

celebrate race opportunity
equality brave Self-Knowledge
support
diverse
Networking
inclusive
disability
Creative
difference
education
diverse
champion
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justice Sharing
community disability
sexual orientation
support
brave Impact
Networking
Sharing
education
diverse
meaningful
inclusive
sharing

The **CODRE** Annual Report

2018-2019

LETTER FROM THE CHAIR

J.P. Mohsen, Associate Dean of Administration and Faculty Affairs, Speed School of Engineering

Dear Colleagues:

It is indeed an honor to continue to serve as Chair of CODRE. The commissioners have been quite active and very engaged this past year. In February 2019, we began a strategic planning process where commissioners held an open and sincere discussion on where CODRE currently is and where we would like to take it. The results of this exercise and the discussions that followed shaped the activities that CODRE pursued for the rest of the academic year.

CODRE's priorities are matters of diversity and equity among the campus community. We have discussed the topic of implicit bias, and it is our hope to provide implicit bias training for all faculty and staff or at least for those who serve on search committees, at any level, throughout the university. CODRE commissioners participated in an implicit bias training presentation in February 2019. We are considering a more focused and deeper training workshop that would result in the commissioners reaching the level of a trainer in this area and therefore develop a train the trainer program.

In April we had our open house event, during which, we greeted more than 400 members of the campus community, students, faculty, and staff. Other initiatives and activities were planned and implemented to publicize CODRE and its vision and mission on campus.

We continued to support and co-sponsor annual events such as the Transformation Tea, while we look for opportunities to showcase new events for the fall 2019 semester. Two such events have been finalized to take place during September and October. The event in September is the unprecedented visit by the Secretary of the Smithsonian Institution, Lonnie Bunch III who was previously the director of the National Museum of African American History and Culture in Washington DC. The other is a day-long series of presentations, panel discussions, and breakout sessions both on the Belknap campus and the Health Sciences campus entitled "Fighting for Peace".

Cultivating a positive attitude towards diversity, equity, and inclusion requires a change of culture. Such a culture change requires education, training, and an open and honest dialogue within the university community. It is my hope that the two CODRE signature events planned for September and October of this year can be catalysts for such change of culture. A change of culture in this direction, should be encouraged, promoted, and orchestrated by the administration. Recent campus climate surveys that have been conducted within the last

three years, do not necessarily paint a very attractive picture of the current state of affairs in terms of pay equity and opportunities for promotion and progress within the ranks for the underrepresented employee groups.

Several African American faculty and staff have left the university in recent years. Some of these employees left the university to attain a higher academic position at a different institution. This is indeed as indication that UofL provided the growth opportunity and mentoring which afforded the person to professionally grow and to reach a higher level of achievement. However, another view is that those faculty and staff may have left because they did not see a similar opportunity for promotion and a possible path to professional growth and similar promotions at UofL. A desire to create such a culture change on the part of the top administration by itself and alone, is not sufficient to create this change. A true commitment to a culture change in the matters related to diversity and equity must be accepted, endorsed, and celebrated by the university community at all levels. Presidential mandate is a must, but proper implementation remains the responsibility of the deans, department chairs, and unit and division managers.

We need to focus our efforts on retention of our valued employees, for all the efforts and resources that are expended on recruiting a diverse workforce will be wasted should we not create an inviting, accepting, and exciting workplace to keep the workforce from leaving the university after just a few years.

Near the end of our fiscal year, we invited applications from the members of the university community to join CODRE. The response was overwhelming. With such high level of interest in CODRE, the next year promises to be even more exciting.

CODRE remains ready to fully support and take part in the implementation of the president's diversity, equality, and equity initiatives. Together, we can make a difference.

With highest regards,

J.P. Mohsen Ph.D
CODRE Chair





ABOUT THE COMMISSION ON DIVERSITY & RACIAL EQUALITY (CODRE)

As one of two special advisory groups to the university of Louisville President, the Commission on Diversity and Racial Equality seeks to promote and maintain an inclusive environment that allows us to reach our full potential without fear of prejudice or bias.

We are committed to building an exemplary educational community that offers a rigorous and cultivating intellectual climate that respects human diversity and has a deep understanding of the many differences that enrich a vibrant metropolitan research university.

The University of Louisville embodies the core values of this vision and demonstrates strong commitment to attract, retain and support students, teachers and employees who represent the diversity of our society.

OUR CHARGE

The Commission on Diversity and Racial Equality (CODRE) was established in 1998 by University of Louisville President John Shumaker, to promote a campus culture of inclusion and engagement. The Commission's role in diversity related activities includes:

- To serve as the president's policy advisor on issues of diversity at the University of Louisville.
- To make recommendations to the president for the development or revision of initiatives to make the University a more inclusive community, and to report the progress of these initiatives.
- To develop strategic and tactical actions in cooperation with the Commission on the Status of Women (COSW) to improve the learning and working environments at the University of Louisville.
- To support crucial dialog and efforts to promote cultural values and diverse perspectives that characterize the United States that must be reflected in our university.
- To serve as a resource to members of the president's staff, executive cabinet, and individual units that seek assistance and advice with diversity and inclusion initiatives.
- To recognize and support staff and faculty who have made outstanding contributions in advancing diversity.
- To develop and support programming to augment student learning and research.

Developed by the Executive Committee of the Commission on Diversity and Racial Equality April 4, 2017

CAMPUS ENVIRONMENT TEAM

Submitted by Mordean Taylor-Archer, PhD, Chair

Purpose – The purpose of the Campus Environment Team (CET) is to monitor the campus climate, review data from the campus climate surveys, track the recruitment, retention and overall success of underrepresented students, faculty and staff and make recommendations as needed to the administration to address issues. It also has a dual function of reporting through the Vice Provost for Diversity and International Affairs (VPDIA) to Council on Postsecondary Education (CPE)/Committee on Equal Opportunities (CEO) on the progress being made in reaching the goals of the University's Diversity Plan.

