

## **CODRE Minutes**

October 12, 2012

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**Present:** Vickie Bridgeman, James Brown, Brian Buford, Valerie Casey, Phyllis Clark, Sam Connally, Fannie Cox, Nannette Dix, Shelia A. Marable, Kenyatta Martin, Mary M. McMullen, Cathy Patus, Valencia Rhichard, Charles Sharp, Paula Soder, Erika Stith, Mordean Taylor-Archer, Marian Vassar, Martyna Warren and Georgette Moore **Guest:** Virginia Hosono (for Joy Carew)

**Absent:** Suraj Alexander, Michael Anthony, Nancy Barr, Joy Carew, Dewey Clayton, Pamela Feldhoff, Faye Jones and J. P. Mohsen

**Minutes:** Nancy Barr made a motion to approve the September minutes. Her motion was seconded by Fannie Cox. Motion passed.

### **Diversity Study Presentation**

- Document needs to be finalized by IR. R. Goldstein wanted another opportunity to examine it before its release. The report will be forth-coming. Brian Buford will meet with the CODRE EC first and then present to the full commission;
- Michael Anthony is leaving the University. He has taken a position with Oakton Community College located outside Chicago, Illinois. Anthony will remain in his current position through the end of the semester.

**Chair Update:** Valencia Richards is Vice President of RSO for Black Students.

- During the last general body meeting, there was a discussion about The Commission on Diversity Racial Equality (CODRE) having a representative on the search committees for executive positions. Chairman Brown sent a letter to the Provost On October 2, 2012 requesting representation. Vice Chairman, Charles Sharp and Dr. Dewey Clayton are willing to serve as CODRE representatives should an opportunity become available.
- Chairman Brown also attended the Staff Recognition Ceremonies (both events). Both were very nice events.
- Brown reported attending the Town Hall. Approximately 125 faculty and staff attended. There were good questions asked and there was good attendance on HSC today. CODRE and the COSW should encourage the continuation of these forums. CODRE should thank the administration for the forums (by letter). CODRE should encourage continuation of these forums. CODRE should also send a letter of thanks to administration.

**Communications Committee:** Ongoing discussion between Chairman Brown, committee chair and IT regarding the webpage. Currently waiting for IT to give a quote for work.

**Diversity Programming:** To date 15 requests for funding have been received. Currently \$2,500 has been expended.

**Faculty Concerns:** Faculty Concerns committee offered their help to Sam Connally. JP has literature on how to achieve diversity in Engineering.

JP is chairing two searches in his unit. *Consensus* has been very, very helpful in the process. It gives the stats of each candidate. Midway through the search *Consensus* identified deficiencies and enabled the committee to take steps to correct.

**Faculty Senate:** No report was given.

**HSC Cultural Conference:** Executive Health Care (Fair) 7th Annual Cultural Competency Workshop on September 27, 2012. A meeting has been scheduled with the Campus Environment Team to discuss data of Diversity Study. As soon as IR gives their blessing it will be brought before the CODRE EC then the general body. Please note that the information cannot go public until it has been approved by the Provost and President.

**Staff Concerns:** Staff Concerns has met and are scheduled to hold their first meet and greet in the SAC on October 24. This group plans to publicize the meet and greet to give staff an opportunity to come and express whatever their concerns may be. They will hold a similar session on HSC the first week in November.

**GPTW:** It was reported that the sustainable (living) wage is on the Provost's scorecard for 2013. It will be implemented at UL depending on the availability of funds. 2% base salary increase which will raise employee's hourly salary to \$10/hour.

**Student Engagement:** Committee is interested in building relationships with RSO presidents. Leondra Gully (Cultural Center) will be liaison with the Association of Black Students (ABS). The committee plans to meet with RSO groups in November. The Chair of SE (or a member of SE) will have more to report after that meeting.

**BFSA:** The Black Faculty and Staff Association is recruiting representatives from all units. They want to change the structure of BFSA that will include social planning that welcome people back in August. The BFSA website is being updated by Lamar Bragg. More updates to come.

**LGBT:** Pride Week- Pride Week occurred a few weeks ago. The event was very successful. Jose Antonio Vargas was keynote speaker. An intimate dinner was held with students to give them an opportunity to connect with a hero/mentor. David Rustins' surviving partner also attended and spoke.

- Feast on Equality Dinner- save the date: the Feast on Equality on Nov. 16, a fundraiser to provide programming and other support initiatives for LGBT students. The signature event will be at the Mellwood Arts Center, 1860 Mellwood Avenue. Cocktails begin at 7PM. Wiltshire Pantry will cater dinner, which begins at 8 p.m.

**Staff Senate:** The Staff Senate is updating their Bylaws. The Senate also discussed benefits with Sam Connally.

**Old Business:** None reported.

**New Business:** Valencia Richard reported that the Council of President is discussing funding. Richard's requested information for the CODRE regarding funding student fees for attending conferences.

### Announcements

- The Muhammad Ali Center and the Muhammad Ali Institute for Peace and Justice at the University of Louisville are partnering to hold a free community celebration of Louisville's diversity and people-to-people connections. The *Hello Neighbor: Day of Dignity, Day of Compassion* event will take place on Saturday, November 10 from 11:00am-6:00pm at the Muhammad Ali Center and will feature live entertainment, community and health resources, family activities, international foods donated by local restaurants, and a film screening.

The newest addition to the lineup of activities is a film entitled *11Eleven* to be shown at 2:30pm. The makers of this documentary sent requests for individuals in countries around the globe to capture a moment in their lives on November 11, 2011 (11.11.11). Submissions came from 179 countries and each one provides insight into the lives of our neighbors around the world. *11Eleven* is meant to illustrate the striking similarities between people across nationalities and cultures while planting a seed of compassion in each viewer. For more information on the film, visit: <http://www.11elevenproject.com/> for more information.

- The UofL National Pan-Hellenic Council invites everyone to attend the 20th Annual NPHC Homecoming Step Show on October 19<sup>th</sup> at the Louisville Memorial Auditorium; show starts at 730p. Tickets on Sale Now! \$10 advance, \$15 at door Available in the SAC, Student Activities Office (SAC W310), Cultural Center, or ask a member! Louisville Memorial Auditorium 970 South 4th Street Louisville, KY 40203. **(NOTE: The Commission on Diversity and Racial Equality purchased 20 tickets to support the NPHC and students. Valencia Richard will raffle and notify CODRE of the students who won the tickets.)**

Adjourned