highlight best practices.

- **Communication**

**Mark Anthony Neal, Professor of African American Studies, Trinity, Co-Chair**  
**Rob Odom, Chief Marketing and Communications Officer and Vice President, DUHS, Co-Chair**

Kristen Brown, Associate Vice President for University Communications

Blyth Morrell, Assistant Vice President of Digital and Brand Strategy

Tracey Temne, Executive Director of Development Marketing and Communications

John Zhu, Senior Public Affairs Officer and Communications Strategist, TGS

Minnie Glymph, Executive Director of Communications and Marketing, Pratt

Bernadette Gillis, Senior Public Relations Specialist, SOM

Nan Jokerst, Professor of Electrical and Computer Engineering, Pratt

Julie Edell, Associate Professor of Marketing, Fuqua

Valerie Gillespie, University Archivist, Libraries

Kathryn Kennedy, Executive Director Communications, Trinity

Drew Green, Undergraduate Student, Public Policy, Trinity

Unique Whitehurst, Masters Student, DUSON

Specific items from the Juneteenth commitments that apply to this subcommittee:

- Highlight Black excellence throughout the campus community and increase the visibility of Black scholars, students' staff, and alumni.
- Redouble our efforts to support our alumni who are Black, Indigenous and people of color, including expanded opportunities for networking and professional mentorship.

- Assist in mobilizing Duke alumni to be agents of positive change in their communities.

This subcommittee will develop a sustainable communication strategy for the University around relevant topics that will support the centralization and coordination of efforts. **Initial work:** Identify a structure and priorities for the Anti-Racism website such that it truly reflects the broad range of efforts across Duke and serves as a tool for transparency and accountability. This subgroup will determine how accountability metrics as identified by the Campus Climate and Assessment subcommittee should be made public.

- **Infrastructure & Policies**

**Kimberly Hewitt, Vice President for Institutional Equity, OIE, Co-Chair**

**Abbas Benmamoun, Vice Provost for Faculty Advancement, Co-Chair**

Jennifer Francis, Senior Associate Vice Provost

Neera Skurky, Associate General Counsel

Del Wigfall, Co-Director, Multicultural Resource Center, SOM

Colin Duckett, Vice Dean for Basic Science

Antwan Lofton, Assistant Vice President for Staff and Labor Relations, HR

Mary Pat McMahon, Vice President/Vice Provost for Student Affairs

Ann Brown, Vice Dean for Faculty and Professor of Medicine, SOM

Aaron Kay, Professor of International Business, Fuqua

Shanna Fitzpatrick, Associate Dean for Finance and Administration, TGS

John Clements, Associate Vice President for Budgets and Central Business Operations

John Noonan, Vice President for Facilities

Tracy Futhy, Vice President for Information Technology

Betsy Hames, Associate Dean and Chief Human Resources Officer, SOM

David Bowersox, Vice Dean of Finance and Administration, DUSON

Barak Richman, Professor of Law

Erica Taylor, Surgeon and PDC Associate Chief Medical Officer of Diversity and Inclusion

Ed Balleisen, Vice Provost Interdisciplinary Studies

Ryan Emanuel, Associate Professor of Hydrology, Nicholas

Nicholas Chrapliwy, Undergraduate Student, Neuroscience, Trinity

Warren Lattimore, PhD Student, Divinity

Specific items from the Juneteenth commitments that apply to this subcommittee:

- Enhance support for our students, faculty and staff who are experiencing pain or trauma related to racial injustice.
- Expand need-based student financial aid, at all levels, and increase faculty support for Black Indigenous and people of color through chairs and other means.
- Ensure salary equity and promote excellence by increasing diverse leadership opportunities at every level of our organization.
- Strengthen relationships with the City of Durham and support the empowerment of underrepresented communities.

- Create internships for local students, expand local workforce-development programs, and elevate mission-consistent employment and engagement opportunities throughout the community.
- Provide opportunities for alumni who are Black, Indigenous and people of color to connect with students on campus.

This subcommittee will focus on building and stewarding institutional resources for racial equity, diversity and inclusion initiatives and implementation of strategic planning, as well as consistent examination of institutional policies and practices around equity. **Initial work:** Reinforcing institutional policies and coordinating distributed efforts to respond to concerns. This subcommittee will also consider how to continue to improve on responding to problems in a coordinate manner and centralizing resources. This committee will also identify gaps and opportunities in the infrastructure of the institution necessary to support the overall commitments.

These four subcommittees will work in collaboration and meet regularly to create a system where Duke's racial equity work overlaps and fortifies the work in each area.

**Academic Year Suggested Meeting Schedule:**

	June	Sept/Oct	Nov	Jan	Feb	Mar	May
<b>Full Council Meeting</b>	<b>First Meeting</b>			X			X
<b>Subcommittee Work</b>		X	X		X	X	

*Subcommittee chairs will meet together monthly* to share updates, challenges, and information that connect with and across other subcommittees thus ensuring the channels of communication amongst the distinct yet interrelated groups. These monthly meetings, along with the full council and subcommittee meetings, will generate content for an annual report to be drafted by the four subcommittee chairs to be reviewed by the Council and forwarded to the Executive Leadership.