University of Louisville's Diversity Plan Update

UofL developed a university-wide diversity plan based on *Kentucky Policy for Diversity, Equity and Inclusion* that was adopted by the CPE on September 23, 2016. The three components of the plan are **Opportunity, Success and Impact**. The plan gives details of the strategies, actions and tactics that are designed to enhance student enrollment and success. The Opportunity and Success sections include metrics and goals for student enrollment, retention and graduation. The impact section includes metrics and goals for increasing the number of diverse faculty and staff. Equal attention is given to the strategies and best practices used to support faculty through the tenure and promotion process as well as professional development and promotional opportunities for staff. It also delineates the structures that are in place to enhance cultural competency for students, faculty and staff and the tools that are used to monitor and improve the campus climate. Deans and vice presidents submitted diversity plans with goals that aligned with and supported the university-wide diversity plan.

The University of Louisville submitted its Diversity Plan Progress Report to CPE on March 1, 2019. Using a rubric, the progress report and metrics for 2017-18 were reviewed and scored by a review team comprised of members of the CEO and staff of CPE. Feedback and the scores were shared and discussed at the April 29, 2019 meeting of the CEO. The feedback was positive and UofL received a passing score.

CPE/Committee on Equal Opportunities (CEO) Campus Visit

The CEO made a campus visit and held its meeting at UofL on June 24, 2019. Provost Beth Boehm gave greetings and Chief of Staff Michael Wade Smith gave an overview of the strategic planning process. Staff, faculty, students and administrators from across the campus made brief presentations on areas related to Opportunity, Success and Impact. All of the feedback was positive.

Campus Climate Survey – Module 2

Module 2 of the Campus Climate Survey which focused on leadership/supervision, compensation/benefits, professional development and infrastructure/campus facilities administered in the fall of 2018 by the Institutional Research and Effectiveness within the Office of Academic Planning and Accountability. The quantitative analysis was completed in December 2018 and the qualitative analysis in March of 2019. The following is the executive summary of the qualitative analysis prepared by Institutional Research administrators.

Positive Themes

Leadership/Supervision (7.9%): New president is a breath of fresh air/off to a strong start/transparent/doing an excellent job/turning things around/supportive/responsive; new leadership is moving in the right direction/appears promising; there has been better communication/transparency; administration doing a great job (fair, transparent, prompt); leadership/direction of UofL good

Climate/Morale (6%): Renewed sense of hope on campus; looking forward to our future; morale/climate has improved; moving in the right direction; President Bendapudi has brought positivity and a better climate to UofL; President has given me hope; new leadership is promising and gives hope; proud to work here; love my job; love working at UofL; good place to work; like colleagues; work is meaningful

Benefits (2.8%): Good/excellent benefits (retirement, tuition remission, medical insurance, holiday, sick, vacation leave); additional week off during winter break was greatly appreciated; happy with benefits; good benefits mean a lot

A total of 1,802 faculty, staff, and administrators (25.9% response rate) participated in the 2018 Campus Climate and Diversity Survey; this number of respondents meets the requirements to be considered a representative sample of the University's population. The aggregate quantitative data have been shared with the campus community.

After the quantitative section of the survey, respondents were asked the question, "Please provide any additional feedback you may have regarding the topics covered in this survey: Leadership/Supervision, Compensation/Benefits, Professional Development, or Campus Facilities." The following is a summary of the responses to that question.

Facilities/Physical Resources (1.5%): BAB is great; beautiful campus and landscaping; new buildings are wonderful; buildings are clean; parking lots well lit

Professional Job Growth (0.6%): Satisfied with/appreciate the professional development opportunities that are available at the university

Compensation (0.5%): Happy with compensation; compensation is fair; glad those who make <\$36k received a raise

Diversity (0.5%): Campus is diverse; support for LGBT is high; inclusive campus; focusing on diversity, equity & inclusion

General Impressions (0.5%)

Staffing (0.1%)

Institutional Reputation (0.1%)

Negative Themes

Leadership/Supervision (15.6%): Disappointed in senior leadership across campus; no sense of being valued/appreciated by administration; tired of buyouts for failed coaches and high salaries for administrators who come in and move on while employees who work hard and meet their commitments don't get raises year after year; UofL seems to favor siloed top down leadership; most past leadership above dean-level has been corrupt/unethical/secretive/self-rewarding and poor in financial decision making; upper management has no time for Physical Plant; leadership does not reflect the community (e.g. gender, race/ethnicity); feels like a good ole boys' club; Ramsey did so much damage; supervisors are micromanaging/don't share information/not supportive; need mandatory supervisor training; supervisors are not properly supervised; don't know where we stand financially/if we will continue to have a job; don't need more cuts, need investment in the infrastructure to move forward; overall financial/budgetary crisis at UofL has been a major factor in diminishing job satisfaction; lack of transparency and a great deal of questionable ethical behavior by administrators; poor leadership in the college causes stress; unit needs a new dean; millions wasted on athletics whereas academics continues to fight over crumbs; put the focus back on students and education, not money and sports

Note: Unless otherwise stated, it was difficult to know which senior leadership team was being referenced. President Ramsey resigned July 2016; Acting President Pinto resigned February 2017; Interim President Postel's term ended May 2018, and President Bendapudi's term began May 2018.

Compensation (14.9%): Continual lack of raises is demoralizing/unacceptable/a big problem; parking and health insurance costs continue to increase but no raises, or of cost of living increases; pay is low for the work being done (below national average); employees underpaid/overworked; faculty/staff told to keep doing more with less and administrators/leadership get raises; salary differential between the majority of staff and directors and upper-level administration is extreme; compensation and HR guidelines are inconsistent and inequity is a major issue; there is a gender equity gap between men's and women's salaries; salary compression needs to be addressed to retain employees; status changed to bi-weekly due to FLSA feels like a demotion; insufficient wages for physical plant staff

Facilities/Physical Resources (13%): Not enough custodial staff to keep buildings clean beyond emptying trash; restrooms not cleaned; older buildings have windows that don't open, tiles falling out of ceilings, peeling paint, HVAC issues (too hot or too cold); buildings infested with bugs/rodents (roaches, mosquitos, spiders, crickets, ants, little worms, mice); trash in classrooms for entire semesters; mold is a consistent problem; floors aren't mopped; carpets go months without being vacuumed; price of parking is outrageous and keeps increasing; security on HSC is lacking; areas surrounding HSC are unsafe and increased crime is not addressed; security in parking garages is lacking; feeling unsafe walking from garage to the school on HSC; technology not working in classrooms; insufficient handicapped parking

