



To: Nan Jokerst, Chair of the Academic Council

April 18, 2016

On behalf of the Provost's Faculty Diversity Task Force Implementation Committee, I submit the attached statement to the Academic Council for their consideration and approval.

As background, in May of 2015, the Diversity Task Force (DTF) of the Academic Council submitted a comprehensive report and recommendations to guide the university in its efforts to enhance faculty excellence, diversity and inclusion. In response to the DTF report, Provost Kornbluth formed the Faculty Diversity Task Force Implementation Committee (IC) to assist in the implementation of the DTF recommendations. The IC met throughout the 2015-2016 academic year, provided an interim update to the Academic Council in November 2015, and is scheduled to present a final report to the Council at the May 2016 Council meeting. We will deliver our final written report to the Provost and Council by the end of May.

While the majority of recommendations in the DTF report call for actions on the part of the Duke administration, one calls for action by the Academic Council. Specifically, the DTF report noted that **Duke has no official, university-wide statement affirming its commitment to diversity and inclusion.** The report, therefore, **recommended that the Council work with the Duke Administration to finalize and adopt a position statement,** Further, the DTF recommended that once adopted, the Executive Committee of the Academic Council would – in consultation with the Provost and President – **submit the statement to the Board of Trustees** to encourage them to adopt the statement or develop a similar statement for incorporation in the Mission Statement of Duke University. As noted in the DTF report, *“We expect that this will be a momentous occasion for the entire Duke community to discuss and affirm its commitment to diversity and inclusion.”*

The IC developed the attached statement following significant deliberation, and input from the Provost, the President and ECAC. Our proposed text represents a modification of the wording suggested in the DTF report, which was itself based on a joint statement by the President and Provost distributed to Duke students last year. We hereby submit the attached to the Academic Council for approval and adoption.

Respectfully,

Emily Klein (Chair)	Karla Holloway	Delbert Wigfall
Edward Balleisen	Trina Jones	<i>Ex officio</i>
Joseph Blocher	Benjamin Lee	Nan Jokerst; Chair AC
Eduardo Bonilla-Silva	Anathea Portier-Young	Charles Campbell; Strat. Plan.
Gráinne Fitzsimons	Charmaine Royal	Noah Pickus; Assoc. Provost
Katherine Franz	Kathryn Whetten	



Excellence, Diversity and Inclusion
A statement by the faculty, the Provost and the President of Duke University
May 2016

To achieve our mission and meet the needs of a rapidly changing world, Duke strives to create a climate of collaboration, creativity, and innovation within and across disciplines. Our success depends upon the robust exchange of ideas – an exchange that flourishes best when the rich diversity of human knowledge, perspectives and experiences is heard. We nonetheless acknowledge that our policies and practices have often failed to ensure equality of participation within our community. Our renewed commitment and responsibility to one another is articulated in the following statement.

Duke University Community Commitment

Because diversity is essential to fulfilling the university's mission, Duke is committed to building an inclusive and diverse university community. Every student, faculty, and staff member—whatever their race, gender, age, ethnicity, cultural heritage or nationality; religious or political beliefs; sexual orientation or gender identity; or socioeconomic, veteran or ability status—has the right to respect, inclusion, agency and voice in the Duke community. Further, all members of the University community have a responsibility to uphold these values and actively foster full participation in university life.