

TEAMS Meeting **Meeting Minutes**

Attendees: Dereck Barr-Pulliam, Shawn Blackston, Erica Camp, Karan Chavis, Dwayne Compton, Lora Cornell, Katrina Elliott, J'Lissabeth Faughn, Stacy Gardner, Murial Harris, Patrick Harris, Kristie Helm, Susan Jenkins, Khotso Libe, Colleen Martin, Monica Negron, Aleta Powe, Ishwanzya Rivers, Charles Sharp, David Schultz, Daniela Terson de Paleville, Tonia Thomas, Maria Tinnell, Enid Trucios-Haynes, Jim Warner, Phyllis Webb, Carrye Wilkins, Kristia Worthy, Jason Deakings, Craig Blakely, Valerie Casey, Oscar Chavez, Dawn Heinecken, Christina Howard, Tisha Pletcher, Carcyle Barrett, Heather Fox, Bob Goldstein, Leondra Gully, Lisa Gunterman, Faye Jones, Blaz Bush, Tamekka Cornelius, Sherry Duffy, Lexi Raikes, Marian Vasser, Kayla Payne, Kimber Guinn, Irv Joshua, Khotso Libe, Guests:

Item		Discussion	Action to accomplish	Person Responsible
1.	Campus Climate Check-Ins	Student The Staff Faculty Faculty Administration		
2.	Presentation Discussion Athletics Vince Tyra/Amy Shoemaker			
3.	Old Business: A&S Ad Hoc committee Value Statement	COVID equity statement With the impact of COVID-19 and national social unrest on research/scholarship of women and the BIPOC community A&S developed an Ad Hoc committee to create a Value statement. In addition to child care concerns, schools closing, family members or personal illness, many BIPOC staff/faculty have been tasked with additional university duties. CODRE recognizes this may adversely effect promotion and tenure, specifically as it relates to junior faculty. Alternative arrangements need to be made specifically for junior faculty.	Muriel and Karan working on forwarding so new provost will have on record	

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		Heather noted Provost Boehm stated a committee is already working on this agenda and doesn't want duplicate work. Heather is sending the Provost's note to Muriel.		
4.	Old Business: Bylaw Revisions	Increased student representation to increase from 3 to and physical plant. sent email with voting buttons.		
5.	Old Business: Cardinal Anti -Racism Agenda (CARA)	Groups are on schedule to meet the phase 2 assignments. Refining for publication.All CODRE member are asked to participate as the work was assigned to CODRE by President Bendapudi. The current timeline is: Phase 2 edits due to Faye Jones and Muriel Harris by January 16th Final version to President Bendapudi February 20 th . Heather is leading the sub team on Faculty Presence Group of the CARA Action Plan is looking for additional team members. This section is reviewing recruitment, hiring, enrollment, retention, and exiting. If you wish to help email heather.fox@louisville.edu.	Heather is leading the sub team on Faculty Presence Group of the CARA Action Plan is looking for additional team members. This section is reviewing recruitment, hiring, enrollment, retention, and exiting. If you wish to help email heather.fox@louisville.edu.	
6.	Old Business: CODRE Outreach Video Messages			
7.	Old Business: CODRE Campus Wide Listening Kick-off CODRE Campus Wide Listening Session	1st Thursday beginning February 2021 and each month thereafter CODRE will host Campus Wide Listening Sessions. The first session topic is "Black and or Latinx: Exploring Racial and Cultural Identity. Mark your calendars		
8.	Old Business: Faculty Leave Policy Committee			Derek Barr- Pulliam
9.	Old Business: Responders Lockdown Browser	Ryan Simpson, Eugene Miller, Marian Vassar met to discuss creating training for faculty who use the software. Ryan and Marian are working on implicit bias training, specifically for this type of software programming. CODRE is requesting that all faculty using this software		Marian & Karan

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		complete the training and that individual Deans require training to use the Responders Lockdown Browser software Currently training is in formation phase and faculty are using the system. Could use training as part of grievance policy. Craig noted CAO meetings have not mentioned this topic. Karan requested he bring to CAO meeting.		
10.	Old Business: Staff Grievance Process Revision Proposal	Effort continues, no new information to report. Karan working on draft proposal.		Karan
11.	Old Business: Diversity Programming Funding Process	Fannie stated the Diversity Programming Funding Process committee is meeting tomorrow at 3:00 and the committee needs a Chair and members.	Looking for Commissioners to help with programming process and need a Chair. Please contact Fannie at fmcox@louisville.edu	Fannie Cox
12.	New Business: Student Housing Refund (Non-Traditional Family "At Home Status")	Karan requested head of housing join the Feb. CODRE meeting to have discussion about mandatory campus living.		
13.	New Business: Crisis Support Concept	When students having mental health crisis after hours or if living off campus the protocol is to call ULPD or LMPD Uniformed officer. Sometimes this causes the Well Check to go badly. Natl. groups across the Nation are using mental health wellness teams in conjunction with Police. Lisa mentioned CODRE may like to review this example of a system that is using a different method of addressing student wellbeing: White Bird Clinic https://whitebirdclinic.org/what-is-cahoots/ Craig talking about a SPHIS pilot project with 911/LMPD and triage to use social works vs. police for wellbeing calls.		Lisa Gunterman
14.	New Business: Library Student Issue	Karan stated, privacy and sensitive conversations need to be kept in house until all facts are found. The following incident is currently being reviewed by multiple units within UofL and we would appreciate keeping the conversation with CODRE. Inside the Ekstrom Library at closing time felt 3 black students were not leaving fast enough. They were told the library was closing and threatened to call police if they didn't leave immediately. This was as the students were in the process of leaving the library. Chief Lewis called the		



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		students and set up a meeting to speak with him, Monica Wendel, and Faye Jones. They met Monday and Chief Lewis apologized to students. Chief asked the student what resolutions they would like to occur. The students requested it go to HR and have the security officer removed from student areas and asked for the person to through diversity and equity training. Students will be notified about all actions. They have been invited to join the police advisory board. BIAS reporting is necessary and Lisa is leading this initiative. Heather noted the Libraries Diversity group working is also aware and working on the above incident.		
15.	COMMITTEE REPORT	working on the doore incident.		
16.	Search Updates			
17.	Announcements	Muhammad Ali: A Transcendent Life, A Collaboration of UofL's Muhammad Ali Institute for Peace and Justice and University Libraries across all campuses opens January 25 th , 2021		

Next Meeting: Thursday, February 11, 2021 at 12:00 P.M. on Microsoft TEAMS