Climate/Environment/Morale (11%): Climate and morale low and nothing is being done to help; feeling underpaid and underappreciated; lack of staffing/no raises makes for poor morale; we've been through so much; can't stay out of the news; needing millions for lawsuits; the atmosphere is sad and not motivational; seen

as disposable employees and not at all valued; staff are terrified of losing jobs/being laid off; very depressing place to work; climate is toxic; morale is horrible; there are hostile work environments; in some units/offices there is undermining, shaming, secrecy, threats, bullying, and a fear of retaliation; don't feel safe around a leader and pleas for help go unheard; no praise/recognition for a job well done; lack of recognition for all the good that goes on at UofL

General Frustrations (6.5%): Research component seems unappreciated by administration; teaching contracts arbitrarily changed mid-year; overwhelmed by teaching load/service requirements thus not enough time/support for research agenda; need more support for adjuncts; staff treated like second class citizens/like a step child; faculty do not respect staff; staff are underappreciated; faculty treated much better than staff (compensation, advancement opportunities, professional development); HSC like a step child to Belknap [most opportunities take place on Belknap, lacking in food options, facilities/grounds neglected] HR is challenging to work with, policies and procedures change at a moment's notice, inconsistent policies, webpages need to be updated, lack of efficiency in processes

Staffing Concerns (5.8%): Increased workload for employees when vacated positions are not re-hired; insufficient custodial services staff; employees feeling overworked and burnt out due to insufficient staff; high quality faculty/staff are leaving/have left due to low morale/low compensation/lack of advancement opportunities/burnout/insufficient staff; actively looking to leave UofL; very high turnover in certain offices/units; fear of losing their job; UofL should explore ways to improve work/life balance

Professional Job Growth (5.2%): Lack of promotional opportunities/defined professional paths/career ladder for staff; Lack of funding significant barrier for professional development experiences; no chance for growth/promotion within office; lack of time to attend professional development opportunities, options on campus for professional development are very limited/lack variety/lack relevance to field; lack of purposeful professional development plans; climate/dean/administration do not encourage professional development

Diversity (3.6%): Lack of diversity (people of color/females) in administration/leadership positions; lack of promotional/advancement opportunity for people of color/females; lack of retention of black faculty; VP for Diversity email felt to push a specific political agenda on behalf of the university; lack of diversity of thought/ideas; lack of diversity on campus; older folks feel like they are being pushed out

Benefits (3%): Health insurance premiums have continued to increase; health insurance is outrageously expensive; dental coverage doesn't cover much; loss of benefits (FSA contribution for those not using UofL health insurance, spousal tuition and tuition reciprocity); parental leave is not long enough; vacation accrual is very low; exercise facilities were moved off campus

Institutional Reputation (0.9%): Too many scandals (athletics and prior administration); negative image in the media/with the public, too much bad press.

CAMPUS ENVIRONMENT TEAM (continued)

University Strategic Planning Process

In fall 2018, University of Louisville President Neeli Bendapudi announced that the university would begin the process of developing a strategic plan to guide its actions in becoming a great place to **learn**, to **work** and in which to **invest**. Three workgroups (Learn Workgroup, Work Workgroup and Invest Workgroup) were developed comprised of 30 members each from across the campus were developed and charged with developing recommendations for improvement in each area. The resulting plan will be shared with the campus community in fall 2019. The strategic planning process is important to note because several CET members were appointed to serve in one of the workgroups. It is also important to note that the recommendations from Campus Action Plan were being focused on in the workgroup. When the CET met in the spring, it was pointed out that the many of the issues that were module 2 are also being addressed in the Strategic Plan Workgroup. Therefore, CET decided not to develop an action plan for module 2, but to monitor the implementation of the plan to ensure that all of the issues are being addressed.



Respectfully submitted by members of the Campus Environment Team

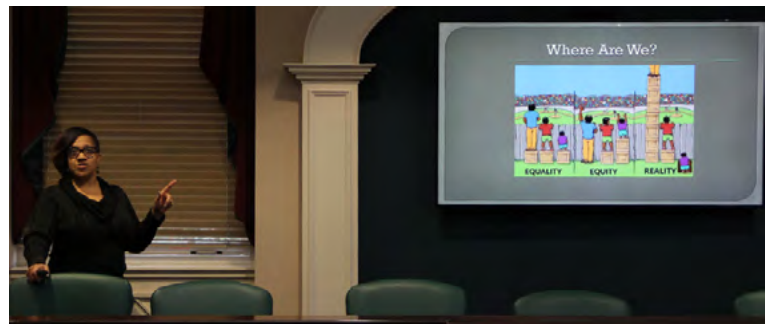
Mordean Taylor-Archer, PhD, Chair
Brian Buford, LGBT Center
Karan Chavis, CODRE Staff Concerns
Robert (Bob) Goldstein, Institutional Research
Aaron Graham, DOS
Sherry Duffy, COSW
Heather Fox, COSW
Joy Hart, Student Grievance Officer
Veronnie Faye Jones, HSC Diversity and Inclusion
David Owen, Faculty Senate
Cedric Powell, Faculty Grievance Officer
Sandy Russell, Staff Grievance Officer
Diane Tobin, Ombuds
Enid Trucios-Haynes, Faculty Senate
Marian Vasser, Diversity Education

Related Information

Mordean Taylor-Archer the Vice Provost for Diversity and International Affairs (VPDIA) and Chair of the CET retired on June 30, 2019. An internal search is underway for an Interim Sr. Associate Vice President to serve. The plan is for there to be a national search for the permanent position. The VPDIA position will be split up with the international affairs component reporting to the Provost and the diversity component will move into the President's office. Once the interim person is appointed, she or he will chair the CET.



Mordean Taylor-Archer, at a CODRE general body meeting in the Cultural Center



Marian Vasser, Diversity Education presenting a class to the CODRE general body on Implicit bias

COMMUNICATIONS & MARKETING COMMITTEE

Chair, Maria Tinnell — Graphic Designer, Office of Communications and Marketing

As the CODRE Communications & Marketing Chair I am proud to report that we have had a very active year. The CODRE Website has been actively updated to cover such announcements as:

- Presidential Exemplary Multicultural Award Recipients – Dr. Kaila Story & Marian Vasser
- CODRE Open house on the Quad
- 40th Annual YMCA of Greater Louisville Adult Black Achievers Marian Vasser & Dr. Sherri Wallace

Communication of CODRE events is a big part of how successful the events will be. This year we have better utilized the tools that the university has available to get our messages out. We have utilized UofL Today, The UofL Calendar of events, we have created fliers for signature events and shared them through our list serve partners, such as the Women's Center, BFSA, and others. This effort has helped to increase participation at CODRE signature events.

