



# Diversity and Equity Annual Report

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2018-2019

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## **Letter from the Senior Associate Vice President for Diversity and Equity:**

To our UofL community,

I am pleased to present the 2018-19 Diversity Annual Report highlighting the diversity units' work, including the Cultural Center, Office Diversity Education and Inclusive Excellence, LGBT Center, Muhammad Ali Institute for Peace and Justice, and the Women's Center. Our mission is to amplify the university's diversity, equity, and inclusion efforts by working with campus partners to increase student and employee diversity, close the achievement gaps, and maintain a culturally responsive climate that supports diversity, equity, inclusion. This report provides a record of our accomplishments, outcomes, stories, and a pictorial view that illustrates the wide range of programs and activities throughout our campus.

As a result of the many efforts across the campus, UofL received a 2019 Higher Education Excellence in Diversity (HEED) Award. HEED is a national award recognizing colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. UofL has received the award for the fifth consecutive year. Additionally, UofL ranks as one of the top LGBT friendly campuses by four national organizations.

- Top 30 LGBTQ-friendly college ranking by Campus Pride Index - Best of the Best;
- Number one ranking by LGBTQ Outfitters top-10 list of best campuses for LGBTQ students;
- Ranked 24th on its list of LGBTQ-friendly and affordable colleges in the US by Affordable Colleges Online;
- UofL ranked among the 25 most LGBTQ friendly colleges in the nation by College Consensus.

We are proud of the past year's many achievements, but we freely acknowledge we are only scratching the surface of the actions to instill change. We recognize this work is a continuum and needs to be advanced and adapted over time to ensure all our constituents have an equitable opportunity and can be successful.

Lastly, I want to recognize Dr. Mordean Taylor Archer, who retired at the end of this academic year. In her title of Vice Provost for Diversity and Equity, and later, Vice Provost for Diversity and International Affairs, Dr. Taylor Archer served as the university's first Chief Diversity Officer, and was a champion for diversity at the university and in the community for over 18 years. She was committed in her advocacy for UofL's faculty, staff, and students and performed her work with both passion and determination. She leaves us with a solid foundation to continue the work.



Dr. Faye Jones, MD, PhD, MSPH  
Senior Associate Vice President for Diversity and Equity  
Associate Vice President for Health Affairs/Diversity Initiatives  
Professor of Pediatrics

# A GREAT PLACE TO LEARN TO WORK TO INVEST

THE OFFICE FOR DIVERSITY AND EQUITY  
CONTRIBUTES MIGHTILY TO ALL THREE

# HIGHLIGHTS

## Cultural Center

- 1228 interactions (contacts made by phone, email, text, and appointments) with African American and Hispanic/Latino students.
- Coached 616 students, that is 41% of the 1483 students identified as prospective participants.
- Hosted two cultural celebration events, Dia de Celebracion (Day of the Dead) and Fiesta del Sol (Carnaval), with approximately 275 student participants.
- Over 100 participants attended a series of 11 dialogue circles (derived from the restorative justice circle framework) called Compa Circles.

## Diversity Education and Inclusive Excellence

- Served approximately 13,230 students, staff and faculty, including offering Implicit Bias workshops to every incoming and transfer undergraduate student at UofL
- Conducted approximately 200 sessions on a variety of topics such as Implicit Bias, Microaggressions, Power & Privilege, Engaging in Difficult Dialogue.
- 55 staff and faculty participated in a book study of Michelle Alexander's New Jim Crow: Mass Incarceration in the Age of Colorblindness.

## LGBT Center

- Secured nearly \$30,000 from 35 sponsors for Pride Week.
- UofL was recognized as a top LGBTQ-friendly University by four national groups.
- 700 hours of volunteer community service to more than 50 campus and community organizations by the Rustin community.
- Provided consultation to 4 universities (Texas A&M, Western Carolina University, University of Wisconsin- Madison, Western Kentucky University) regarding LGBTQ+ inclusive housing initiatives.

## Ali Institute

- Students produced a video sharing their experiences as students of color at a PWI and provided advice about their transition to college.
- Scholars participated in an international trip to Chiapas and Oaxaca, Mexico.
- Received a \$26,000 grant entitled, Creating Our Future: A Muhammad Ali Center Character Education Curriculum, funded by the Muhammad Ali Center to create a new curriculum using critical consciousness pedagogy, leading to an individual social change project.
- Hosted 13 Student Ambassadors from Brazil with the World Affairs Council to talk about social justice and volunteerism.

## Women's Center

- Women's Network surpassed two hundred members and conducted professional development and networking opportunities, including a Caregiver Series and professional development Roundtable.
- Women 4 Women produced the 2019 Human Trafficking Awareness Conference, focusing on the sexual exploitation and trafficking of youth.
- Working with the Lactation Committee and with the support of the Commission on the Status of Women, the Women's Center achieved a long-held goal to obtain approval of a Lactation Policy.
- Hosted Campus Talk , which is a space for students, staff, and faculty to openly discuss current issues that affect women and other social issues.

# Cultural Center

## Mission

One of the five critical areas of the University of Louisville's 2020 Plan is Diversity, Opportunity, and Social Justice. UofL is committed to creating a challenging intellectual climate enhanced by our many human differences, and this serves as the foundational objective of the programs and services provided by the Cultural Center.

The Cultural Center creates educational opportunities for members of the university community to critically think about their beliefs, values and assumptions as it relates to culture. To fulfill our mission, we support and offer co-curricular and extra-curricular programs that acknowledge and reflect the experiences of under-represented populations. We also provide educational opportunities for all members of the campus community to examine their individual and group experiences within a culturally diverse society. The underlying goals of these two endeavors are:

### **Advocacy**

*Provide advocacy for our students while maintain a level of expertise regarding the needs of under-represented students*

### **Celebrate**

*Celebrate the diverse cultures of the campus community*

### **Engage**

*Engage students in social justice issues*

### **Scholarship & Retention**

*Support the scholarship and retention of UofL students*

## Vision

The University of Louisville is committed to making UofL a great place to learn, work and invest. These goals are accomplished by celebrating diversity, fostering equity, and striving for inclusion, which serves as the foundational objective of the programs and services provided by the Cultural Center.

The Cultural Center serves to support and advance each of the following university goals:

1. **UofL as a Great Place to Learn:** The Cultural Center creates educational opportunities for members of the university community to critically think about their beliefs, values and assumptions as it relates to culture.
2. **UofL as a Great Place to Work:** The Cultural Center creates educational opportunities for all members of the campus community to examine their individual and group experiences within a culturally diverse society.
3. **UofL as a Great Place to Invest:** The Cultural Center develops ongoing partnerships in the community, as well as collaborating with existing Signature Partnerships, such as Jefferson County Public Schools. In addition to cultivating donor relationships, the Culture Center actively explores revenue-generating opportunities.

## Programs and Services: Student Success Initiatives

### Cultural Center Retention Program

The Cultural Center Retention Program provides supplemental support for underrepresented students at the University of Louisville. Students are invited to participate in a year-long program that includes individual coaching, personal/professional development focused programming and referral to campus services and resources.

#### **Highlights:**

- **1228 interactions** (contacts made by phone, email, text, and appointments) with African American and Hispanic/Latino students.
- **Coached 616 students**, that is 41% of the 1483 students identified as prospective participants.
- **2.57 average cumulative GPA for Hispanic & Latino students** for the academic year.
- **2.32 average cumulative GPA for Black Male students** for the academic year.
- **3.29 average cumulative GPA for LSAMP students** for the Fall 2018 semester and 3.34 for the Spring 2019 semester.
- **3.09 average cumulative GPA for Porter Scholars** for the academic year.
- **334 Porter Scholars connected with the program advisor** for one-on-one coaching meetings to discuss academic support, campus involvement, and personal/professional development.
  - > 92% of the students who participated in the coaching program were retained at UofL (excluding graduating seniors) and enrolled for the Fall 2019 semester.



## Black Male Initiative (BMI)

BMI seeks to increase the retention, graduation, engagement and overall success of Black males by addressing various scholastic and social challenges, through academic engagement, mentoring, peer connection, and student involvement.

### Highlights:

- **30 attended healthy romantic relationship forum** “What Women Want” Feb. 28, 2019.
- **Attended the Third Annual National Men of Color Summit** at the Clemson University April 25-26, 2019, including (9 students, 2 staff members and 1 faculty member and 3 guest panelists).
- **Began student-lead newsletter “The Brown Bomber”** for BMI updates sent to student, staff and alumni via email.
- **Began student-lead podcast “2 Cents”.**

## Hispanic and Latino Initiatives (HLI)

HLI’s mission is to build strong support systems for Latino students at UofL through programs and events that explore their many identities, develop leaders, provide coaching and mentoring for life success, share campus resources, and build community and campus collaborations.

