Committee for Diversity & Inclusion (CDI)  
November 9, 2018  
9:45 a.m.-11:15 a.m.  
MINUTES

**Attending:** Aruna Inalsingh (chair), Sanders Adu, Omar Aguilar, Danal Blessis, Jack Boyd, Valerie Thompson Broadie, Ebony Bryant, Jeanine DaSilva, Preston Dodd, Jessica Emig, Beverly Harris, Jin-Soo Huh, Alan Kendrick, PK Kim, Leslie Lewis, Reid Lewis, David Lindquist, Luis Maes, Tim Mendoza, Inga Peterson, Sarah Arciszewski Rosen, Michael Schoenfeld, Jen Snook, Susan Matamoros Stalnecker, Noor Tasnim, Sue Wasiolek, Mark Williams

**Goal:** Utilize educational programs, data analysis and synthesis, and intentional dialogue to improve the DAA Board’s ability to advocate for a Duke community, and in particular an alumni community, that is diverse, welcome, and inclusive. As part of this work, the CDI also works to support the efforts of the DBA, DUHLAA, and Duke LGBTQ Network alumni affinity groups.

Aruna welcomed the committee and reviewed the committee’s charge.

**Center on Genomics, Race, Identity, Difference (GRID) and Truth, Racial Healing, & Transformation (TRHT) Center**

Special guests joining the meeting are Charmaine Royal, Director of GRID/TRHT Center, and Jayne O. Ifekwunigwe, Visiting Associate Professor

- The **Center on Genomics, Race, Identity, Difference (GRID)** is tackling social and scientific questions to address pressing problems of race and racism.
  - The Duke Center on Genomics, Race, Identity, Difference (GRID) is a global endeavor that brings together a broad range of collaborators and partners in research, education, and engagement efforts to enable systemic and sustainable solutions to pressing problems of race and racism. The work of the center also includes other descent-related identities such as ancestry, ethnicity, tribe, and geographic and national classifications.
  - It is part of the Duke Social Science Research Institute (SSRI) and is affiliated with the Department of African & African American Studies, Duke Initiative for Science & Society, and the Duke Global Health Institute.
  - The Center has three goals based on five stakeholders (students, faculty, staff, administrators, and alumni) and evidence/research, education, and engagement.
    - Most of the stakeholders are on-campus. And most of the individuals doing the work are within the Diversity & Inclusion Offices. GRID brings a different perspective from the academic/research side.

- The **Truth, Racial Healing, & Transformation (TRHT) Center**
  - Duke is among 10 institutions nationwide selected as sites (through a competitive process with 125 applications) for new campus centers devoted to racial healing and transformation.
  - Goal: Strengthen the University’s position as a catalyst of change in partnership with the City of Durham to help eliminate deeply rooted beliefs and societal structures that perpetuate racism.
  - Three Components to Racial Healing Circles
    - Deep storytelling and intentional listening
      - This ultimately allows us to embrace common humanity
    - Becoming open to one another’s perspectives and experiences
    - Allowing yourself to be impacted and/or transformed by the experience
A racial healing circle is a group of diverse individuals (usually no more than 30) who come together to their individual truths, histories, and stories.

- The purpose is to reaffirm the humanity in all of us and focus on what unites us rather than what divides us while still discovering, respecting, and honoring the unique experiences of each individual. As a result, we are able to see that we are more alike than we are different.
- It is not necessarily about race. Recently, Charmaine and Jayne had a very powerful racial healing circle with students where they engaged in a conversation around social class and how the physical face of an impoverished background can look very different.
- Moving forward, we can hopefully use these racial healing circles to inform public education.

Discussion

- How do you go about reaching the folks that don’t think it’s their issue?
  - TRHT staff have been intentional about engaging with a variety of students. They have facilitated conversations with Greek Life as well as worked with the Wellness Center to host drumming circles with our football players and athletes.
  - They are very mindful that there are challenges with students groups that may not be as knowledgeable or aware of these concerns. But their goal is to focus on building broad, interpersonal relationships with students and staff and then explore opportunities to collaborate and address issues related to race.