The Communications & Marketing Committee also provides resources to our members to help them understand CODRE's charge and bylaws. The CODRE Commissioners Handbook is a publication that is a resource provided to all new commissioners, ex-officios and collaborative members to give them a better understanding of the commissions charge, by-laws and other vital information.

As always duties of a committee are sometimes asked to help in other areas. CODRE's executive committee held a brainstorming session with the general body of CODRE to get a sense of what the body wanted it's goals for the coming year to be. The communications committee distilled all the data that was gathered at the brainstorming session and charted the results and provided it back to the executive committee for review of next steps.

Out of that brain storming session several themes became evident and were helpful in guiding some of our immediate efforts to be more visible on campus, to drive mandatory bias training and to support students with urgent educational needs.

The communication and marketing committee is also an integral part of the diversity programming committee, reviewing programs advertising of events to ensure that CODRE's sponsorship is correctly recognized in their materials. We are proud to have been able to support 10 CODRE sponsored events in the past year.

In the coming year the communications & marketing committee goal is to improve collaboration with each of the CODRE committee chairs to support the efforts that they individually have and to raise the level of awareness of what CODRE does on campus.

Respectfully submitted by members of the Communications & Marketing Committee

Maria Tinnell Chair
Cathy Elliott



CODRE Open house on the Quad



Marian Vasser & Dr. Sherri Wallace, recipients of the 40th Annual YMCA of Greater Louisville Adult Black Achievers Award

DIVERSITY PROGRAMMING COMMITTEE

Chair, J.P. Mohsen — Associate Dean of Administration and Faculty Affairs, Speed School of Engineering

The Diversity Programming Committee is responsible for identifying and supporting programming for students, staff and faculty in an inclusive multicultural learning environment. This committee's initiative supports multicultural education, instructional diversity development, social justice, and programmatic efforts that enhance and strengthen students' educational experiences. And its goal are to promote diversity as a multi-faceted endeavor and the Diversity Committee may also collaborate with other commissions/university committees to accomplish their tasks (e.g. student concerns committee, community organizations etc.).

Charge:

1. To provide leadership over the application process for funding program initiatives to the UofL campus community;
2. To provide leadership over the selection process of:
 - a) faculty nominated for the annual Presidential Exemplary Multicultural Teaching, and
 - b) the Presidential Exemplary Multicultural Engagement Staff Awards, and
3. To Support and /or develop diversity programming that will improve campus climate and augment student learning.

Committee goals are to:

1. Fund inclusive multicultural programs
Action: CODRE received a total of 21 Applications for Funding and 14 were funded.
2. Update nominee submission process
 - a) All candidates for the Presidential Exemplary Multicultural Teaching Award were required to submit documentation in PDF format by email with attachments.
 - b) All candidates for the Presidential Exemplary Multicultural Engagement Staff Award were required to submit documentation in PDF format by email with attachments.
3. Begin succession planning to succeed the Chair of the Diversity Programming Committee and allow time for coaching.

Awards

The Diversity Programming Awards Committee and the Vice Provost for Diversity & International Affairs encourages students, faculty, academic departments, administrators, alumni, and trustees, to nominate members of the University for the awards. This year, the Staff and Faculty award winners are: Marian R. Vasser and Dr. Kaila A. Story.

Annually, the Diversity Programming Committee sponsors two awards,

1. the **Presidential Exemplary Multicultural Teaching Award** is open to all UofL faculty; and
2. the **Presidential Exemplary Multicultural Engagement Staff Award** is open to all UofL staff. It was initiated in 2014.

For the Presidential Exemplary Multicultural Teaching, nominees must have demonstrated excellence in their teaching and scholarship through the utilization of teaching styles, culturally pluralistic and socially constructed ideals and course content and processes incorporating multicultural global perspectives, and scholarship.

The Presidential Exemplary Multicultural Engagement Staff Award encourages student, faculty, and staff, to nominate a staff member. The award involves effective guidance and mentoring, and critical thinking to support active and reflective learning for our students to achieve success by demonstrating relevant events and opportunities to enhance human diversity.



Dr. Kaila Story - Presidential Exemplary Multicultural Teaching Award

Dr. Kaila Adia Story is an Associate Professor of Women's, Gender and Sexuality Studies with a joint appointment in the Department of Pan- African Studies. Dr. Story has also held the Audre Lorde Chair in Race, Class, Gender, and Sexuality

Studies position for the past twelve years since coming to the University in 2007.

Dr. Story has embraced teaching as an opportunity to inspire and transform. She encourages her students to raise questions, probe the unstated, construct new ideas, and critically examine the world, society, and themselves. While at the University of Louisville, Dr. Story has created four courses, (Introduction to LGBTQ Studies, Black Lesbian Lives, Black Feminisms in Action, and Queer Performance), two of which, (Introduction to LGBTQ Studies, Black Lesbian Lives), were used to create the LGBTQ Studies minor housed under the Women's, Gender and Sexuality Studies major in 2009. Teaching LGBTQ+ Studies has not only been important to student body of the University of Louisville, but to the larger Louisville community as well.

Dr. Story has demonstrated through her teaching, course assignments, podcast and community events that she not only incorporates multicultural and global perspectives within her classroom, but outside of it as well. Through her public platform and pedagogical praxis, Dr. Story reflects the fundamental contributions of diverse groups; encourages and engenders critical thinking, and has utilized a variety of educational strategies and texts to get students engaged.