### Highlights:

- **Engaged 150 students** through coaching and about 200 non-coaching students contact (e-mail, text, phone call).
- **Hosted 3 Latinx Open Houses** and connected with over 40 students.
- **85 attendees present for Night of Friends and Family/Noche de Familia y Amigos**, in collaboration with UofL soccer program, REACH, and numerous other on and off campus organizations.
- **Over 100 participants attended a series of 11 dialogue circles** (derived from the restorative justice circle framework) called Compa Circles. Topics included how to thrive as a UofL Latinx student, Afro-Latinidad, sex education, campus resources, mental health, leadership and scholarships.
- **Annual leadership development event, Conocimiento**, with over 50 attendees.
- **Advised the Latinx Student Union (LSU)** and helped them successfully host two of their big cultural celebration events, Dia de Celebracion (Day of Celebration) and Fiesta del Sol (Carnival)

## Louis Stokes Alliance for Minority Participation (LSAMP)

The initiatives aim is to increase the quality and quantity of students successfully completing science, technology, engineering and mathematics (STEM) baccalaureate degree programs, and increasing the number of students interested in, academically qualified for and matriculated into programs of graduate study. LSAMP supports sustained and comprehensive approaches that facilitate achievement of the long-term goal of increasing the number of students who earn doctorates in STEM fields, particularly those from populations underrepresented in STEM fields. The program is administered through a collaboration between the Cultural Center and Health Science Center campus Office of Diversity and Inclusion. Program activities and resources focus on outreach, academic support, peer connections, undergraduate research experience, research presentation and conference attendance opportunities. Sixty-two students participated in the program.

### Highlights

- **Hosted 23 programs**
- **1100.5 community service hours completed**
- **10 students were selected for full-time summer research programs**
- **734 tutoring & supplemental instruction hours completed**
- **2 students completed academic-year internships in STEM areas**
- **5 students completed academic-year faculty mentored research**
- **1 student was selected to present at the NSF REU program in Costa Rica**
- **1 student was selected for a Fulbright Scholarship at Ghent University in Belgium**



## Programs and Services: Student Success Initiatives



## Woodford R. Porter Scholarship Program

The Woodford R. Porter Scholarship Program is the largest African American scholarship organization at the University of Louisville. Through its foundational four pillars, the program provides academic and personal/professional developmental support to Porter Scholarship recipients. It promotes interaction, enhances leadership opportunities, and encourages professional and/or graduate education for outstanding student residents of Kentucky.

During the 2018-19 academic year there were 581 Porter Scholars enrolled at the university. Of this population, 201 were first-time freshmen, 142 were sophomores, 128 were juniors, 106 were seniors and 4 were graduate students. The scholarship previously allowed students, admitted prior to Fall 2019, two additional semesters that allowed them to pursue the one-year Master's program in Engineering.

### Scholar Highlights:

- **27 events hosted**, in collaboration with the Society of Porter Scholars, for the academic year engaging more than 1000 attendees.
- **Five Porter Scholarship recipients** earned prestigious awards:
  - > Fulbright Award: **Noela Botaka**
  - > Critical Language Scholar: **Gzeonie Hampton & Taylor Williams**
  - > Etscorn International Research Award: **Maegan Helm**
  - > Jesse Jackson Fellowship Program: **Alyssa Smith**
  - > TAPIF Scholar: **Manuela Botaka**
- **15 Porter Scholarship recipients recognized at 2019 Student Awards**
  - > Profiles in Leadership:
    - **Bayley Amburgey**
    - **Joey Breckenridge, Jr.**
    - **Lauren Jones**
    - **Langston Love**
    - **Brandon McClain**
    - **Cheyenne Richardson**
    - **Jalena Slaton**
    - **Jayla Verrett**
    - **Savannah Winston**
    - **Daphne Woolridge**
  - > Campus Housing Resident Assistant Leader of the Year: **Tariq Onodu**
  - > Outstanding Sophomore Student Award: **Jalena Slaton & Taris Smith**
  - > Outstanding Senior Student Award: **Noela Botaka & Destinee Germany**
- **8 Porter Scholar recipients elected for the Student Government Association**
  - > Student Government Association: **Kayla Payne** (Services Vice President)
  - > Arts & Sciences: **Dennis Mashindi** (President) & **Leah Hazelwood** (Vice President)
  - > College of Education: **Breanna Sommerville** (Vice President)
  - > School of Public Health: **Denise Howell** (President) & **Rita Ackah** (Vice President)

## Student Organizations



## Black Diamond Choir (BDC)

BDC serves as a pillar for Black Students on campus. For the last 50 years, BDC has taught and educated campus and community partners on gospel music and performance around the Christian faith. BDC contributes to diversity through student engagement via practices/class, performances, and concerts. BDC serves as a safe space for all students to gain understanding and training as it relates to the Black gospel experience. While this choir consists primarily of students of color, it also attracts and welcomes participation from diverse backgrounds. As a result, BDC uses music to foster supportive and diverse spaces for its participants.

### Highlight:

**300 people attended the 49th Annual BDC Spring concert** on April 6, 2019.

# Student Organizations

## Black Student Union (BSU)

The mission of the Black Student Union (BSU) is to stimulate and promote the intellectual, political, social, and cultural health of the campus community as a whole, with a focus on the issues impacting African American students and other underrepresented groups. BSU is the “umbrella” organization of African American student organizations, which provide a resource clearing house for the social, financial, cultural, and advocacy needs on campus.

### Highlights:

- **First BSU week** Feb. 11 to 15, 2019 which included numerous events and activities.
- **Hosted Black Image Awards** April 2, 2019 to recognize students, staff and faculty

## Brothers United (BU)

Brothers United is a recognized student organization focused on brotherhood, scholarship, community service, and increasing the success of men of color. BU accomplishes its goals by providing a “home base” for its members, providing them with social and academic support, and helping brothers navigate college services and resources. Brothers United is an extension of the African American Male Initiative at UofL.

### Highlights:

- **100 students attended the annual “Battle of the Sexes”.**
- **3 on 3 basketball tournament** fundraiser March 23, 2019.

## Latinx Student Union (LSU)

LSU advocates for and empowers the Latinx student community through celebrating Latinx culture at the University of Louisville. LSU serves as a platform for Latinx students to develop their leadership skills, be involved in the community, and actively function within a decolonized mindset. LSU is rooted in ancestral responsibility, social justice, and progressive values that serve not only our community but all of those that suffer from discrimination and injustice in the world. LSU aims to cultivate a sense of belonging for Latinx students where these students not only attain their degrees but also celebrate and learn about their culture at the University of Louisville.

### Highlights;

**Hosted two cultural celebration events**, Dia de Celebracion (Day of the Dead) and Fiesta del Sol (Carnaval),with approximately 275 student participants.



Compa Circle



Conocimiento

## NAACP-UofL Chapter

The mission of the organization is to inform youth of the problems affecting African Americans and other racial/ethnic minorities in areas related to education, social and political status. The Chapter is led by a leadership team of 7 undergraduate students and has 43 members.

### Highlights:

- **220 attendees engaged at 31 events.**
- **115 school supplies collected** as part of a drive to benefit Louisville community centers.
- **Represented UofL during the national youth conference** in Chicago, Illinois.
- **Nominated for the Social Justice Inclusion award at the 2019 Student Awards.**



# Student Organizations



## Society of Porter Scholars

The Society of Porter Scholars is the largest African American student organization supporting scholarship recipients at UofL. The society's mission is to encourage the upkeep of high academic standards, enhance leadership development and provide support to its members in an effort to support their retention and graduation. The organization was led by a team of 9 undergraduate students.

While the organization's focus is providing academic support and promoting academic success, it supports diversity through its programming. The organization's monthly program topics most often fall within its four pillars (scholarship, leadership, service and heritage) and are implemented through a diversity lens. The goal of all programming is to provide academic support and promote academic success for students of color with a focus on African American and Black students.

The organization's events included clean-ups in the local Louisville area, study sessions and discussions on topics that impact students of color. Conversations on colorism, career prep, the history and impact of voting in the Black community, life after college, and mental health were led by facilitators representing the university faculty/staff community, alumni, and local community leaders. The 2018-19 academic year also served as the inaugural for many events including a "Take Care" mental & physical health week, a "Pencil and Positivity Note" campaign benefitting Cochran Elementary.

