

SPRING 2008 EQUITY, DIVERSITY AND INCLUSION (EDI) AWARD RECIPIENTS ANNOUNCED

The Duke University Office for Institutional Equity (OIE) has announced the recipients of its Spring 2008 Equity, Diversity and Inclusion (EDI) Award.

The individual and/or group recipients are: Dr. Kimberley J. Evans, Assistant Professor, Department of Medicine, Division of Nephrology, Associate Vice Chair for Diversity and Chair of the Minority Recruitment and Retention Committee (MRRC) in the Department of Medicine; Marlena Scarborough, RN MSN, RN Case Manager, Co-Chair Leadership Team Duke Raleigh Hospital; Beverly Kavlock, Director Volunteer Services, Co-Chair Leadership Team Duke Raleigh Hospital; Reverend Adrian Dixon, Director, Spiritual Care, Duke Raleigh Hospital; Dr. Charles Becker, Research Professor and Director of Masters Program, Department of Economics.

The award recognizes the individuals and groups for their exceptional leadership and commitment to equity, diversity and inclusion within the Duke community.

"Actualizing the principles of 'equity, diversity and inclusion' is critical to our success as an organization," says Benjamin D. Reese, Jr., vice president of OIE. "These individuals and teams have displayed outstanding efforts in helping us become a more effective, inclusive and caring workplace."

Dr. Kimberley Evans is the Associate Vice Chair for diversity and chair of the Minority Recruitment and Retention Committee (MRRC) in the Department of Medicine where she has made great strides in 1) fostering educational opportunities for minority medical students, residents, and faculty, 2) investigating areas where disparities may exist and developing mechanisms to address any concerns, 3) providing career mentoring for minority medical students, residents, fellows and faculty, and 4) assisting in the assimilation of new minority faculty to Duke Medicine.

Dr. Evans served on the MRRC for 10 years beginning with her years as a Duke resident, and in just two years since her leadership appointment, she has accomplished her goal of initiating avenues of supportive communication among URM. Dr. Evans is a highly valued member of the Department of Medicine, not only for her expertise but also for incomparable dedication.

Diversity is one of the core values at Duke Raleigh Hospital. Duke Raleigh's CEO, Douglas Vinsel explained that organizational values are reviewed with all new employees and opportunities are sought to reinforce instances in which employees demonstrate these values through their actions.

In their role as Co Chairs of the Diversity Leadership Team at Duke Raleigh Hospital **Marlena Scarborough** and **Beverly Kavlock** have shown a true passion for diversity and inclusiveness through development of unique educational programs, the involvement of guest speakers, the organization of an active book club devoted to understanding differences and celebrating diversity and other activities that celebrate unique elements of the workforce.

Reverend Adrian Dixon is another champion of diversity at Duke Raleigh; Reverend Dixon has been instrumental in organizing religious forums to broaden the appreciation for differences in practices and customs related to healthcare for patients and families from religiously diverse backgrounds. These sessions have received much positive feedback and have been very well attended.

Dr. Charles Becker came to Duke in the summer of 2004 as Director of the American Association (AEA) Minority Program and as a Research Professor in Economics. Dr. Becker was the Director of the AEASO and MSP (Minority Scholarship Program) for seven years at the University of Colorado-Denver prior to coming to Duke. The AEA Program is structured as an intensive program of summer study for minority students to prepare them for successful completion of economics Masters and PhD programs across the country. Recruitment focuses on African American, Latinos and Native Americans. At the time of his Duke hire, Dr. Becker had been running the AEA Minority Program for four years. He had been instrumental in building the program in terms of both intellectual rigor and the applicant pool.

Over the course of his tenure as Director he redesigned both the structure and content of the program in order to ensure that it better matched the changing needs and skill sets required in current graduate programs in economics. Dr. Becker's efforts included adding an optional second year for students who had completed year one and continued to further their education over the course of the intervening year. Through grant writing and fundraising efforts, he secured new and ongoing financial support which enabled the program to expand both its scholarship commitments to students and the number of students participating in the program.

Dr. Becker has demonstrated a high level of commitment to diversity throughout his career; he has generously dedicated his time, energy and intellect to building bridges between and for people of all backgrounds in order to enable them to help themselves. Dr. Becker's efforts serve to enrich Duke, Durham the nation and the global community.

The EDI Award winners will receive an award certificate and are automatically nominated for Duke's highest diversity award, "The Duke University Blue Ribbon Diversity Award."

Please join us in congratulating our Spring 2008, "Equity, Diversity and Inclusion Award," recipients.

FOR MORE INFORMATION ABOUT THE "EDI" AWARD, CONTACT THE OFFICE FOR INSTITUTIONAL EQUITY AT 684-8248.