

TEAMS Meeting
Meeting Minutes

Attendees: Muriel Harris, Chair presiding; Connie Martinez, Vice Chair; Fannie Cox; J'Lissabeth Faughn; Leondra Gully; Maria Tinnell; Stella Wang; Jim Warner

Guests:

Item	Discussion	Action to accomplish	Person/Group Responsible
I. Call to Order <ul style="list-style-type: none"> • Approval of Minutes, 7-8-2021 	Chair Harris called the meeting to order at 11:30 a.m. <ul style="list-style-type: none"> • Jim Warner made a motion, which Connie Martinez seconded, to approve the minutes of the July 8, 2021 meeting. The motion passed. 		
II. CODRE 2021-2022 <ul style="list-style-type: none"> • Goals and Expectations • Hopes and Fears 	Attendees discussed their goals, expectations, hopes and fears of CODRE's work for the upcoming year. Highlights included: <ul style="list-style-type: none"> • The reorganization/restructuring of the commission. • Being a Community of Care. • Helping UofL become an anti-racist university. • Building processes to allow CODRE to be sustainable. • Incorporating CODRE's work into individual, day-to-day operations. • Expanding communications and visibility to campus, through newsletters, social media, and listening sessions. • Carrying out CODRE's mission and promoting diversity programming. • Continuing to be the eyes and ears on campus. • Advancing CARA. • Impacts from COVID-19 pandemic. 	Invite SGA leadership and representatives from the BSU to participate in the commission's activities, including student-related committees.	Muriel Harris
III. Updates <ul style="list-style-type: none"> • CARA Next Steps • Newsletter • Helper Helper 	<ul style="list-style-type: none"> • Chair Harris stated that work on CARA is ongoing, but agenda items, actions, and qualitative measures are being determined. • Maria Tinnell reported that the newsletter is being prepared for distribution. • Participation on the Helper Helper app to record CODRE's DEI work/hours is still relatively low. 	Generate a walk-through at the Commissioners training.	Maria Tinnell

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<ul style="list-style-type: none"> • Search Committee Participation • Bylaws Committee • COSW/CODRE Collaboration • Listening Session – September • Organization Chart 	<ul style="list-style-type: none"> • Connie Martinez reminded committee members that CODRE has representation on the Search Committee to find the next Vice President for Diversity and Equity, and that the work is ongoing. The position description is being revised with feedback from the campus community. • The final revisions are being made to the bylaws and they are ready to be reviewed by President Bendapudi. Upon her approval, the bylaws will be brought before the General Body for review and approval. • Chair Harris stated that collaboration between the two commissions is ongoing. Retention issues is the “common agenda item” on which both groups will focus. Subcommittees will review data, best practices for staff, and best practices for faculty. Reports from the subcommittees will be submitted to the CODRE newsletter. • Maria Tinnell reported that Tonja Thomas is chairing the Listening Sessions Committee and that the September session topic is going to be "Conflict Resolution and Dispute Systems." The October session topic is “Work-life Balance.” • Chair Harris reminded committee chairs that they will be responsible for finding members to join their various committees. 	<p>Confirm date, then advertise the session.</p>	<p>Maria Tinnell</p>
<p>IV. Meeting Schedules</p> <ul style="list-style-type: none"> • Agenda Items for the General Body meeting 	<ul style="list-style-type: none"> • 2 items have been submitted for inclusion on the agenda: <ul style="list-style-type: none"> ○ Respondus issues ○ Update from Kristie Helm, CODRE rep for the Workday HR Change Ambassador Network. • Additional agenda items: <ul style="list-style-type: none"> ○ Faye’s Welcome 		

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	<ul style="list-style-type: none"> ○ Climate check ins ○ Training/Orientaiton ● Agenda items for the Commissioners' meeting <ul style="list-style-type: none"> ○ Orientation ○ Structure – Chairs – roles and expectations ○ Hopes/dreams/fears for 2021 – Discussion 		
<p>V. New Business</p> <ul style="list-style-type: none"> ● CODRE Name Change ● General Body Meetings/Commissioner Meetings 	<ul style="list-style-type: none"> ● Leondra Gully recommended that CODRE have a table at the RSO Fair, 11am-1pm, August 24-26. ● Pending President Bendapudi's approval, CODRE will change its name from Commission on Diversity and Racial Equality to Commission on Diversity and Racial <i>Equity</i>. ● Chair Harris reminded committee members to suggest guest speakers and/or specific programming for commission meetings. 	<p>Update one-page handout, find promotional items to give away.</p> <p>Invite the General Body to volunteer at the table.</p> <p>Request at the General Body meeting CODRE volunteers for collaboration on Black History Month activities.</p>	<p>Maria Tinnell</p> <p>Maria Tinnell (newsletter)/Muriel Harris (next General Body meeting).</p> <p>Muriel Harris and Maria Tinnell to volunteer at table on August 24.</p> <p>Connie Martinez to volunteer on the August 26.</p> <p>Leondra Gully</p>
<p>VI. Other Business/Announcements</p> <ul style="list-style-type: none"> ● Treasurer Position ● Opening of the Culture and Equity Center 	<ul style="list-style-type: none"> ● Chair Harris reported that the Treasurer position has been advertised in the CODRE Newsletter. ● The Cultural and Equity Center is now open and tours are available August 13 (10-11am) and August 17 (3:30-4:30pm). 		

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VII. Adjournment	Chair Harris adjourned the meeting at 1:20 p.m.		