### Highlight:

- **Hosted 27 events** during the 2018-19 year and engaged 1,034 total attendees.
- **Received the 2019 Annual Social Justice and Inclusion Student Award.**
- **Over 80 lbs of canned goods collected** to benefit Dare to Care.
- **Raised more than \$3000 in the RaiseRed campaign** placing second among student organizations.
- **Hosted first silent headphone party** raising more than \$500 to support RaiseRed.
- **Hosted "We, Too" monthly Instagram TV series** discussing topics including campus safety, campus climate and campus involvement.

## Signature Events

### Cultural Center Early Arrival Program (EAP)

The EAP was created to help ease the high school to college transition for incoming African American & Black students participating in the Cultural Center's retention programs.

The two-day long annual orientation occurred on August 14-15, 2019. The program included an enriching series of discussions on campus involvement, student success, service in the community and campus resources. It also included networking activities that provided incoming students with the opportunity to connect with current students, faculty and staff.

162 participants were engaged through The program and brought out more than 35 current student volunteers.

### Graduation Celebration

The Graduation Celebration is an annual event to pay homage to the past, while celebrating the future and endless possibilities of all graduating underrepresented students at UofL. The event recognized 109 graduating seniors with 287 guests in attendance.

# Diversity Education

## Mission

Created in July 2016, based on recommendations from the 21st Century Culture of Excellence and the President's Diversity Steering Committees, the Office for Diversity Education and Inclusive Excellence is a functional area designed to support campus and community-wide diversity education and training. This unit serves as a focal point for driving the University of Louisville's commitment to equity, diversity, and inclusion; which fundamentally advances our mission of achieving preeminence as a nationally recognized metropolitan research university. Innovation occurs when diversity is reflected in thought, perspective, and experience. To this end, this unit is committed to fostering a community that strives towards inclusion and equity by:

- Consulting individuals, departments/units, university leaders regarding best practices concerning diversity and inclusion.
- Providing resources to campus and community constituencies.
- Offering leadership and training opportunities to campus and community constituencies.
- Conducting workshops and training sessions regarding diversity, inclusion, and equity.

## Programs and Services:

### Critical Cardinal Conversations

This initiative is designed to foster courageous spaces for the entire campus community to explore various issues and topics concerning diversity, inclusion, and social justice, both locally and nationally. Within this initiative, we also facilitate various book studies.

#### Highlight

- **Our 2018-19 book study** was around Michelle Alexander's *New Jim Crow: Mass Incarceration in the Age of Colorblindness*.
- **A cohort of 55 staff and faculty** began this journey through a viewing of discussion of Ava DuVernay's documentary *13th*, which explores the history of race in the criminal justice system.
- **Attended Shakespeare Behind Bars** at the Luther Luckett Correctional facility, and took a tour of the Kentucky Correctional Institution for Women.
- **Participants committed to responding to Alexander's call-to-action** upon completion of the book study.
- **Assembled and delivered ~50 resource bags** to those who were formally incarcerated in ongoing work with the local Bail Project.
- **Made over 150 court reminder calls** to individuals with court dates.



**“**Taking part in “The New Jim Crow” book study has been a highlight of my time spent at the University thus far. Being part of this book study challenged me, enriched my learning, and helped me stay committed to anti-racist work and the fight for criminal justice reform. It also connected me with people across the University that I may not have otherwise even met. We became more than just a group of people studying a book. We built community. The work we have done with The Bail Project has been rewarding and meaningful. I look forward to taking part in other book studies at the University that focus on diversity and social justice.”

- Christina Howard, University Counsel

**“**I am so thankful that opportunities like book studies of *The New Jim Crow* are available. I find that it is incredibly beneficial to hear perspectives of others and learn of their experiences and thoughts about race and justice. ”

- Shannon Frey, CEHD staff

**“**After reading and participating in *The New Jim Crow* book study, I realized how little I know of the continued repression of black and brown men and women. So many odds are stacked against someone who has been incarcerated, that getting out and staying out is a huge struggle.”

- Barbara Bishop, CEHD staff

Our 2019 – 2020 book study is exploring Robin DiAngelo's *White Fragility: Why It's So Hard for White People to Talk About Racism*.

## Programs and Services:

### Diversity Education

Conducts approximately 200 sessions annually on a variety of topics such as Implicit Bias, Microaggressions, Power & Privilege, Engaging in Difficult Dialogue, etc. We also offer coaching and resources designed to promote inclusive and equitable environments.

During the 2018-19 academic year, served approximately 13,230 students, staff and faculty, which includes offering Implicit Bias workshops to every incoming and transfer undergraduate student at UofL.

Participant feedback was overwhelmingly positive with 85% of evaluation respondents indicating a commitment to taking enhanced/new action as a result of attending sessions. Approximately 82% of respondents demonstrated increased awareness as a result of attending sessions.



**“**I never realized how much subliminal messages and early recordings actually shape the way I see others. This session was so eye opening. I am going to start slowing down and questioning my assumptions.”

- Implicit Bias workshop participant

**“**This was the first diversity class I ever attended and I am so glad I did. It made me realize how much harm I can cause even if I don't intend to. Words do matter.”

-Microaggression workshop participant

**“**I used to hate hearing the word privilege because I grew up poor and worked hard for everything I have. Now I know what privilege is and how it shows up in my life. It sucks, but I don't have to feel bad because I can use it for good.”

- Power and Privilege workshop participant

**“**I feel more prepared to deal with challenging topics in my class and at least feel like I have tools to interrupt harmful comments. Thank you.”

-Engaging in Difficult Dialogue workshop participant

### Inclusion and Equity Internship

The Inclusion and Equity Internship Program is designed to cultivate social justice leadership skills among college students by exposing them to the scholarship and best practices concerning diversity, inclusion, equity and social justice. Each year, a cohort of interns (8) are selected to attend and participate in a series of workshops and guided training, which provide a common foundation for enhancing co-curricular programming experiences. While this is an unpaid internship, students gain invaluable experience as diversity facilitators and presenters. Additionally, students build impressive resume's as they assist with workshops and presentations through the Diversity Education and Inclusive Excellence Office. As funds permit, interns also have the opportunity to attend and present at national conferences. Informally, students report feeling more knowledgeable and prepared to facilitate difficult dialogues.

**“**When I first joined this internship program, I was a rising sophomore who was still fumbling often while trying to learn not only more about who I was, but also about the world around me. I had experienced plenty of hardship growing up, and coming to college was able to liberate me through education. Through the courses I was taking and the internship sessions I was having with you, I was able to learn about social constructs and concepts that I never knew existed before. This bolstered my experience forward, as I found myself constantly wanting to grow in this new knowledge and share my findings with everyone around me.”

- Bayley Amburgey, Political Science major with a focus on Global Politics and International Relations



## Programs and Services:



## Social Justice Youth Summer Camp

The Social Justice Youth Summer Camp is designed to expose school-aged students to the scholarship and best practices concerning inclusion and social justice. Participants in grades 4 – 12 apply and attend camp annually to explore a variety of topics such as race, gender, sexual orientation, class, religion, accessibility, school-to-prison pipeline, privilege, oppression, and others. Upon completion, participants are able to articulate various forms of oppression, as well as individual actions they have committed to moving forward.

In addition to community-building activities, participants engage in critical conversations about concepts, such as identification of various isms, that appear in the media platforms. Pre-post test evaluation was performed which demonstrated increased knowledge of social justice terms and issues, as well as an increase in participant level of comfortability engaging in social justice work/dialogues. Their final project consisted of group presentations in front of parents/guests.

**“**The staff were organized and implemented a truly impactful experience during this year's Social Justice Youth Camp. My son gained tools and insights that have afforded a space for critical conversations in our day-to-day lives. We now have a context in which to situate our talk about issues related to race, class, sexuality, and so on. The identities conversation, the exercise on privilege, and the trip to the detention center (among other experiences) resulted in a real desire on his part to ask authentic questions. Can't recommend enough.”

- Parent

**“**When my daughter returned to school, her teacher said Claire had more confidence and constantly challenged others on their language. She did not have these skills prior to participating in this camp.”

- Parent

**“**My daughter has never stood up and presented as boldly as she did with this camp. This is, hands down her favorite summer camp to attend.”

- Parent



# LGBT Center

## Mission

The LGBT Center works to strengthen and sustain an inclusive campus community at UofL, one that welcomes people of all sexual orientations, gender identities, and gender expressions through support, educational resources, and advocacy. The Center works in partnership with other diversity efforts on campus supporting the Senior Associate Vice President for Diversity and Equity.

## Programs and Services:



The LGBT Center at UofL is a resource for all students, faculty, staff, alumni and guests and aims to create a safe, inclusive community for everyone regardless of sexual orientation or gender identity/expression.

