

## 10/9/2023 AJED Meeting Notes

### **In attendance:**

Nina Sherwood

Natalie Kerr

Mar Martinez Pastor

Jill Foster

Lotus Lofgren

Scott LaGreca

Rossie Clark-Cotton

Jessica Harrell

Steve Nowicki

Carl Manner III

Jessica Harrell

David Su

Alison Hill

Aeran Coughlin

Yochebed Woldeyohannes

Dan McShea

### **Odds and Ends**

- Nina started the meeting with an acknowledgement of Indigenous People's Day. In 2018 Governor Roy Cooper proclaimed the second Monday of October as IPD in North Carolina and commended its observance to all citizens.
- Similarly, we heard about an effort in Australia to vote in a referendum that would change the constitution and set up an Indigenous advisory body in the Australian parliament to recognize the original inhabitants of the land.
- A notice of the AJED annual report was sent to all AJED members soliciting final edits. The report will be uploaded to the Duke Biology website this week.
- Scott LaGreca shared with the group that he will be leaving his employment with the herbarium in the biology department due to the end of funding for his position. He will have a non-paid visiting scholar position in the department. Scott said he was grateful for the AJED committee. Emily thanked Scott for his service and in particular his work on establishing a Gender Neutral Bathroom in BioSci.
- Additionally, Nina informed the group that AJED member Ranjay Jayadev will be leaving his position in BioSci and going to work for a company.

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### **Jessica Harrell and research funding for undergraduates through the Undergraduate Research Support Office (URSO).**

- As reported in the last AJED minutes from 9-18-23 Jessica has procured funding to fully support undergraduates with work-study awards for research.
- Despite the availability of funding many of the research labs in the School of Medicine are still requiring undergraduates to volunteer for their assigned research positions.
- After a wide-ranging discussion on this it was decided that the best way to change faculty attitudes towards undergraduate volunteer versus paid research is to increase awareness of these opportunities.
- Jessica will write a document that explicitly communicates the availability of the funding and the logistics of obtaining this. This will be widely circulated amongst SOM research faculty.
- Our department chair expressed that she is committed to setting the expectation in the Biology Department that all undergraduates will be paid for research and to end the practice of student volunteering in labs.

### **BCA update and student attendance**

- Yochebed reported that the BCA had its first meeting, and, despite the low attendance, it is hopefully up and running for the semester.
- Jessica Harrell discussed the Undergraduate Research Summit that took place over the weekend where 150 students signed up in advance and 52 actually attended.
- There was a brief discussion on how to increase attendance (swag, food etc.). Nina offered AJEDs support in helping with attendance.

### **IDEA and graduate student lunch**

- Aeran reported that our Chair offered to support a lunch to facilitate a conversation between IDEA and graduate students so the concerns of graduate students in the department can be communicated.
- This was originally planned for the retreat but due to logistical problems, it did not take place.

### **Logistical concerns:**

- **A brief discussion on the minutes** and the annual report took place. It was decided that in an attempt to both limit the length and to ensure the accuracy of these reports, going forward, we would briefly describe the issues, who the point of contact persons are and next steps (action items).
- It was discussed whether AJED meetings should be open to anyone in the department. There seemed to be general agreement on this. The agenda

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for the upcoming meetings could be posted in the newsletter and interested people could let us know they wanted to attend. The logistics for this need to be worked out.

- Can we hire a PR person for the department? Someone to make tee shirts and post announcements and calendar events?
- Emily will communicate with Mary Claire Chelini on how this might happen

### **Update on Gender Neutral Bathrooms**

- Steve Nowicki reported that this effort recently hit an administrative snag in that the admin is saying any final decision will need to go before the Space Committee.
- Steve will continue his work with this

### **Prison Education Program**

- Steve reported on a new Duke effort to establish a prison education program. This is being done through other universities and the impact on recidivism rates for inmates that leave prison with a newly minted college degree is greatly reduced. Yale has a robust program and is the model for the nation.

### **Kardia final summary and AJEDs responsibilities**

- What should AJED's role be in implementing listening circles?
- Do we need training for this?
- Should we have liaisons for each ID group?
- It was suggested that for each circle a room and topic should be provided.
- Listening circles should be available for different identity groups to ensure everyone will want to engage

### **Nonacademic activities to engage the department**

- Our chair suggested it would be nice to have activities to bring people together where "no one is the expert."
- Volunteer activities like Habitat for Humanity.
- Pickleball, volleyball etc.
- It was decided to have a pumpkin carving activity this month.

Submitted by Alison and Nina