

### ***At a Glance: Diversity***

One of the five goals of the new strategic plan, *Making a Difference*, is a recommitment to diversity and access. In support of this goal, Duke launched a diversity Web site in October 2007: <http://diversity.duke.edu/>.

#### **Goals:**

- Increase minority student enrollment and recruit and retain diverse faculty and staff.
- Provide minority students, faculty and staff with the necessary support to succeed.
- Promote an academic and social environment where diversity can flourish.

#### **Key initiatives:**

- [Faculty Diversity Initiative](#) (2004): a successor to a 10-year plan that doubled the number of black faculty; broadens the effort to include other underrepresented groups.
- [Faculty Mentoring Initiative](#) (2006): shows best practices for faculty and administrators.
- [Women's Initiative](#) (2002): aimed to more fully understand the experiences and needs of women at Duke and to develop strategies to address the challenges they face.
- [Postdoctoral Scholars Program](#) (2007): links with similar offices at peer institutions to improve and provide leadership in areas of diversity.

#### **Campus resources:**

- [The Multicultural Center](#) promotes growth and development for African American, Asian, Latino/a, and Native American students.
- [International House](#) provides co-curricular programs for students from across the world.
- [The John Hope Franklin Center](#) brings together programs devoted to intellectual collaborations and creative ventures.
- [Mary Lou Williams Center for Black Culture](#) promotes racial understanding, builds community, and fosters an appreciation of African American history and culture.
- [The Women's Center](#) promotes a safe, healthy, and respectful campus climate.
- [The Center for Lesbian, Gay, Bisexual & Transgender Life](#) provides education and support for LGBT, questioning, and straight-allied students, staff, faculty, and community.
- The Disability Management System-[Student Disability Access Office](#) provides support services and coordinates accommodations for students with a variety of disabilities.

#### **By the numbers:**

- The Class of 2011 is Duke's most diverse: 44% U.S. students of color; 9.3% African American; 0.2% Native American; 28.4% Asian American; 5.9% Latino/a American.

#### **Diversity in the community:**

- The [Community Service Center](#) offers numerous avenues for Duke's students and employees to find ways to get involved in Durham.
- The [Duke-Durham Neighborhood Partnership](#) supports community goals to improve life in 12 neighborhoods and boost achievement in seven public schools near campus.
- The Center for Documentary Studies [Document Durham Youth Project](#) connects teens from Durham communities to document local history and contemporary issues.

#### **Diversity in the curriculum:**

- Students take two cross-cultural courses that enhance their abilities to evaluate complex issues from multiple perspectives.
- Many departments and programs also offer courses and independent study opportunities in areas of non-Western culture.