The LGBT Center offers support services, programs and trainings to students, faculty, staff and the broader community.

### We accomplish this by:

- **Maintaining a “safe zone” gathering space** where students, faculty and staff—regardless of their identity or orientation--can make positive connections with staff and peers.
- **Providing a hub for LGBT student organizations.**
- **Promoting student/employee retention and success** through personal support, advising, and by connecting them with services and resources.
- **Developing and facilitating education and training** for the campus community.
- **Reaching out to prospective and new students, faculty, and staff** to make them feel welcome and connected to campus.
- **Fostering collaboration with campus and community organizations** that support LGBT people and issues, and those that address intersectional aspects of social justice.

## National Recognition

### UofL was recognized as a top LGBTQ-friendly University by four national groups:

- **Top 30 LGBTQ-friendly college ranking** by Campus Pride Index - Best of the Best. UofL has been one of the organization's top schools for the last four years, earning five out of five stars on the index.
- **Number one ranking by LGBTQ Outfitters** top-10 list of best campuses for LGBTQ students.
- **Ranked 24th on its list of LGBTQ-friendly and affordable colleges** in the US by Affordable Colleges Online.
- **UofL ranked among the 25 most LGBTQ friendly colleges in the nation** by College Consensus.

## Student Support Programs/ Services

Student support is a fundamental function of the LGBT Center. Through a variety of initiatives, the staff has advocated for needs and celebrated the multiple dimensions of the students, allies, families, and friends of our students.

### Rustin Community

Named for famed Civil Rights hero, Bayard Rustin, the Rustin Community provides a themed housing experience for students to explore LGBTQ identity, social justice, and community service. Students participating in the Rustin Community commit to upholding the Principles of Nonviolence that Rustin brought to the civil rights movement; perform ten hours of community service each semester; engage in ongoing mentoring sessions; participate in monthly program meetings; and attend social justice or diversity programs. Forty-two students participated in the program.

### Highlights

- **Welcome Dinner** - 50 attendees; **Farewell Dinner** - 40 attendees.
- **4 Community Dialogue Sessions** with ~ 40 attendees/session.
- **700 hours of volunteer community service** to more than 50 campus and community organizations.

## LGBTQ + House

In partnership with Campus Housing, the LGBTQ House opened in fall 2018 providing 8 additional spaces for upper-class and graduate students. These single occupancy units feature private bedrooms and bathrooms, while offering a shared kitchen, outdoor and community space. The LGBTQ house is especially popular among Trans students who benefit from both the private accommodations and the feeling of belonging gained from living in affirming campus housing.

## Student Lounge

The LGBT Center's student lounge provided a safe and affirming space for LGBTQ+ students and their friends to gather daily.

### Highlight

- **7,500 LGBTQ+ students, guests and visitors annually.**

## Recognized Student Organizations (RSOs) & Groups

Staff from the LGBT Center provided guidance and support for seven student groups and other student-led efforts that meet the social, educational, and support needs for LGBT people. In addition to these initiatives, LGBT Center served as liaison for the UofL Pride Alumni Council and the newly formed LGBTQ Faculty & Staff employee resource group.

These groups included:

- **ACES & AROs** - A student network and peer facilitated group for students on the asexual and/or aromantic spectrum.
- **HSC Pride** - This RSO is dedicated to meeting the needs of LGBTQ & Allied students from across the Health Sciences Center.
- **Lambda Law Caucus** - The LGBT student organization of the Brandeis School of Law, serving as a social and political group fostering support for LGBTQ issues in the legal community.
- **LGBTQ Faculty & Staff Association** - This UofL employee resource group is for LGBTQ+/ Ally faculty and staff.
- **LGBTQ+ Writers Group** - Hosted by the UofL Writing Center, group is for students who identify as LGBTQ+ or allies and are interested in practicing and improving their writing skills. Open to all student writers working in any genre (nonfiction, fiction, poetry, blended-genre, etc.).
- **Pride Alumni Council** - This UofL alumni group works to support and improve the quality of life for LGBTQ students, faculty, staff and alumni of the University of Louisville.
- **Shades** - This RSO is dedicated to empowering LGBTQ Students of Color and providing a place of safety and support.
- **Speed Spectrum** - This RSO works to promote awareness of LGBTQ+ identities and challenges, as well as a safe space in Speed School for students, faculty and staff.
- **Transformations** - UofL's confidential student group for transgender, non-binary, genderqueer, intersex, gender nonconforming, and two-spirit individuals. It's a safe and supportive place to talk and explore gender identity/expression with peers who share these identities.



# Trainings and Educational Programs

The staff are continuously engaging in training and educational programs to support the faculty, staff, and students within the university and the community at large university to enhance skills and increase knowledge to be effective advocates for LGBT people.

## Highlights

- **Delivered 7 Safe Zone trainings.**
- **Developed new partnerships** for educational endeavors with Kentucky high schools' Gay Straight Alliances across Kentucky, United States Postal Services employees and faculty at Jefferson Community Technical College.
- **Development of the LGBT Center's 5th training** specifically designed for those working with engineers for Speed School of Engineering.
- **Delivered training to all new and returning student mentors** in the Peer Advisor program, as well as the Student Orientation Staff, who lead first-year students through summer orientation.
- **Presented at 4 pre-departure sessions hosted by the Study Abroad office**, covering critical topics related to gender and sexuality to students who were preparing to study in a wide variety of countries, each with varying cultures and beliefs surrounding the LGBTQ+ community.
- **Provided consultation to 4 universities** (Texas A&M, Western Carolina University, University of Wisconsin- Madison, Western Kentucky University) regarding LGBTQ+ inclusive housing initiatives.



# Programs

## Pride Week

UofL Pride Week and Deaf Awareness Week converged with notable Deaf activist Nyle Dimarco . The LGBT Center partnered with the Student Activities Board and the Department of Classical and Modern Languages to host a joint keynote address in honor of Pride Week and Deaf Awareness. The keynote address was delivered by Nyle Dimarco, a notable Deaf and LGBTQ activist, who was also the winner of America's Next Top Model and Dancing with the Stars. His firsthand experiences provided audience members with a deeper understanding of the intersections of the Deaf and LGBTQ communities. The event was the most successful Pride Keynote in UofL history, attracting more than 700 guest, 200 of whom identified as members of the Deaf community. The LGBT Center collaborated with the ASL department to create a volunteer team that included students fluent in ASL to better serve our guests.

## Highlights:

- **Secured nearly \$30,000** from 35 sponsors for Pride Week (\$21,950 financial; \$7,550 in-kind), underwriting the costs of programs and events.
- **Directed 17 programs** and events between the Belknap and HSC campuses
- **Served more than 2,247** students, faculty, staff and community members
- **Created leadership opportunities for 95 student** volunteers and engagement opportunities for 52 RSOs, university and community groups through resource fairs.
- **2018 LGBT Center Ally Award Presented to Geri Morgan**, MSW, Student Care Manager, Dean of Students Office.





## Alternative Thanksgiving

Alternative Thanksgiving ensured more than 100 LGBTQ students and their friends had a safe, affirming place to celebrate the holiday. The event was staffed by 14 volunteers and generously sponsored by Humana's LGBTQ Employee Resource Group

## Cardinal OUTlook Day

The LGBT Center collaborated with UofL Admissions team to offer the nation's only campus preview day geared toward LGBTQ high school students, their family members and school counselors. Event served close to 20 participants and included parents/guardians and teachers.

## Fairness Anniversary Panel Discussion & Library Display

LGBT Center Director and Fairness Campaign Co-Founder, Lisa Gunterman, was featured in a historic display at the Louisville Free Public Library, Main Branch, celebrating the 20th anniversary of the passage of Louisville's Fairness Ordinance. The Louisville Free Public library, with the help of Dr. Cate Fosl, Director of the Anne Braden Institute and Delinda Bule of the Williams Nichols Archive, hosted the exhibit, allowing library visitors to walk through the history of the 1999 Fairness Ordinance. The event kicked-off with a ribbon cutting ceremony and panel discussion, which included Fairness leaders and legislative officials who played key roles in the passage of the ordinance. The panel discussion drew 300 participants, while the display served hundreds of guests daily during the two-month long instillation.

## PINK

A hallmark program of the LGBT Center is the 22nd annual student produced drag show fundraiser, PINK. This event included the most racially diverse drag cast in town and featured American Sign Language Interpreters (ASL), making the event more accessible to guests. The show featured 20 acts, welcomed more than 300 guests and generated \$2,235 for Shades, UofL's RSO for LGBTQ Students of Color.