Marian R. Vasser - Presidential Exemplary Multicultural Engagement Staff Award

Marian R. Vasser has been a UofL employee for approximately 26 years and has served in multiple capacities. Currently, she serves as the inaugural Director of Diversity Education and Inclusive Excellence, where she works

tirelessly to educate and foster spaces that are more inclusive and equitable for all. Since the inception of this role in July 2016, she has conducted nearly 700 workshops both on and off campus, focusing on various social justice topics such as Implicit Bias, Power

and Privilege, Micro-aggressions, Engaging in Difficult Dialogue and more. Marian has successfully collaborated with campus partners to institutionalize Implicit Bias workshops in most general education courses and departments across campus. These efforts directly support the university's goal of truly making UofL a great place to learn and work. Marian is committed to addressing and exploring effective responses to bias-related incidents throughout our campus. In addition to facilitating difficult dialogue, she also explores and educates others about effective strategies for restoring environments that are more inclusive and equitable for all. Marian conceived and directs an Inclusion and Equity Internship program, which is designed to expose college students to the scholarship and best practices concerning social justice. In addition to developing critical skills, they also develop impressive resumes as they co-facilitate various dialogues. She also conceived and directs a Social Justice Youth Summer Camp, which is designed to expose school-aged students (grades 4th - 12th) to social justice scholarship and best practices. Her work is well-known and respected both on campus and throughout the community as being digestible and effective.

Congratulations to both recipients on receiving this honor.

DIVERSITY PROGRAMMING

An exhibit, **I am Psyched!** provided an opportunity for UofL students, staff, faculty, and City of Louisville community to increase their knowledge and self-awareness around issues related to race, gender, intersectionality, and contributions by women of color to the field of psychology. The event free exhibit was hosted at the University of Louisville in the Student Activities Center from April 12th, 2019 to April 19th, 2019. It also ran while the Great Lakes Regional Counseling Psychology Conference was being hosted in the Student Activities Center from April 12-13, 2019.



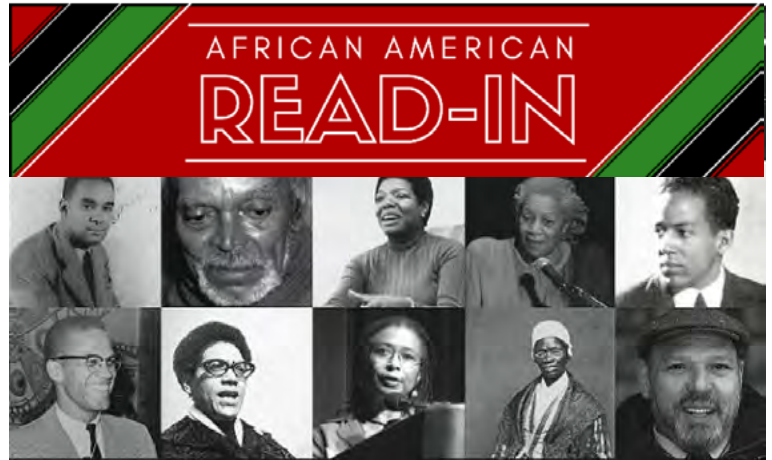
The first **Asian Documentary Film Festival** held at UofL viewed 8 screenings and 9 documentaries. Professor Wei-Bin Zeng said, "the purpose to bring documentaries on Asian culture to Louisville, not only for our students and faculty, especially for majors in Asian Studies and Communications, but also for the community at large." The Festival was held from October 17, 2018-November 18, 2018. Attendees came from as far away as Indiana University (IU) Bloomington and Eastern Kentucky University (EKU).



Attendees at the Film Festival.

The **29th African American Read-In** was co-sponsored by CODRE, the English Department, and the University Libraries. Held annually in February and hosted by Ekstrom Library, with the Master and Mistress of Ceremonies, English Professor Joan D'antoni and UofL retiree Ed Lassister. The two have been hosting the event since its inception.

The National African American Read-In is the nation's first and oldest event dedicated to diversity in literature. It was established in 1990 by the Black Caucus of the National Council of Teachers of English to make literacy a significant part of Black History Month. Each year, books written by African American authors are purchased and given away free to readers who sign-up to read ahead of time, or just stopping by and stops to read from a table full of books by African American authors. Anyone in the audience can participate in drawings to win a book from the table of free books, as give-a-ways. This year 15 people from the UofL community of students, faculty, and staff, along with 65 audience participants. Spontaneously Professor D'antoni drew numbers enabling the winner in the audience to select a book from the 35 books on display.



Transformation Tea for Women of Color & Their Allies began in 1997. The Tea affords women of color an opportunity on an annual basis to empower one another by sharing concerns, problems, and positive suggestions. The theme for the 2019 Transformation Tea was Financial Literacy "I got my mind on my money and my money on my mind." A luncheon was held this year on April 17, 2019 at 11:30-1:30 on the Belknap Campus in the Red Barn. The speaker was Jermaine McFarquhar, an Ash Brokerage Retirement Income Consultant spoke about "Investing on a Shoe String Budget". His presentation was sponsored by UofL's preferred credit union, the Commonwealth Credit Union. Several drawings were held for free books on financial literacy.

CODRE held an **Open House** in the middle of the Belknap campus in front of the Humanities Quad on Thursday, April 18, 2019 from 12:00 pm - 2: 00 pm. We have heard that many people do not know about CODRE, or what CODRE does. So the members of CODRE were out in full force giving away tee shirts and nutritional snacks to faculty, staff, and students that stopped by and spoke with a CODRE Commissioner.

Respectfully submitted by members of the Diversity Programming Committee:

Fannie M. Cox, Co-Chair
J. P. Mohsen, Co-Chair
Rhonda Buchanan
Muriel Harris
Colleen Martin
Selene Phillips

