DEI at Duke

What we’ve done

Grad student program

- Recruitment
  - GRE optional
  - Reached out to HBCUs with materials about our graduate program
  - Math Alliance
- DEI training for first year teachers (grad students) during training week
- GAIN: conference addressing systemic inequity and discrimination in grad math educ
- TAGMaC: inclusive math conference – UNC Chapel Hill, Duke, NC State

Undergrad program

- Pathways through the major
- Data+: https://bigdata.duke.edu/data

Community outreach: https://math.duke.edu/outreach

- Math Circles – bringing math enrichment to underrepresented students
- SWiM – advancing female participation in math – brings a diverse group of female HS students to campus
- MEEHS – Mathematics Employment Experience for HS students
- GEM – Girls Exploring Math

Department

- Formed the DEI Team w/representatives from the undergraduate and graduate programs, faculty and staff.
- Bystander training
- Teach Equity Now antiracism training
- Office of Institutional Equity at Duke – training (faculty)
- Adding questions about DEI to TCEs at end of semester
- Adding questions about DEI to mid-term department surveys
- Members of QSIDE: Quantitative Study of Inclusion, Diversity and Equity consortium

Faculty recruitment

- Create positive culture for faculty of color
Goals for the future:

Grad recruitment

- Fixing cultural issues in the math dept to make this a welcoming and inclusive place

Undergrad program

- Let students know that can start with 105 and be a math major (Leslie Saper – good consult)

Department

- Pre-orientation for BIPOC (Public Policy? Precedence set by other programs)
- External review of department
- Social Justice talks

If you have comments on ways for us to improve our efforts or want to discuss DEI options at your own institution, please reach out at dei@math.duke.edu