## Pride at the Museum

Pride at the Museum provided an opportunity for 530 guests to celebrate the work of the LGBT Center. The event, staffed by 42 volunteers--including students and community members--earned several media impressions and raised \$21,000 for LGBT Center Programs.

## Nelson Knight Bluegrass Memorial Open

The LGBT Center was selected as the beneficiary for this national LGBTQ+ tennis tournament, in honor of memory of its founder, Nelson Knight. The event drew players from across the country and generated \$4,000 for LGBT Center programs.

## Voices of Kentuckiana 25th Anniversary Concert

The LGBT Center was recognized and celebrated during the 25th anniversary concert of Voices of Kentuckiana, Louisville's LGBTQ/Ally choir. The event took place at the Kentucky Center for the Arts, Bomhard Theater, and provided the opportunity for LGBT Center students and Belknap Director to share highlights and program information with nearly 600 audience members.



## HSC Specific Programs

## HSC LGBT Center

### Educational Support:

We provide free panels, presentations and tailored educational sessions to all departments and schools on the HSC on LGBT health-related issues. For example, we have presented to Emergency Medicine residents about transgender health needs, to Dental School staff a lunch-and-learn about LGBT health concerns, and classroom presentations for Nursing Master's students in Women's Health.

### eQuality at the University of Louisville:

UofL School of Medicine implemented the LGBT health competencies for medical schools to train future physicians on the unique healthcare needs of people who are lesbian, gay, bisexual, transgender (LGBT), gender nonconforming (GNC), or born with differences of sex development (DSD) based on medical education competencies from the Association of American Medical Colleges.

UofL School of Medicine will be the pilot implementation site for newly released LGBT health competencies for medical schools. This exciting project is made possible through an innovative partnership between the LGBT Center, Undergraduate Medical Education Office, and Health Sciences Center Office for Diversity and Inclusion and has expanded to include multiple other partners. eQuality seeks to drive education and systems innovation by developing an integrated educational model that can be assessed, refined, and disseminated for use at other medical institutions to globally improve the training and competence of the physician workforce. It incorporates content throughout required medical curricula, fosters community participation, and engage the healthcare community through multiple initiatives, such as faculty development and institutional climate change. eQuality also provides periodic trainings for clinical/teaching faculty, residents, staff, and other providers.

### HSC Pride:

This RSO is dedicated to meeting the needs of LGBTQ & Allied students from across the Health Sciences Center.

### The LGBTQ+ Affirming Healthcare Series:

The LGBTQ+ Affirming Healthcare Series mission is to provide LGBTQ+ affirming education, skills, and best practices to all healthcare professions in order to address the significant health disparities LGBTQ+ lives face. The series provides healthcare students, professionals and anyone interested in LGBTQ+ affirming practices with the knowledge and applicable skills needed to advocate and improve health outcomes for LGBTQ+ patients in a self-directed, interactive, and inter-professional training program. The LGBTQ+ Affirming Healthcare Series is recommended by 99% of its participants.





## Other Highlights

- **Summer Orientation Sessions** – 2018 marked the first year the LGBT Center was included in summer orientation breakout sessions, making it possible for the team to showcase programming and provide resources to approximately 140 first-year students.
- **Welcome Week Open House** – Directed, organized and implemented event welcoming more than 175 students first-year LGBTQ students and their friends and included a special visit from Dr. Bendapudi.
- **LGBT Center & LaCasita Fundraiser** – LGBT Center Director, Lisa Gunterman, hosted a 50th birthday fundraiser, generating more than \$2,000 for the LGBT Center and La Casita Center.
- **International Luncheon** – collaborated with International Center to co-host event for 65 international students.
- **Rainbow flag raising ceremony at Metro Hall**, was a historic event in that this was the first time a rainbow flag was displayed at Metro Hall. LGBT Center Director, Lisa Gunterman, was invited by Louisville Mayor Greg Fischer, in celebration of Pride Month and in honor of the 20th anniversary of the passage of Louisville's Fairness Ordinance.
- **Kentuckiana Pride Parade** – organized the largest UofL parade contingent in LGBT Center history, drawing more than 100 students, faculty, staff and alumni from Belknap and HSC campuses.
- **Kentuckiana Pride Festival** – assisted the Office of the President in welcoming visitors and sharing programs information and resources at the UofL Pride Booth. Hundreds served over a two-day period.

## SCHOLARSHIPS

UofL now administers six scholarships for LGBTQ+ /Ally students. Previous scholarships included:

- **Buford Endowed Pride Alumni Scholarship**
- **Dawn Wilson Scholarship for LGBTQ+ Students of Color**
- **Derby City Bears Scholarship**
- **Johnson-Campion Alumni Scholarship**

Two new scholarships were announced in 2018-19:

- **Bourke DeLeon Endowed LGBT Catholic Scholarship**, created by University of Louisville Alumnus Greg Bourke and his husband Michael DeLeon, created a scholarship for LGBTQ+ identified Catholic students, the first scholarship of its kind in the nation.
- **Bernard M. Trager Family Foundation Scholarship for Equality**, established by graduate alumnus Brett Trager Kusman (College of Arts and Sciences, 2013). This scholarship will be awarded to a University of Louisville student who has need for financial assistance, with consideration given to students who have shown passion for equal rights amongst the LGBTQ+ community.

### Highlights

- **Awarded \$5,100 in academic support** for 13 LGBTQ+ Students and Allies.



# Muhammad Ali Institute for Peace & Justice (MAI)

## Mission

## Signature Events & Programs

## Educational Excellence

The Muhammad Ali Institute supports the University's commitment to diversity by advancing the work, study and practice of peacebuilding, social justice, and violence prevention through innovative educational programs, training, service, and research. The Institute, drawing on the vision and work of Muhammad Ali, is dedicated to preparing future leaders to be agents of peace and justice in their communities through the Muhammad Ali Scholars Program. The Institute furthers peace and justice through our work to promote respect for human dignity, to foster responsible citizenship, and to alleviate the influence of violence in local, state, national and international arenas, with a special focus on young people living with violence in urban areas.

## Muhammad Ali Scholars Program (MASP)

MASP is a unique two-year experience for undergraduate students providing a combination of social-justice-infused leadership development, academic research, and community engagement and service focused on social justice, violence prevention, and peace building. A cohort of eight high-achieving students participated in the 2017-2019 program.

### Highlights:

- **Scholars participated in an international trip to Chiapas and Oaxaca, Mexico.**
- **Scholars completed a three credit course: *Peace, Justice and Conflict Resolution in Mexico*** examining current issues in Mexico, issues facing indigenous peoples, and the concerns facing Mexicans of African descent in Oaxaca and throughout Mexico (taught by Professor Enid Trucios-Haynes, Law, Director).
- **Social Change Project: Scholars produced a video** sharing their experiences as students of color at a PWI and provided advice about their transition to college. Unveiled at the graduation ceremony.
- **Celebrated the 2017-19 Muhammad Ali Scholars' completion of the program.** Ten students were recognized in a combined ceremony at the Muhammad Ali Center that included an induction of the 2019-21 Scholar cohort (8 students).



*Muhammad Ali Scholar  
Graduation and Induction  
Ceremony (April 2017):*

*McClain Owens, Benjamin  
Anderson, Niara Wakaba, Mariana  
Juarez, Destinee Germany,  
Ruth Peter, Maria Martinez, and  
Fadumo Abdullahi.*

**“**Meeting the fellow Ali Scholars has been most impactful. Everyone comes from diverse backgrounds, and has diverse experiences. Learning from all of them has been the most impactful.  
**- Niara Wakaba**



*April 2019: Muhammad Ali Scholar  
Graduation Ceremony.*

*Kentucky Representative Charles  
Booker, and 2017-19 Scholars  
- Destinee Germany, Mariana  
Juarez, Niara Wakaba, Ruth Peter,  
Ben Anderson, Fadumo Abdullahi,  
and McClain Owens.*

# Research, Scholarly Activities, & Presentations

During the 2018-19 AY, MAI's research profile expanded, both through the Institute and its' Director's co-Directorship with the Cooperative Consortium for Transdisciplinary Social Justice Research Center Consortium.

## MAI Highlights

- **MAI received a \$26,000 grant entitled, Creating Our Future: A Muhammad Ali Center Character Education Curriculum**, funded by the Muhammad Ali Center to create a new curriculum using critical consciousness pedagogy, leading to an individual social change project. The curriculum features an excerpt from MAI's copyrighted "Service for Social Change Toolkit" which is part of the SeeRedNow Violence Prevention Campaign.
- **MAI poster presentation at the Cooperative Consortium for Transdisciplinary Social Justice Research Annual Symposium**, *Crossing Borders: Translating Research into Action* by Scholar, Fadumo Abdullahi.
- **MAI talent exposé, Artist Night**, gave students a platform of self-expression via music, visual art, October 10, 2018.

