

TEAMS Meeting
Meeting Minutes

Attendees: Dereck Barr-Pulliam, Carcyle Barrett, Blaz Bush, Erica Camp, Oscar Chavez, Crystal Coel, Valerie Combs, Tamekka Cornelius, Fannie Cox, Jason Deakings, Sherry Duffy, Heather Fox, Stacey Gardner, Bob Goldstein, Leondra Gully, Lisa Gunterman, Riece Hamilton, Muriel Harris, Patrick Harris, Kristie Helm, Christina Howard, Susan Jenkins, Faye Jones, Khotso Libe, Colleen Martin, Connie Martinez, Monica Negron, Dave Parrot, Aleeta Powe, Lexi Raikes, David Schultz, Charles Sharp, Heather Storer, Daniela Terson de Paleville, Tonia Thomas, Maria Tinnell, Marian Vasser, Phyliss Webb, Carrye Wilkins, Kristia Worthy

Guests: Edna Ross

Item	Discussion	Action to accomplish	Person Responsible
1.	<p>Welcome Muriel Harris, Chair Cardinal Anti-Racism Agenda (CARA) with Faye Jones</p> <ul style="list-style-type: none"> Muriel welcomed all commissioners, volunteers, and guests to the meeting. She thanked Karan Chavis for leading CODRE since June as Chair and for serving CODRE for quite sometime and wishes her well in her retirement. Muriel is looking forward to serving as Chair of CODRE and the faculty senate concerns committee. Faye, Sr. VP for Diversity and Equity <p>Updated CODRE on the activities of the Campus Environment team 4 subcommittees.</p> <p>The BIRT subcommittee announced 9 instances of bias reported to the Chief. They range from vandalism, harassment, and destruction of the PRIDE banner at the College of Business. Racist Flyers have been posted on campus for white supremacy and they are being address by many units on campus.</p> <p>Climate committee is revising current climate survey questions</p> <p>Diversity Planning is responsible for CPE report that is due in March and utilizing individuals from each campus unit to present a structured response.</p> <p>Diversity Council-constituents from across units. Working out details of how they interact with each units. They are sharing ideas and problems across units.</p> <p>SGA and Provost are working to establish a specific diversity course for all UofL students. The module details have not been finalized.</p>		

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	<p>CARA- Muriel will lead CARA, working closely with Faye and her office. They are currently reviewing submitted materials and are extending the deadline for action steps from each committee to March 31st.</p> <p>Provost is requiring training for users of Responders Lockdown Browser. Mandatory Unconscious Bias training has been approved by each Dean and they will track to ensure faculty participation.</p>		
<p>2.</p>	<p>Old Business: Responders Lockdown Browser</p> <p>Edna Ross demonstrated the video camera difference with a ring light and normal lighting on her screen. She stated several faculty brought to her attention the discrepancy in dark colored skin students results with cheating software. False/positive occur quite frequently with African American individuals due to lighting. A&S has voted that faculty cannot use the software results for grading purposes. Stereotype threat will decrease student testing performance, once again creating bias for black and brown individuals.</p> <p>A university wide task force is looking at other software programs and asking questions of the Respondus software company. Respondus has requested a signed non disclosure before they will work with UofL to address the software bias.</p> <p>This issue has been highlighted nationally and there are currently Senate investigations into the software programs AI companies. It is anticipated they will regulate this industry due to the negative impact for students. Live proctoring with TEAMS may be a solution and use the lockdown browser of Respondus. UofL is looking for viable alternatives.</p> <p>Patrick Harris stated, “Faculty Senate Leadership actually did not consider the proposed resolution but decided to move their support and energy to the Provost committee on Respondus with increased FS effort to push that timetable. And that combined with AS and Edna's efforts and Enid's efforts led to increased emphasis coming out of that Committee”.</p> <p>Marian Vasser stated, “Ryan and I raised these issues when discussing the training component. We understand training must be paired with accountability. We also inquired about alternative proctoring methods. Huge shout out to Faye for advocating for accountability as well”.</p>		<p>Edna Ross</p>

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3.	Old Business: Cardinal Anti-Racism Agenda (CARA)		Faye Jones
4.	<p>Campus Check-Ins</p> <p>Student</p> <ul style="list-style-type: none"> Student Senate has approximately \$165,000 to divert to DE&I offices around campus. SGA is working with the health department to create a COVID-19 awareness campaign. The Multicultural Association of Graduate Students (MAG) is presenting a conversation with Attica Scott on February 24, 2021 at 5:30 pm to discuss UMOJA_Moving Forward After the Election. Students have voiced concerns with contracts for meals, particularly the undergraduate students are concerned with limited hours for dining services. CODRE could support a narrative when SGA creates a document with the concerns. <p>Staff</p> <ul style="list-style-type: none"> <p>Faculty</p> <ul style="list-style-type: none"> <p>Trainees</p> <ul style="list-style-type: none"> <p>Administration</p> <p>Faculty Senate David Schultz stated they are receiving regular updates from CODRE and are forming a standing committee for Racial Equality and Inclusion.</p> <p>Staff Senate</p> <p>COSW Heather Fox stated COSW is hosting a March Open House and the event is being led by Leondra Gully. Kaila Story is leading the next Femme Forward series.</p>		
5.	Old Business: Faculty Leave Policy Committee		Derek Barr-Pulliam