- What is the goal, in terms of the impact? How will we know that these initiatives are successful?
  - TRHT has particular metrics in place after healing circles are facilitated.
    - They prompt the participants at the beginning (ie. What are you hoping to gain?) and at the end (ie. What have you learned?) of each in order to assess the qualitative shift.
    - They also realize that the systems will not be dismantled over night, but they are hoping to change the narrative and recreate it over time. Currently, they are conducting research to try to figure out what the current narrative is.
    - TRHT must also continue to consider what the transformation (the end result they are hoping for) will be.

- It is important to note that alumni are included as a stakeholder in these initiatives. It might be helpful to have the regions facilitate racial healing circles in the future.

- How can alumni and/or the Committee for Diversity & Inclusion (CDI) help?
  - Raise awareness of TRHT
    - TRHT is currently working to build their website presence in order to raise awareness that the Center exists.
    - They had also begun the planning of a summit, Truth, Healing, & Transformation at Duke. They worked to create a steering committee with various administrators, including Deans and Vice Provosts. However, they decided to postpone the summit, but they would love to involved alumni when it takes place. They will be meeting with President Price and Provost Kornbluth in early December to further discuss plans and discuss what race actually looks like at Duke.

- Collaborate with TRHT
- Determine the sustainability of TRHT
  - TRHT will need to be deliberate in raising funds to operate the center.
Currently, they have funding for three (3) years, but they need to determine long-term logistics and whether or not the center will continue to exist.

- You usually hear “truth and reconciliation”. Can you explain why you chose “truth and transformation”?
  - The vision for GRID is to transform ideas, uses, and impacts of race in research, healthcare, and society. Essentially, we want to inform and transform how we use the impact of race (ie. change Duke).
  - With truth and reconciliation, you engage in a discussion of the issue and one side apologizes, but there is not usually change. Rather, we end up putting band-aids on the problem until the next incident.
  - The goal is transform/change Duke or at the very least, prevent/minimize the situations. We need to be more proactive and less reactive.

**Discussion of Two Types of Calls**

- **Hot Topic Calls**
  - The DAA Board of Directors is an advisory board. But when situations happen, how can we make sure that everyone is informed and feel like we are supporting Duke?
  - Moving forward, CDI would like to have bi-monthly calls that are optional for all DAA Board members to attend
    - Introduce the concept of education by having an expert join to share their insight and then allow the group to discuss trending topics
    - Ideas for Themes
      - November 2018 Board of Directors Meeting (November 9): 1200 Seconds of Education with Jayne Ifekwunigwe (Visiting Associate Professor) & Charmaine Royal (Director, Center on Genomics, Race, Identity & Difference (GRID)) – Changing Trends of the Diaspora Populations in the United States and How it is Reflected in the Duke Population
      - December 2018 Hot Topic Call (Date TBD): 1200 Seconds of Education with Gracie Johnson-Lopez A.M.’96 (President & Certified Diversity Inclusion Strategist, Diversity & HR Solutions) – Meaning behind the Outcomes of the Mid-term US Elections and How that Should Impact the Sensitivities of the Alumni
      - January 2019 CDI Telecon (Date TBD)
      - February 2019 Board of Directors Meeting (February 8): 1200 Seconds of Education with Abbas Benmamon (Vice Provost for Faculty Advancement) – How the Diversity of Faculty Should Reflect the Composition of the Student Population & the Country
      - April 2019 CDI Telecon (Date TBD)
      - May 2019 Board of Directors Meeting (May 3): 1200 Seconds of Education with Judith Kelley (Dean, Sanford School of Public Policy) – Current Nationalism Trends in United Kingdom, United States, & Brazil and How We Educate our Students in Response to these Trends
  - **Other Thoughts**
    - When anonymous incidents happen, there is pushback on what needs to be done in response. However, how can we share what has already been done and implemented?
• What are the misconceptions regarding the terms used?
• What is our role in getting information?
• We also need to incorporate the socio-economic component. Moving forward, how do we consider socio-economic status (SES) and determine the impact on both students and alumni?
• What about action?
  o Duke alumni look to our DAA Board of Directors for more information since they serve on the Board.
  o The DAA Board of Directors is an advisory board.
    ▪ The most important role is to obtain information (as received) and respond to folks as necessary.
    ▪ It is less about doing and more about communicating and being a conduit to share information (ie. provide the facts that we have).
  • Understand and recognize that sometimes, it takes longer for us to get the facts than desired.
• Great segue into our topic of the weekend –what does it mean to be an ambassador at Duke?
  o Important to constantly wear the Diversity & Inclusion hat and utilize that lens
  o When you attend an event, please broaden your engagement by being inclusive. Engage new individuals (who may be by themselves) and do not simply talk to those to you already know.
  o Possibly engage alumni in racial healing circles within the regions
  o Serve as a liaison between our alumni and the institution
    ▪ Make sure to your reflections and those of other alumni
    ▪ Channel information back and forth in order to help Duke better understand alumni attitudes and concerns
• Recently learned that Duke does not have any core values. As a result, she sent an email to Board of Trustees President, Jack Bovender A.B.’67, M.H.A.’69. The Board of Trustees has now formed a committee to discuss further.
  ▪ Speaker Recommendations
  • Student Groups
  • Kyle Cavanaugh, Vice President of Administration
  • Panel of individuals dedicated to diversity at Duke