Since 2016, Professor Trucios-Haynes has managed two MAI transdisciplinary research projects (1) investigating the content and operationalization of "cultural competency" across disciplines as reflected in faculty syllabi; and (2) investigating the cultural competency orientation of senior administrators across business and student affairs operations in a university setting. In 2018-29, these research projects advanced in the following ways:

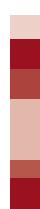
- **Development of a survey instrument**, adapted from Sriram's National Survey of Student Affairs Professionals (NSSAP).
- **Coordinating full syllabi access and review**.

## Cooperative Consortium for Transdisciplinary Social Justice Research (CCTSJR)

The consortium is a hub for social justice research at the University of Louisville, offering programming, small grants, and institutional support. By connecting faculty, students, and community partners across disciplines and cultural boundaries, the Consortium seeks innovative solutions for complex social justice issues.

## Highlights

- **Presented social justice research at Research!Louisville**, Oct 9, 2018.
- **Development of a new interactive social justice research database**. The static site was launched in Fall 2019 with the full searchable database planned to be functional in Spring/Summer 2020. <http://louisville.edu/socialjustice>.
- **Anne Braden Memorial Lecture based on Dr. Keeanga-Yamahtta Taylor's book**, From #BlackLivesMatter to Black Liberation, November 1, 2018.
- **2nd Annual Social Justice Research Symposium, Crossing Borders: Translating Research Into Action**, which featured concurrent sessions, poster presentations, a community partner expo, and a keynote presentation by Dr. Alvaro Huerta, professor of Urban & Region Planning and Ethnic & Women's Studies at California Polytechnic University, Pomona, and expert on LatinX immigration and Chicano/Latino studies.
- **Social Justice 101 @ the Hite**
- **Walk-in resume workshop**
- **Finals write-in**
- **Celebration of Social Justice Research**

 **"** Honestly, the most helpful resource was gaining mentorship from Brandyn, Ashleigh and Enid. It helped me grow as an activist, individual, and student. They helped me grow, make decisions and follow my inner convictions.  
**- McClain Owens**

# **Community Outreach & Education and Scholarly Presentations**

Community engagement is a key feature of the Institute with local community organizations, and on campus. The Institute plans to expand its footprint in the community by leveraging the SeeRedNow Service for Social Change Toolkit as a training tool. Professor Trucios-Haynes regularly engages in community outreach, education, and engagement, as well as research that furthers social justice.

Professor Trucios-Haynes is a frequent invited speaker about human rights, immigration issues, and Latinx communities. She was the inaugural recipient in 2018 of the *Daniel M. Alvarez Champion for Justice Award* from the Louisville Bar Association for “demonstrating a strong devotion to serving underrepresented individuals or groups by giving a legal voice to those who would otherwise be voiceless.” In 2018-19, she was an invited speaker to the:

- 2018 Center for Migration Studies Conference, *Promoting Just & Inclusive Communities: A Whole Community Approach to Immigrants and Refugees* where she spoke on two panels: “Mobilizing Communities in Kentucky” and “Immigration Litigation and Other Strategies.”
- 2018 “*Movement Lawyering: Building a Movement to Abolish Structural Oppression*” panel hosted by Project South, Black Lives Matter Louisville, Mijente Louisville, the National Lawyers Guild Kentucky Chapter, NLG Brandeis Student Chapter, and ACLU Brandeis Student Chapter.
- 2019 Louisville Free Public Library lecture: DREAMers: *How a Youth Movement Challenged Immigrant Rights Orthodoxy*.
- 2019 Open World Russia Program of the U.S. Department of State lecture about *Current Issues in U.S. Immigration Law and Policy* hosted by the World Affairs Council Kentucky-Indiana.
- 2019 Speed Museum Program *Immigration – Then and Now*, organized by Catholic Charities of Louisville with Representative John Yarmuth and other local speakers.

## **MAI 2018-19 SCHOLARLY AND COMMUNITY OUTREACH & EDUCATION PRESENTATIONS BY PROFESSOR ENID TRUCIOS-HAYNES (LAW), DIRECTOR**

- Panelist: *Immigration Litigation and Other Strategies*, Invited Speaker, Center for Migration Studies Conference, Promoting Just & Inclusive Communities: A Whole Community Approach to Immigrants and Refugees (July 17, 2018)
- Co-Facilitator: *Mobilizing Communities in Kentucky*, Invited Speaker, Center for Migration Studies Conference, Promoting Just & Inclusive Communities: A Whole Community Approach to Immigrants and Refugees (July 17, 2018)
- “*Movement Lawyering: Building a Movement to Abolish Structural Oppression*,” Local Social Justice & Community Lawyering Session, Panelist, hosted by National Lawyers Guild Kentucky Chapter, NLG Brandeis Student Chapter, ACLU Brandeis Student Chapter, Mijente Louisville, Black Lives Matter Louisville and Project South (October 20, 2018)
- *The Essence of Administrative Law: Notice and Opportunity to be Heard and Immigration Exceptionalism*, 2018 Annual Hearing Office and KRS 13B Training (Continuing Legal Education) Office of the Kentucky Attorney General, Administrative Hearings Branch (October 2018)
- Director, “*Know Your Rights*” Presentations to Immigration Detainees by community and University volunteers at Boone County Jail ICE Detention Center through the U.S. Department of Homeland Security, in collaboration with National Immigrant Justice Center (every 6 weeks; April 2011 to present)
- *Immigration Know Your Rights at Boone County Jail*, Florence, Kentucky was featured as an example of social justice and activism in the 2019 annual INSIGHT Magazine recognizing UofL’s receipt of the 2019 Higher Education Excellence in Diversity Award <https://www.insightintodiversity.com/2019-heed-awards-social-justice-and-activism/>
- Professor Trucios-Haynes: 2018 *Inaugural Recipient of the Daniel M. Alvarez Champion for Justice Award* for “demonstrating a strong devotion to serving underrepresented individuals or groups by giving a legal voice to those who would otherwise be voiceless.” (Fall 2018)
- *DREAMers: How a Youth Movement Challenged Immigrant Rights Orthodoxy* Lecturer/Presenter, Louisville Free Public Library (January 24, 2019)
- *Christianity and the Law Scholarship Workshop of International Scholars*, Presenter, co-sponsored by the Center for the Study of Law and Religion at Emory University and Columbia Theological Seminary (February 7, 2019)

- “Called Beyond Walls” Mentoring Dinner and Discernment Practice, Participant in Forum for Theological Exploration, Migration and Border Crossings Conference co-sponsored by Columbia Theological Seminary and Emory University’s Center for the Study of Law and Religion (February 8, 2019)
- University of Louisville Today Radio Show discussing the immigration issues facing undocumented youth (March 2019) <https://soundcloud.com/uofl/03-04-19-ult-felton-trucioshaynes>
- *Lecture on Current Issues in U.S. Immigration Law and Policy*, World Affairs Council Kentucky-Indiana, Open World Russia Program of the Open World Leadership Center, U.S. Department of State, (April 2019)
- Professor Trucios-Haynes: U.S. Civil Rights Commission, Kentucky State Advisory Committee (appointed June 2019)
- *Immigration - Then and Now* Presenter; organized by Catholic Charities of Louisville at Speed Museum (August 11, 2019)

## International Learning Journeys

In August 2018, Muhammad Ali Scholars travelled to Chiapas and Oaxaca, Mexico. Students learned first-hand about indigenous Mayan cultures, and the Zapatista Revolution. As well as its challenge to North American Free Trade Agreement (NAFTA), and other globalization policies harming indigenous communities. Students learned of the concerns facing Mexicans of African descent in Oaxaca and throughout Mexico. (Led by Professor Enid Trucios-Haynes (Law, Director) and Dr. Manuel Medina, A&S, Department of Modern Languages).

Muhammad Ali Scholars learned about the Zapatista Movement advocating indigenous peoples rights. It emerged on the international stage in 1994 when the group took control of San Cristobal de las Casas in Chiapas to challenge the neoliberal policies of NAFTA and other globalization policies. The Zapatista Movement is well-known for one of its charismatic leaders, Subcommander Marcos.

While in San Cristobal de las Casas, Chiapas Ali Scholars visited SiPAZ and attended a lecture by Marina Pages about the intersection of peace building theories and advocacy. SiPaz is an International Service for Peace program supported by an international coalition of civil organizations and religious groups. Since 1995, SiPaz and its human rights observers have played a role in preventing socio-political violence in indigenous communities in Chiapas as well as in Oaxaca and Guerrero, operating from a non-violent philosophy that stresses the construction of a positive peace in these Mexican states.



