

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 4 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.¹

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.

¹ Students will be selected in the President's Office process to select students to participate on Presidential and Provostial Committees and to include representation from student groups associated with the Multicultural Centers.

Membership for the Racial Equity Advisory Council includes:

- *Kim Hewitt (Co-Chair)*
- *Kyle Cavanaugh*
- *Mary Pat McMahon*
- *Gary Bennett*
- *Leigh Goller*
- *Ann Brown*
- *Abbas Benmamoun (Co-Chair)*
- *Rhonda Brandon*
- *Dave Kennedy*
- *Kevin White*
- *Mike Schoenfeld*
- *Stefanie Williams*
- *Valerie Ashby*
- *Mary Klotman*
- *Bill Boulding*
- *Kerry Abrams*
- *Judith Kelley*
- *Paula McClain*
- *Toddi Steelman*
- *Vincent Guillermo-Ramos*
- *Jeff Glass*
- *Edgardo Colon-Emeric*
- *Co-Chairs of Sub-Committees – TBD*
- *4 Students (Undergraduate, Graduate and Professional)*

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** (Membership and Co-Chairs TBD)

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 Campus Climate Survey, 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's Pulse 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 Co-Chairs TBD** (Membership and Co-Chairs TBS)

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** (Membership and Co-Chairs TBD)

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** (Membership and Co-Chairs TBD)

This subcommittee will focus on building and stewarding institutional resources for DEI initiatives and implementation of strategic planning, as well as consistent examining 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.

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:

	Aug	Sept/Oct	Nov	Jan	Feb	Mar	May
Full Council Meeting	Retreat			X			X
Subcommittee Work		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.