DIVERSITY PROGRAMMING CO-SPONSORSHIPS

	Program	Date of Program	Organization	Summary
1	Global Humanities Lecture	September 13th, 2018 4:00 pm Humanities 100	Humanities Ph.D. Program Dept of Comparative Humanities	The Global Humanities Series is centered entirely on the intellectual life of our campus.
2	17th Annual LALS Heritage Lecture	October 3, 2018 4:30-5:30pm Elaine Chao Auditorium	Latin American and Latino Studies Program	The 17th Annual LALS Heritage Lecture is the purpose of this lecture, which always occurs on campus for Latin Americans and Latinos in the United States. The research on international migration with the lecture.
3	2018 Asian Documentary Festival	October 17 - November 18 Ekstrom Library, Chao Auditorium	Asian Studies, Arts and Science	2018 Asian Documentary Festival, with 9 documentaries from South China. Sports and Media, selected films. These would bring interesting perspectives of the region.
4	Women's Center Empowerment Luncheon	November 14th, 2018 University Club	Women's Center	2018 Dr. Celeste Nichols Professional Development Luncheon
5	African American Read-In	February 11, 2019 10:30 am-1:30 pm Ekstrom Library	Ekstrom Library	The National African American Read-In is the National Council of Teachers of English to make the world. During the month of February, the event is held with a spotlight on African American authors. Ekstrom Library has the Barbara Miller Multicultural Development (CEHD) to develop a collection of books from various backgrounds. And Ekstrom is also home to the
6	23rd Annual African American Music Heritage Institute - RUBYCAT LAWSON'S ROADHOUSE LOUNGE	February 4, 2019 8:00 PM Comstock Concert Hall	School of Music	During the two days of the institute the guests from the Kentuckiana region, and the general public. The institute provides information for students, which enables them to become more aware of African American music. In particular, they will have the opportunity to observe and experience especially rhythm and Blues music that includes
7	iCOUNT	March 20th, 2019 11:30 am - 1:00 pm Red Barn	Disability Resource Center	Individuals with disabilities are a subset of the population. To their peers without disabilities. This population discussion with an instructor, working with students on campus can be a better ally to students with disabilities. A listener can help make campus an even better place for faculty, and staff members, thus making the campus more about how offices and organizations provide
8	I am Psyched! Exhibit	April 12th-19th, 2019 8am-5pm and by appt. Student Activities Center	Department of Counseling and Human Development	A multimedia pop-up exhibit which honors the Department of Diversity and Racial Equality (CODRE) to support the field of psychology and enhances student learning. An educational experience for students, promoting psychology for women and girls of color (Wil
9	Transformation Tea "I got my mind on my money and my money on my mind"	April 17, 2019 11:30-1:30 Red Barn	CODRE	Transformation Tea for Women of Color & The Tea. Sharing concerns, problems, and positive suggestions.
10	CODRE Open House	April 18, 2019 QUAD	CODRE	Open House, to advance the visibility of the center.
11	Pathways Women's Leadership Conference	Friday May 17, 2019 Student Activities Center Multipurpose Room	Business Operations Center	To provide U of L women at all levels, a leadership conference. University of Louisville employees.

	Amount	Attendance
rely on the importance of diversity in a Humanities education. This is the most important contribution the series gives	\$500.00	120
next in a long line of presentations by renowned scholars in the field of Latin American and Latino Studies. The during Hispanic Heritage Month, is to address a wide variety of diversity issues concerning politics, history and culture States. This year, Dr. Abby Córdova, a professor of Political Science at the University of Kentucky, will share her lecture, "Crime, Violence and Migration."	\$500.00	68
umentary films to show on campus with focus on four topics: Pearl delta Culture and Chaoshan Regional Culture, both from 2018 Beijing Sports Film Festival in July, and two documentary films on Olympic Games. Each and every one of the Chinese culture and what is going on in China right now.	\$500.00	150
ment Award	\$120.00	160
nation's first and oldest event dedicated to diversity in literature. It was established in 1990 by the Black Caucus of the ke literacy a significant part of Black History Month. This initiative has reached more than 6 million participants around	\$500.00	65
ld throughout the country. It is an effective way to promote diversity in literature, encourage people to read, and shine		
ultural Children's Collection. It began as a library collaboration with the UofL College of Education and Human of diverse Children's Literature to supplement the curriculum of teachers preparing to work with children from different e Granville Buntton African American Collection.		
artist interacts with the U of L student body, music school students, public and parochial students from the his inclusive approach provides a forum to experience the music in the true African mode of group participation and oles them to become more knowledgeable about the diversity of African American music. As a result, U of L students Music, more knowledgeable about its diversity and will thus be able to appreciate the genre better. Music students, erve and study the techniques that enable these artists to perform music that is inclusive of all genres of music, but es the influences of the African Diaspora.	\$500.00	207
e population of our campus community. Students with disabilities have a unique experience on campus as compared tion faces unique challenges and are a diverse group of students with diverse needs. Whether it is having a difficult aff members on an issue, or using the Disability Resource Center, having an awareness event about how everyone on disabilities will help improve the overall campus climate. The event is set up to highlight how being an empathetic r place for students with disabilities and many of these skills can be applied to any interactions between students, campus climate potentially better for everyone. The event is also a way for students with and without disabilities to learn ovide an inclusive environment for all students.	\$400.00	125
e contributions of women of color to the field of psychology. Consistent with the charge of the Commission on port programming that enhances student learning, the content of this exhibit centers the voices of women of color in t learning in this area. The presence of this exhibit will foster an inclusive campus and community climate by providing oting intergroup relations among faculty, staff, and students, and serving as a pathway to increase access to the field of liams, Berger, & McClendon, 2005).	\$500.00	230
eir Allies began in 1997. The Tea affords women of color an opportunity on a annual basis to empower one another by ggestions.	\$895.00	41
ommission on campus and to promote the activities we support, while also recruiting for the coming 2019-20 term.	\$891.79	453
ship development opportunity to advance their careers and lead their lives with confidence. But, it is open to all	\$500.00	277
TOTALS	\$5,806.79	1,896

FACULTY CONCERNS COMMITTEE

Chair, Aleeta M. Powe Ph.D – College of Arts & Sciences

The academic year 2018 – 2019 provided opportunity for much activity and outreach.

In August over a two-week period, committee members participated in numerous Focus Groups that were organized by the Office of the Vice Provost of Diversity and International Outreach. The Focus Groups' participants offered suggestions and strategies to address the results of the Universities' recent (2017) Climate Survey. These suggestions were submitted to Upper Administration who compiled them into Action Plans for the entire University Family.

During Welcome Week 2018, Committee Members gave 5-min. talks to incoming registered undergraduate students (~500 students) about the University's Inaugural Cardinal Core Program. The individual talks explained the immersion of the aspects of the Program with the faculty member's particular General Education course(s). A committee member (Edna Ross) spoke to students in the Cultural Center's Early Arrival Program. Her talk was entitled, "Walking the Walk: How NOT to Fail College". The Committee Chair spoke to approximately 20 students at the Annual Orientation for the Post-Baccalaureate Pre-Medical Program. This orientation offers information about the science courses (physics, chemistry, biology) that these students must take.