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	weeks to cover an entire semester. This committee would like for the staff policy to be similar but this group is focusing on faculty.		
6.	Old Business: Staff Grievance Process Revision Proposal		Heather
7.	Old Business: Diversity Programming Funding Process		J'Lissabeth Faughn and Leondra Gully
8.	Old Business: Report on the Listening Sessions Campus wide listening session had 81 people sign up and 51 attended. The February event was promoted in UL today, the events calendar, student newsletter, direct emails, etc.. UL today was the most used site for obtaining information about the event. Topic: Black and or Latinx: Exploring Racial and Cultural Identity. Comments heard were: <ul style="list-style-type: none"> • the group feels the weight of success and failures (sometimes they are the only voice representing their particular background) • Raised in a different country some had not been taught the history of slavery in the US and feel that more should be done to require Black history education beyond what is currently required. Some classes require community service as part of the learning experience. Suggestion that should be expanded. K-12 education lacking education. • It was discussed that more options for racial identity need to be on forms (census) Not everything is black & white literally. It starts with identification we can't all be lumped together there are many facets to people. • A feeling of at times not being heard or acknowledged during meetings or challenged as being an authority because of their color (as a teacher or a person of authority). • Spaces where our black/latinx identity feel safe? <ul style="list-style-type: none"> ○ HLSFA ○ Cultural Center ○ BFSA 		Maria Tinnell

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	<ul style="list-style-type: none"> ○ In some sports a feeling of family with them ○ At home ● Wished there was less division in friend circles. ● Bias and discriminatory practices ● Not all BIPOC would give UofL an award as their experiences have not been good ● Feeling UofL acknowledge identity is important but feel . <p>One wish for your identity this year?</p> <ul style="list-style-type: none"> ● Self-care ● Mental health days available across campus and not just in some departments or supervisor’s control. Some units acknowledge the need and others did not. ● Wish more mentoring. ● Would like more advertising on how to connect. HR have more ERG and CODRE/ COSW/ BFSAs/ etc. connections. <p>One thing CODRE should do?</p> <ul style="list-style-type: none"> ● CODRE should keep up the listening sessions. <p>Future topics:</p> <ul style="list-style-type: none"> ● Retention ● Reaching out to Undergraduate ● Post Doc residents <p>Daniela stated, Hispanic and LatinX are almost invisible on campus and nobody recognized their identity and majority of Hispanic students are first generation students, which make them more prone to drop out. Connie Martinez stated many Hispanic and LatinX faculty/staff/students attended the listening session and stated were happy they attended. We are here for everyone and want to be inclusive. Jason Deakings stated, we absolutely need new narratives and communications of the work!</p>		
9.	<p>CODRE Member reports CODRE Commissioners, Units, and Organizations</p> <p>Daniela is the CODRE representative on the CEHD Dean Search committee and she reported they plan on interviewing their first candidate by April 17th.</p>		

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	<p>Jason Deakings-President of MAG stated a space is needed for black students and special groups. 7 to 8 graduate students are drafting a proposal for a Black RSO for graduate students. Founding members want to share space with all people. They will present to senate for approval in the next few months.</p> <p>Carcyle highlighted the “Community, Unity, & Moving Forward” event that CODRE is sponsoring with Noir Louisville She requested CODRE commissioners to RSVP asap. The event is open to faculty/staff/ and graduate students.</p>		
10. New Business: Nominations for the Vice Chair of CODRE	<p>Vice Chair nominations are now open. Have to had serve on CODRE for at least one year. As Chair positions have historically alternated between Faculty and Staff, the Commission is looking for a staff person to be nominated and will bring back to Commissioners for vote. Ideally Muriel would like to have this voted on by the March meeting. Please submit nominations as soon as possible.</p>		Muriel Harris
11. Announcements	<p>CODRE Communications & Marketing Announcements:</p> <ul style="list-style-type: none"> • Please like the CODRE Facebook page. • CODRE is hosting Campus-wide Listening Sessions to provide opportunities for students, staff, and faculty to engage in discussion on topics relevant diversity, equity, inclusion, and anti-racism. These listening sessions will be held via TEAMS from 11:30am until 1:30pm on the first Thursday of each month. Each session will focus on a discussion topic; however these sessions are also intended to be opportunities for the campus community to bring topics and issues. The next listening session is scheduled for March 4, 2021 and the topic of discussion is “Retention within our non-white communities” To register go to: https://forms.office.com/Pages/ResponsePage.aspx... • Nominations for the Exemplary Presidential Multi-Cultural Staff and Teaching awards due by March 17th. Criteria for each award is listed on the CODRE Webpage. 		Maria Tinell

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12. Announcements	<ul style="list-style-type: none"> UofL’s ATHENA ADVANCE Web based interactive workshop “Bias Awareness & Intervention Interactive Workshop.” Please register for only one session. https://www.eventbrite.com/e/speaking-up-how-bystanders-can-change-the-conversation-about-social-bias-tickets-137453018679 <p>Limited seating is available. Please RSVP by Feb. 12 for one of two identical sessions. Date: Friday, February 19th Morning Session: 10:00 AM - 12:30 PM EST (Register here) Afternoon Session: 2:00 PM - 4:30p PM EST (Register here)</p> <ul style="list-style-type: none"> Training Session <i>White Nationalists' Attacks on Campus: What is the Role of White People in Dismantling Racism?</i> Facilitated by LSURJ (Louisville Showing Up for Racial Justice) Presented by Office of Diversity & Equity and Anne Braden Institute <ul style="list-style-type: none"> Students – March 2, 4:00 pm (Tuesday) Faculty & Staff – March 12, 11:00 am (Friday) <p>More on SURJ, here: https://www.showingupfornracialjustice.org/</p> <p>Contact Person: Lisa Gunterman</p>		

The CODRE General Body meeting is scheduled for Thursday, **March 18, 2021** from noon to 2 p.m., online or the TBD location. If you have topics for discussion please email them to [Cathy Elliott](#) by noon the Monday before the General body meeting so they can be added to the agenda.