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<tr>
<td><strong>Duke Institute for Brain Sciences</strong></td>
<td>Inclusion &amp; Power Dynamics working group – developing best-practices in local workplaces with a special emphasis on racial dynamics</td>
<td>Seminars &amp; workshops on the neuroscience of power, bias &amp; racial discrimination</td>
<td>Sponsoring new BlackInNeuro resource for connecting scholars of color in the neurosciences (goal of recruiting more speakers of color)</td>
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<td><strong>(DIBS)</strong></td>
<td>Look to support Black-owned business</td>
<td>Workshop on racism in history of neuroscience – added to Neuroscience Bootcamp</td>
<td>Engage DPS high school students from under-represented groups in neuroscience research experiences</td>
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<td><strong>Promote interdisciplinary brain science and translate discoveries into solutions for health and society</strong></td>
<td>Autism Center Task Force on Racial Equity</td>
<td>NIH Neuroscience Development for Advancing the Careers of a Diverse Research Workforce (R25 proposal)</td>
<td>Fall 2020 symposium w/ Durham community action group “Substance Use Prevention with Equity: A Community &amp; Neuroscience-Based Approach”</td>
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<td>Prioritize neuroscience of bias &amp; racial discrimination in research seed funding</td>
<td>Autism Center Community Engagement Advisory Board</td>
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<td>Changes to PhD recruitment practices – focused outreach; elimination of reliance on biased credentials</td>
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<tr>
<td><strong>Duke University Energy Initiative</strong></td>
<td>Staff survey on DUEI anti-racism efforts now shaping planning</td>
<td>Staff self-learning as a group: book discussions; monthly series on energy &amp; environmental justice</td>
<td>Energy Week student leaders and EUEI team members intentionally planning for diversity within the week’s events</td>
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<td><strong>(DUEI)</strong></td>
<td>Winter break staff retreat to focus on anti-racism, employing a professional facilitator</td>
<td>Heightened focus on energy &amp; environmental injustice in research seminars, funding</td>
<td>Intentional focus on topics related to social justice &amp; inequities in fall 2020 Power lunches &amp; events</td>
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<tr>
<td><strong>Advancing an accessible, affordable, reliable, and clean energy system</strong></td>
<td>QIE and OFA resources shared across entire team</td>
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## Duke's University-Wide Interdisciplinary Institutes, Initiatives & Centers (UICs):
### Anti-Racism Activities at a Glance
### September 2020

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<td><strong>Duke Global Health Institute (DGHI)</strong>&lt;br&gt;Committed to knowledge, discovery &amp; partnership in pursuit of global health equity</td>
<td>• <strong>Equity Task Force</strong> (ETF) – focus on race, ethnicity, gender &amp; all marginalized identities; includes students &amp; staff&lt;br&gt;• Six working groups – Education, Internal Operations, External Operations &amp; Communications, Global Partnerships &amp; PPLs, Centers &amp; Labs, Faculty&lt;br&gt;• Portal for feedback, commentary, challenges</td>
<td>• Resources for faculty – teaching techniques &amp; curriculum change&lt;br&gt;• Seminars – anti-Black racism, decolonizing global health, immigration, sexual &amp; gender minority issues&lt;br&gt;• Curriculum additions – anti-Black Racism, <em>decolonization of global health</em>, sexual &amp; gender minority issues</td>
<td>• <strong>Unified website</strong> of past, present &amp; planned efforts, goals &amp; timelines&lt;br&gt;• Annual assessment of goals reported to entire DGHI community including Board of Visitors &amp; alumni</td>
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<tr>
<td><strong>John Hope Franklin Humanities Institute (FHI)</strong>&lt;br&gt;Stimulating humanistic research, writing, teaching &amp; practice; engaging questions of race &amp; social equity</td>
<td>• Fierce advocate for <strong>professional development career paths for BIPOC staff</strong></td>
<td>• Faculty funds designated for initiatives that address African-American exp.&lt;br&gt;• Continue to support <strong>Teaching for Equity Fellows</strong> program&lt;br&gt;• Continue to support Duke-NCCU Digital Humanities Fellowships&lt;br&gt;• Co-sponsor w/DOCE – <strong>Racial Equity Learning Arc</strong> workshops for staff/faculty&lt;br&gt;• New outreach strategies for Book Manuscript Workshop program to increase BIPOC faculty representation in applicant pool</td>
<td>• <strong>Public forums</strong> focused on issues of race/equity: Left of Black; John Hope Franklin annual lecture&lt;br&gt;• Thematic focus for entire September slate of DHRC@FHI (Human Rights Center) programming</td>
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| Duke Innovation & Entrepreneurship Initiative (I&E)
*Changing the World Through Entrepreneurial Action* | • 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 | • Review programming & instruction through lens of critical pedagogies; develop guidance to be more responsive, inclusive & affirming in teaching & learning experiences | • Systematic, equity-oriented audits of core policies, procedures & strategy
• Partner w/Fuqua & NCCU to address **inequality in capital flow** – create Black Student Founders & increase BIPOC representation in Duke Angel Network (investors & potential companies) |
| Kenan Institute for Ethics (KIE)
*Understanding moral challenges of our time & creating scholarly frameworks, policies & practices to address them* | • Monthly Staff Workshops based on collectively generated Reading/Watching/Listening list | • 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 | • 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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| **Duke-Margolis Center for Health Policy**| • 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 | • 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 | • New Health Equity Fellow  
• Expansion of Advisory Board to increase diversity |
| **Nicholas Institute for Environmental Policy Solutions (NI)** | • 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 | | • Targeting key equity issues and tracking scope of such in online convenings  
• Policy in the Pandemic weekly email with focus on environmental justice |
## Duke’s University-Wide Interdisciplinary Institutes, Initiatives & Centers (UICs): Anti-Racism Activities at a Glance

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| **Rhodes Information Initiative at Duke (iiD)**  
*Unprecedented access to data & to computing is transforming our world; iiD aims to equip Duke to play a leading role* | |  
• NCCU collaboration w/ Mathematics: summer research integration in Data+  
• Scaffolding & support network for SPIRE students transitioning from basic math to Data+ |  
• Support Durham in advancing strategic priorities: 2020 Data+ team on race/housing; will present to city/county in fall related to community safety measures |
| **Duke Initiative for Science & Society (S&S)**  
*Maximizing social benefit by making science more accessible, just, & better integrated into society* | • S&S Diversity, Equity & Inclusion Committee: organize training for faculty, staff & students  
• Survey S&S alumni (students & staff) on gaps in addressing racial discrimination | • 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 | • 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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| Bringing together researchers w/ interests in problems that cross the social & behavioral sciences | • 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 |  
• 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 |  
• Fall symposium – “Misinformation & Mistrust: COVID19 Conversations on Race & Gender Equity”  
• Staff identifying opportunities to participate in community anti-racism efforts |