*August 2018 in Monte Albán, the ancient Zapotec peoples' capital (200-600 A.D.) in Oaxaca, Mexico. Muhammad Ali Scholars: Ruth Peter, Maria Martinez, Mariana Juarez, Fadumo Abdullahi, McClain Owens, Niara Wakaba, and Ben Anderson. Faculty Chaperones: Professor Trucios-Haynes (Director) and Dr. Manolo Medina.*

**“**Our trip to Mexico. It opened my eyes to issues in my country I wasn't aware of. It strengthened the bond and love I have for Mexico and gave me a new passion for human rights in indigenous communities.

- Mariana Juarez

August 2018 - Ali Scholars Visit the Mexican Social Security Institute Clinic (Instituto Mexicano del Seguro Social, IMSS) for a lecture about violence against indigenous women in Oaxaca, Mexico



At the Museo Jtatik Samuel honoring the life of Bishop Samuel Ruiz García who moved to San Cristobal de las Casas in 1984, lived in indigenous communities, and dedicated his life to advancing human rights. Jtatik Samuel is Bishop Samuel in the Tzotzil language.



Ali Scholars visited SiPAZ and attended a lecture by Marina Pages about the intersection of peace building theories and advocacy.



Translation:

Never Again A Mexico Without Us  
(Indigenous Peoples)

We are Mexico's culture, diversity and future



**“**What has been very impactful to me in this program was our trip abroad to Mexico. I learned so much about indigenous groups in Mexico and how their fight for social justice in many ways is similar to minority groups in the United States.

- **Fadumo Abdullahi**

**“**I learned a lot at SiPAZ (International Service for Peace program supported by an international coalition of civil organizations and religious groups) in Chiapas. I'm not sure where I want to work, but learning about what international non-profits do, who they hire and how they operate was very beneficial.

- **Benjamin Anderson**

# WHY I WANTED TO BECOME AN ALI SCHOLAR?

**“**I strongly believe that the experience and knowledge I gain from it will definitely contribute to my personal development, and to become a contributing member of society.

- **Fadumo Abdullahi**

**“**I wanted to be a Muhammad Ali Scholar in order to inspire others to float like a butterfly and be unapologetically themselves. I wanted to help others grow through the power of self-liberation and education.

- **Destinee Germany**

**“**I wanted to further my involvement with social justice causes and activism. - **Ben Anderson**

**“**As an aspiring professor in higher education, this program would afford me the opportunities to conduct research, dive into local community and network with prominent practitioners, educators and activist.

- **McClain Owens**



April 2019: Muhammad Ali Scholar Graduation (2017-19) & New Scholar (2019-21) Induction Ceremony. From left to right: Destinee Germany, Niara Wakaba, Ben Anderson, Fadumo Abdullahi, Mariana Juarez, Ruth Peter, McClain Owens, Kentucky Representative Charles Booker, Mariyamo Issa, Dominique Roberts, Tya Cook, Doneah Marshall, Coliwe Mhlanga, Christabel Kusi Appiah, and Destiny Walker. Missing Mehwish Zaminkan (2019-21).

**“**I am a true believer in change and while I may be a young advocate for social, political and economic issues that never seem to cease, I am a reminder that the good work is being done by those less expected to do it. - **Ruth Peter**

**“**I wanted the opportunity to learn more skills to view an issue and observe how it is displayed in various cultures around the world. - **Maria Martinez**

**“**As a native Kenyan, I want to share my diverse convictions with my peers and I may also learn from theirs. I believe being an Ali scholar will give me the platform to develop and articulate my desire to enact change at a policy level.

- **Niara Wakaba**

## EVENTS AND PROGRAMS

**MAI hosts the Burundi Independence Celebration - June 30th 2018:** In collaboration with Reunion 257 and Tuvugane, the celebration consisted of various workshops and peer networking amongst organizations from around the United States. The purpose of the annual event is to promote unity amongst millennial Burundians in an effort to retain and grow their culture in the United States. Many of the millennials who attended the Independence Celebration are first generation American citizens who are actively developing mechanisms to support wealth building in Burundi.

### **MAI Participates in Social Justice Workshops for Louisville Metro Government's Youth Detention Services - July 9 - 13, 2018**

Assistant Director Brandyn Bailey participated by leading discussions about social justice on a global and local level with over 50 male residents. The group discussed the importance of understanding the role social justice plays in the penal system while viewing and analyzing the The Kalief Browder Story.

### **MAI Organizes Campus Community Mural Project - November 1, 2018**

This Muhammad Ali Scholar-led student engagement event was designed to raise awareness about the Combahee River Collective linked to the Anne Braden Memorial Lecture by Dr. Keeanga-Yamahtta Taylor and the Consortium's Second Annual Symposium - Crossing Borders: Translating Research into Action.

### **MAI Furthered International Engagement Opportunities for UofL Students - January 2019**

The Institute hosted 13 Student Ambassadors from Brazil with the World Affairs Council to talk about social justice and volunteerism. The Brazilian students met with Muhammad Ali Scholars and Social Justice Research Consortium Student Fellows.

The Muhammad Ali Institute regularly partners with the World Affairs Council of Kentucky and Southern Indiana to host delegations participating in the U.S. Department of State's International Visitors Learning Programs.



# Women's Center

## MISSION

The Women's Center offers support and resources to empower women with the goal of promoting an inclusive and equitable campus community while developing engaged and compassionate leaders.

### MOTTO

Leading Change

### VISION

Our vision is that The Women's Center will be a safe and inclusive place of connectedness, empowerment and support for our growing multidimensional society.

The Women's Center produces many programs and events throughout the year for students, faculty, staff, and the community to provide empowerment, education, and outreach, building community, activism and civic engagement. Helping to produce these programs with the Women's Center teaches leadership skills to our students.

## Empowerment

The Women's Center assists the University in achieving its retention and graduation goals by implementing programs that enhance, support and empower women on campus.

- **13th Annual Kentucky Women's Book Festival** had a full slate of author presentations, book signings and opportunities to mingle with fellow book lovers at UofL's Ekstrom Library. The festival's opening speaker was Hannah Drake, a Louisville-based author, poet, spoken word artist and activist. Drake is the author of several works of poetry, two novels and a collection of commentaries on race and feminism. Other speakers included: Emily Bingham, Julie Marie Wade, Flora K. Schildknecht, Annette Allen, Julia Royston & Mehwish Zaminkhan and Atalya Lawler, co-authors of "No Single Sparrow Makes a Summer."
- **16th Annual Women's Empowerment Luncheon**, featured an inspiring speech by speaker Dr. Ashley D. (Miller) Anderson, co-owner of Athena Health and Wellness, a woman's health practice which is the first of its kind in Louisville. Recognized were the winners of the Women's Empowerment Award, the Mary K. Bonsteel Tachau Gender Equity Award, the Dr. M. Celeste Nichols Professional Development Award, 2018 Ann T. Allen Endowed Scholarship, and the Tachau Essay Contest winners.
- **2nd annual Grace Hopper Celebration of Women in Computing Watch Party**, which featured speakers Susan Stroud, Humana Director of Software Engineering, and virtual Grace Hopper keynotes Padmasree Warrior and Jessica O. Matthews. A networking session and resource fair were held during the event.
- **Empowerment: Making and Shaping History Women in Space Science** showcased how over the decades women have made significant contributions to space science. Their work was acknowledged and celebrated in a series of events including Mercury 13 film screening and keynote presentation from Naia Butler-Craig, an aspiring astronaut and graduating senior studying Aerospace Engineering with a concentration in Astronautics and minors in applied and computational mathematics at Embry-Riddle Aeronautical University (ERAU).
- The Women's Center with the support of the American Association of University Women Louisville Branch and the United Nations Association Kentucky Division sponsored students to attend these conferences for professional development:
  - o American Association of University Women's National Conference for College Women Student Leaders
  - o United Nations Commission on the Status of Women



## Education & Outreach



Women's Center strives to educate university policy makers, students, faculty, staff and community members regarding issues that affect women.

