NICHOLAS SCHOOL
DIVERSITY & INCLUSION ACTIVITIES
2016-2017

MORE THAN
3,000 ATTENDEES

PROGRAMS
- African American Trivia Night
- Mamie Parker Lecture & Roundtable
- Diversity Career Panel
- International Internship Career Panel
- Gender Bias Conversation
- African Goat Roast
- DICE Deeper Discussion
- International Potluck and Game Night
- SNAP & WISE Symposium on Communicating Science
- Trouble the Water & Warlords of Ivory Film Screenings
- oSTEM Chapter Meeting
- Dia de los Muertos/Guac Games
- Chinese Lantern Festival
- Pumpkin Carving Mixer
- Spring Break Activities
- Community Coffees

COMMUNITY ORGANIZED AND LED
- DUML Faculty, Staff & Students
- Diversity & Inclusion Actionators
- Student Services
- Student Groups: DICE, BLC, oSTEM, WISE

61 ACTIVITIES
22 STUDENT-LED

ACTIVITIES INCLUDE
17 OUTREACH PIPELINE PROGRAMS IN DURHAM AND BEAUFORT
6 TRAININGS IN DURHAM AND BEAUFORT
38 PROGRAMS OR EVENTS IN DURHAM AND BEAUFORT

NICHOLAS SCHOOL TRAININGS
- Implicit Bias Training
- DICE training for students and staff
- PRIDE and Trans 101 Training at the Marine Lab
- Title IX Training for Faculty and Staff
FUTURE DIVERSITY, EQUITY & INCLUSION IDEAS/GOALS

- Pre-orientation and academic break programming
- Survey diverse student focus groups- Why NSOE?
- Highlight env justice areas of program/curriculum
- 3-2 Program for diverse student recruitment
- NSOE road show
- Invite high schoolers to MP and other presentations
- Host HBCU faculty & students
- Faculty exchange program- HBCUs

- Conference/Synergies on pipeline programs
- Working groups of faculty and staff (e.g. retreat, committee work)
- Renew/refresh mission/vision as a community
- Review inclusion survey results
- Faculty/staff/student socials
- Create study/work/fun opportunities for student integration
- Implement faculty mentoring plan
- Provide annual networking support funds for junior faculty
- Implicit bias training for all faculty & staff
- Create board and plan to ensure equity on teaching assignments