In October, Edna Ross, Professor of Psychology, informed us about the current contract (currently in its second year) between the University and the Bookstore (Follette Management). This contract has no performance metrics, impinges upon the academic freedom of faculty members and disadvantages 1st generation students and students of color. Most of the year was spent trying to resolve issues between the Follette representatives and University representatives. Meetings are ongoing to address pertinent issues with the administration of the contract that affect graduation rates and retention rates of students of color.

In Spring 2019, in an attempt to utilize technology more make it easier for faculty members to gather, the committee meetings were conducted via virtual Audio and Video. The Chair sent links to committee members that contained information on the way to join the meeting. The first virtual meeting was a success. Later in the spring, Committee members supported the marketing and advertisement of CODRE in a campus-wide Open House. Committee members Selene Phillips and Muriel Harris served on the Planning Committee of the 22nd Annual Transformation Tea. The Tea affords Women of Color and their allies an opportunity to empower one another by sharing concerns, problems and positive suggestions. This year's Tea focused on Financial planning for Wealth-Building. Information and Gifts were given to each attendee. Selene Phillips made special Prayer Cloths that are representative of her Native-American heritage. After the Program, each attendee was given a specially-blessed Prayer Cloth.

Throughout the year, Committee members received intense Diversity Training from a Diversity expert, offered vital suggestions for the University's Strategic Plan and represented the College of Arts & Sciences on the Inaugural Dean's Forum on Leadership and

Educational Excellence. The Forum was designed to encourage, stimulate and support growth in teaching for mid-career faculty. Multiple meetings allowed participating faculty to develop strategies to encourage, support and value excellent teaching and the faculty who teach predominantly. At the end of the year, these strategies were presented to the Deans of four Colleges for implementation.

At the end of the Academic Year, the Committee Chair organized a Faculty Networking Event. This Event was designed to provide networking opportunities and information for faculty. Approximately 20 faculty attended the catered event, which offered a speaker, a Q & A session and a social space for conversation and networking. The speaker, Yi Jasmine Wang, Assistant Professor in the Department of Communication gave a talk entitled, "Lessons Learned from The Faculty Women of Color In the Academy National Conference". Her talk spurred much conversation and sharing. The Chair of the Faculty Concerns Committee plans for this Faculty Networking Event to be an ongoing annual or once-a-semester Program.



Yi Jasmine Wang, Assistant Professor in the Department of Communication gave a report on lessons learned from the Faculty Women of Color In The Academy National Conference



May 25th, Deans Forum Group photo

Respectfully submitted by members of the Faculty Concerns Committee

Aleeta M. Powe, Ph.D, Chair,
Thomas E. Edison, Ph.D
Muriel Harris, Ph.D
Selene Phillips, Ph.D
Aaron C. Rollins, Jr., Ph.D
Edna Ross, Ph.D
Mordean Taylor-Archer, Ph.D

STAFF CONCERNS COMMITTEE

Chair, Karan Chavis – School of Medicine, Dean's Office

The Staff Concerns Committee of the Commission on Diversity and Racial Equality established three primary goals for academic year 2018-2019.

- 1. Continue work to promote the development of career pathways for Physical Plant employees in the Service and Maintenance job category.**
- 2. Pursue the creation of an Ombuds person position which reports to the Vice Provost for Diversity and International Affairs but is based in the Physical Plant and serves on Physical Plant leadership committees.**
- 3. Require Implicit Bias Training for All University employees with supervisory responsibilities**

Goal 1- Continue work to promote the development of career pathways for Physical Plant employees in the Service and Maintenance job category.

The Staff Concerns Committee members have worked diligently to achieve these goals and is pleased to report progress on furthering the development of the career pathways for Physical Plant employees in the Service and Maintenance job category. Specifically, in the past year, working in collaboration with the Louisville Urban League and the Vice President for Operations and the Assistant Vice President for Facilities, the Staff Concerns Committee has been able to open the first tier of a three-tier career advancement program for service and maintenance employees. The intended program is designed to provide career advancement support for employees in service and maintenance positions to move into higher paying skilled trades positions.

The first level of the program is intended to support employee readiness for participation in levels two and three, and to also identify employees who exhibit the greatest active interest in pursuing career development.

Beginning in May 2019, The Louisville Urban League designated 15 slots in the LUL Super Saturday program for the University of Louisville employees. The LUL Super Saturday courses include 14 professional and personal development classes with topics such as:

Application to Employment, Branding Yourself Using Social Media, Communication Skills, Conflict Resolution, Critical Thinking, Generational Differences, Goal Setting, Interviewing Skills, Networking, Organizational Skills, Respecting Diversity, Self-Awareness, Teamwork, and Workplace Ethics.

Super Saturday courses are offered one Saturday per month from 8:30 a.m. to Noon. At this time there is no cost to the University nor to attendees to participate in the Super Saturday classes. The availability of this opportunity was promoted to Physical Plant employees in April 2019 through a Strategic Planning Forum supported by the Senior Associate Vice President for Operations. At this forum Physical Plant employees received information about and provided input on the University Strategic Plan, the University Climate Survey, and the CODRE Professional Development Program. Between April and July 2019, six individuals have participated in the Super Saturday classes. The first tier of the CODRE Professional Development Program is designed provide readiness preparation for participants and to

confirm longer term interest in career development. UofL employees will complete a minimum of 10 of the 14 Super Saturday courses. Upon completion of the 10 courses, a participant in the CODRE Professional Development Program is eligible to enroll in the second tier of the CAP program which is the nationally accredited LUL Kentuckiana Builds Skilled Trades Apprenticeship program.

We target enrollment of two to four Physical Plant employees into the second tier of the CODRE Professional Development Program by November 2019.

The third tier of the CODRE Professional Development Program involves enrollment in skilled trade training and certificate classes at the Jefferson County Technical College (JCTC). The Staff Concerns Committee is in the process of designating a CODRE funded scholarship to provide employee tuition support for JCTC classes. The Staff Concerns Committee views the CODRE Professional Development Program as a University win-win - Positions in the Physical Plant that remain vacant longest for which the University has the greatest challenges recruiting and retaining employees. Developing existing employees to fill these positions provides multiple positive outcomes for the University.