- **Women's Equality Day**, the anniversary of women earning the right to vote, with voter registration, informational booths, entertainment and refreshments.
- **SOUL (Student Outreach Uniting Louisville)** site with 25 incoming UofL Freshmen at the Kristy Love Foundation - a place of hope for survivors of human trafficking. The students helped to paint a wall for their new community garden with empowering messages. Louisville Mayor, Greg Fisher, stopped by to see the student's community service project.
- **Campus Talk** offers a space for students, staff, and faculty to openly discuss current issues that affect women and other social issues. In the past year our topics included: The Wonderment of the Wakandan Warrior Women, Bloody Hell: Menstruation Oppression, and Rape Culture in Popular Black Media.
- Co-hosted, **Breaking Barriers: Women's Leadership Forum**, featuring discussions on creating opportunities and change for women in the United States Army. Keynote speakers included Major General Donna Martin, Commanding General of U.S. Army Fort Leonard Wood and Kentucky Secretary of State Alison Lundergan Grimes with a special welcome from UofL President Neeli Bendapudi.

## Building Community



- Host the **UofL Women's Center Post Doc Trivia Program** on the Health Science Campus in order to empower postdoctoral students and stop the leaky pipeline for potential faculty members.

## Activism/ Civic Engagement

**Working with the Lactation Committee and with the support of the Commission on the Status of Women**, the Women's Center achieved a long-held goal to obtain approval of a Lactation Policy. A Policy on Lactation Accommodations was approved by the President's Cabinet on May 21, 2019. This policy will benefit students, staff, faculty and visitors to the University on campus. Students lobbied for the KY bill in Frankfort, which is slated to be reintroduced this year.

- Oversee the Tampon Task Force, spearheaded by the American Association of University Women (AAUW) at UofL and the UofL Women's Center, continued its efforts to provide free menstrual hygiene products to campus with over 26,000 products being distributed. Students lobbied for a bill in Frankfort which was sponsored by Rep. Attica Scott, requiring colleges also provide free menstrual products to their students.

## Faculty and Staff Groups

**“**A few of the women's events I attended had a direct effect on me personally ... [and] contributed to my success. I wanted to express my gratitude for the efforts of the Women's Center and the Women's Network!"

- UofL Women's Network Member

## UofL Women's Network

Is an inclusive organization committed to encouraging and promoting the personal and professional development of women faculty and staff at UofL. Working in collaboration with University partners, the Women's Network will give you access to valuable contacts and information on programming, sponsorships and networking opportunities.

- **Surpassed two hundred members** and conducted professional development and networking opportunities, including
  - Network Speaker Series
  - 2nd Annual Professional Development Roundtable
    - Bringing together faculty and staff from all campuses with subject matter experts who led small group discussions
  - Meet and Greet networking opportunities
  - Afterhours events

# Alumni Engagement



## Women's Alumni Council

A collaboration between the UofL Alumni Association and the Women's Center to strengthen the bond between the university and alumnae, create and promote community service opportunities, help advocate for and mentor students, and work collaboratively to develop networking and engagement opportunities.

## Student Organizations

Facilitate student development that affirms students' identities through leadership, mentoring and personal and professional development opportunities.

### American Association of University Women (AAUW)

UofL is the first and only AAUW student organization in Kentucky, which prepares women to become leaders on campus and in the community and take action. The focus of this organization's programs are education & training, economic security, leadership, and governance & sustainability.

#### Highlights

- Inspired by the Women's Center student group, American Association of University Women (AAUW) at UofL and the Women's Center's Tampon Task Force, Rep. Attica Scott sponsored KY House Bill 85, to require free menstrual hygiene products.
- **Social Justice and Inclusion Award from UofL's Student Life** awarded to AAUW at UofL President, Finn DePriest, for their work on the Tampon Task Force.
- Presented the Genny Scheldorf Outstanding Community Service Award to the Women's Center's Director, Program Coordinator and it's American Association of University Women at UofL student group.
- Menstrual Hygiene Day
- Calling Out Congress
- Lead KY: University of Louisville
- The American Association of University Women at UofL and the Women's Center hosted its 1st annual Lead KY: University of Louisville. Students learned from Kentucky politicians and leaders, participated in breakout sessions including topics on grassroots organizing, running for office and leadership. Speakers included keynote speaker Mary Ellen Wiederwhol, Councilwoman Barbara Sexton Smith, Rep. Attica Scott, Rep. Joni Jenkins, Rep. McKenzie Cantrell, SGA representatives, KY grassroots activists and an AAUW Advocacy Assistant.

The Women's Center sponsored students to attend conferences for professional development:

- American Association of University Women's National Conference for College Women Student Leaders

## Empowering Ladies Together (ELT)

The mission and purpose of our organization is to empower the Mind, Body, and Soul by helping women to excel academically, socially, culturally, and professionally in our community. We encourage women to embrace leadership, pursue success, gain sisterhood, and understand the importance of community service. We build a sense of community and a support system for minority women; ELT is minority focused but completely tailored for all women.

- **ELT Week** with a series of events for students to embrace their mind, body and soul including: MIND Your Mental Health: Silence the Shame, Get Me BODIED: Twerkout Fitness Class, Encourage My SOUL: Break Every Chain, and a Lock-In.
- **Mind Your Own Business (MYOB)**
- **Talk it Out: They Want Our Rhythm, Not Our Blues**
- **Saving Superwoman**



## The Student-Parent Association (SPA)

A support organization for University of Louisville Student-Parents to promote the academic success of the university's student parents, offer support services and resources to student-parents who are pursuing a college degree, and help student-parents learn to balance their personal, social, academic, and professional lives.

### Highlights

- Annual Angel Tree Initiative and celebration to help bring joy to children during the Holiday season where **27 children were supported.**
- From Diapers and Degrees to Handbags: My Entrepreneurial Journey.
- Annual Clothing-Exchange Drive and Student- Parent Visibility Day to help publicize the group on campus as well as provide networking among student-parents and establish community building and friendships.
- Cooking Workshop.
- CARDS Financial Workshop.

*“The Women’s Center is a place to develop leadership skills and to help other student-parents like me to develop their sense of belonging by connecting them with other resources on campus that could help them finish their degrees and to just help them along the way. They taught me what community feels like and inclusion... I felt a sense of belonging. I started off as a volunteer to see what the office does; then transitioned into a leadership role of serving as President of the Student Parent Association.”*

- Johnecia Seay,  
Student-Parent Association President

## United Nations Association - Women at UofL

The first and only UNA-Women Student Chapter in the country, works to advance important and timely issues related to women and girls. They also advocate for UN programs that further women's rights and empowerment nationally and internationally. Their focus includes but is not limited to non-profit, political, community/ service and cultural/multicultural issues.

### Highlights

- The United Nations Association - Women at UofL and the Women's Center hosted its 1st annual UNA-Women Symposium, focusing on ending child marriage in Kentucky. Speakers included child marriage survivor, Donna Pollard, Sen. Julie Raque Adams, Rep. Joni Jenkins and Gretchen Hunt, and Jeanne Smoot, Senior Council for Public Policy and Strategy with Tahirih Justice Center.
- Presented the Genny Scheldorf Outstanding Community Service Award to the Women's Center's Director, Program Coordinator and it's United Nations Association - Women at UofL student group.
- Hosted its 1st annual Women Refugee & Immigrant Monologues, where women from the community shared their journeys to the United States and their experiences as female refugees and immigrant.
- *Among the Hidden:* Human Trafficking Short Film Screening
- Outstanding New Student Organization of the Year Award from Student Life.

The Women's Center sponsored students to attend conferences for professional development:

- United Nations Commission on the Status of Women





## Women 4 Women Student Board (W4W)

A women's professional board that prepares women to become leaders on campus and in the community. The focus of this board's programs is on health, education, and leadership of women.

### Highlights

- Produced the 2019 Human Trafficking Awareness Conference, focusing on the sexual exploitation and trafficking of youth. With a \$5,000 sponsorship from the Rotary Club of Louisville, we were able to accommodate 500 registrants from the campus and community with over another 200 on a waiting list.
- Celebrated its 6th annual International Women's Day with international food and various cultural performances with the campus and Louisville Community.
- Hosted its 9th annual Human Trafficking Awareness Conference, focusing on the sexual exploitation and trafficking of youth, featuring statewide and national experts and powerful testimonials from survivors.
- Feminist LGBTQ+ Trivia Night
- Cards Against Catcalling & Street Harassment

## Women Veteran's Student Support Group

Comprised of women student veterans from all branches of the military as well as Active Duty, Reserves or National Guard, this group is designed to provide members with a supportive community, network of friends, and empowerment to succeed in academics and beyond. Women student-veterans are encouraged to get involved!

## HSC

**Health Sciences Campus Women's Lunch & Trivia** gives women the opportunity to enjoy lunch & trivia through networking with fellow post-doc and graduate students, contributing to recruitment & retention.



# **Diversity and Equity Annual Report**

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**2018-2019**