• Committee Calls
  o Affinity Group Reports
  o Follow up from meetings
  o Planning the next meetings

Data for Next Meeting
• Shared the data of alumni background breakdown (ie. gender, class year, race, etc.) and engagement data
  o Know that our minorities are engaged at a higher rate than our white alumni
• Moving forward, how do we maintain this engagement?
• Beverly needs to know what CDI needs to know. What is the perspective that CDI wants to gain?
For instance, the Regions usually want to know the data based on geographics. It may be data that we don’t have yet, but we could gather. We need to move past the fact that minorities are not engaged. They are engaged so we need to move past that. We can continue to increase our numbers, but more importantly, we need to deepen their engagement. There is a gap between perception and reality as there is a perception that we are not engaging diverse constituents. However, we are. We need to work on changing the narrative.

- It may be helpful to ensure that Regional Boards have representatives who are responsible for reviewing the data.
- What are next steps?
  - CDI members will engage representatives within the regions – they need to reach out to individuals and discuss engagement trends in order to hopefully help change the narrative.
  - Aruna, David, & Inga will create a toolkit (including list of Top 20 Regions) to share with members.
  - If CDI members are not already engaged in specific regions, they can send regions that they’d like to connect with to Aruna.
    - It can certainly be their home region, but there should be a systematic way of identifying regions (ie. Top 20 Regions).
    - If there are not individuals in a specific region, identify another DAA Board leader to represent.

**Questions/Comments about the Affinity Group Reports**

- **Duke Black Alumni (DBA)**
  - Congratulations to Sanders and DBA for a fantastic DBA Homecoming 2018!
    - In particular, a highlight was the inaugural Duke Black Athletes Roundtable.
    - As a result of that conversation, DBA may also bring back representatives from the Divinity School to hopefully engage those who are involved with the church to have a similar discussion.

- **Duke LGBTQ Network**
  - The Network has been very intentional in engaging more women. Three out of the four new board members are female-identified.
  - The Center for Sexual & Gender Diversity (CSGD) will be celebrating their 25th Anniversary in 2019. Additionally, the Duke LGBTQ Network is celebrating their 10th Anniversary of the relaunch of the affinity group.

**Any Other Business/Wrap-Up**

- The next DAA Board of Directors meeting in February will be focused on partnerships.