The Staff Concerns Committee continues to work with the Vice President for Operations, the Assistant vice President for Facilities, the Department of Human Resources, The Office of Community Engagement and the Office of the President to further the development of this program.

Goal 2 - Pursue the creation of an Ombuds person position which reports to the Vice Provost for Diversity and International Affairs but is based in the Physical Plant and serves on Physical Plant leadership committees.

A proposal for the creation of an Ombuds position in the Physical Plant was informally floated in discussion with the Chief of Staff to the President. At this time the creation of a position such as this was not deemed feasible. The topic is tabled pending the compilation of data from the Physical Plant employee Climate Survey.

Goal 3 - Require Implicit Bias Training for All University employees with supervisory responsibilities.

This goal was included among those proposed as an outcome from the University Strategic Planning Process. The Staff Concerns Committee determined it most prudent to have this goal included in the Strategic Plan implementation. Should this goal not be achieved through the Strategic Plan Implementation Process, the Staff Concerns Committee will renew this goal as a priority for the Committee in 2020.

Respectfully submitted by members of the Staff Concerns Committee

Karan Chavis - Chair
Cecilie Ashanta
Shawn Blackston
Erica Camp
Valerie Casey
Meg Peavy
Carry Wilkins

STUDENT ENGAGEMENT COMMITTEE

Chair, Dwayne Compton – Office of Community Engagement & Diversity, School of Medicine

The purpose of the Student Engagement Committee (SEC) is to identify and support student issues related to diversity.

Goals:

1. *Identify and support student matters related to diversity by connecting to student organizations.*
2. *Identify ways for students to be engaged in a participatory manner with CODRE SEC.*
3. *Connect with Recognized Student Organizations (RSO's)*

2018-2019 Accomplishments

1. *Identify and support student matters related to diversity by connecting to student organizations.*

During the fall and spring semester, members of the SEC were attentive to the needs of students and worked alongside the Cultural Center staff and the Vice Provost for Diversity and International Affairs to provide the necessary space for them to have dialogue to express their concerns regarding issues related to diversity and inclusion. This year, the primary issue the SEC assist with was the students concern of the living conditions within the residence halls. Many students expressed concerns regarding the amount of mold found in their residence halls and its impact on their health and well-being.

2. *Identify ways for students to be engaged in a participatory manner with CODRE SEC.*

Throughout the year, the SEC extended an invitation to various student groups and/or representatives from offices that support students to attend monthly SEC meetings to share information about their organizations and how CODRE can best advocate on their behalf and assist in their on-going programs and initiatives.

3. *Connected with Recognized Student Organizations (RSO's)*

During the Fall 2018 semester members of the SEC attended the Recognized Student Organization (RSO) fair and the Leadership Summit held on the Belknap campus. In addition, during the 2018-2019 academic year the SEC representatives attended various student

organization events to increase the awareness of CODRE as well as support programs co-sponsored by CODRE. These events included:

- Society of Porter General Body Meetings
- 26th Annual Ice Breaker hosted by Alpha Phi Alpha Fraternity, Incorporated
- Louisville Alumni Picnic
- Pride Week Cookout (Belknap and HSC campuses)
- Minority Pre-Health Student Symposium (HSC)
- Women of Color Transformation Tea (Women Center)
- MLK Week Activities
- C.O.N.E.C.T Making Moves Event
- CODRE Belknap Campus Open House
- Porter Scholar Reception
- Celebration of Excellence in Graduate Diversity (SIGS)
- Graduation Celebration (Cultural Center)

4. *CODRE Scholarship Fund*

During the Spring 2019 semester, the CODRE Executive Board worked with representatives from the Office of Student Financial Aid to develop a CODRE Scholarship Fund. Applications will be available via the Office of Student Financial Aid website starting the 2019-2020 academic year. The SEC will review scholarship applications throughout the year and make recommendations to CODRE regarding potential recipients.

Respectfully submitted by members of the Student Engagement Committee:

Dwayne Compton, Ed.D, Chair
Leondra Gully
Nakia Strickland



CODRE Belknap Campus Open House



Alumni picnic

UNDERGRADUATE RESEARCH COMMITTEE

Chair, **J.P. Mohsen** — Associate Dean of Administration and Faculty Affairs, Speed School of Engineering



CODRE has partnered with the Cooperative Consortium for Transdisciplinary Social Justice Research fellow to identify students to receive assistance with undergraduate research. This term we are supporting **Arianna Lynton**, her objective is to gain knowledge and experience for a career in Food Justice (nonprofit advocacy) by utilizing extensive programming, administrative and leadership skills to aid organizations that support students with diverse identities like herself.

She wrote, If given the opportunity

I would explore food justice as a facet of environmental justice. I would consider how we as community members can come together to better the services provided for our neighbors. Trans-disciplinary research is especially interesting to me as a liberal-studies major. I have a desire to understand daily how different fields of thought can not only complement and benefit each other, but also social justice and my passions for food justice. I think that I am most qualified for this position because of my history of breaking disciplinary boundaries to further my understanding of social justice issues. As a liberal studies major I'm consistently changing the lenses that I see things through. In any given day I may consider the same theory in 2 or 3 different ways because of the wide range of courses I'm exposed to. I value the power of understanding a concept from different points of view.

In an effort to explore these desires within myself I compiled research done by other scholars in the region. I had the privilege to present this research at the Kentucky Honors Roundtable this past February. In this experience I learned two things: people in Louisville are still hungry, and research still needs to be done. My experience exploring the food scene in Louisville reignited my passion for food justice and my hungry peers here in the city. Almost every neighborhood in West Louisville is in desperate need of a grocery store, or increased infrastructure to better their accessibility to the already existing location. With more research I believe this can be made possible. There are several food justice organization in our community. Some of whom I've been able to work with as an intern and volunteer. However, thee aren't many people doing research about, or publishing about the correct food ecosystem in Louisville and it's plight on the local residents. For that reason I think I would be a good fit for the position. Not only do I have a passion for the work completed, but I also see that there is a lack of attention being drawn to food justice (environmental justice) here in Louisville.

CODRE GUEST SPEAKERS 2018-19

The commissioners have had the pleasure of hearing from some remarkable speakers. CODRE would like to thank the following individuals for coming to share their experiences and information with us:

August 2018:

Ron Whitehead & Hannah Drake

Nominated for first Black Female Kentucky Poet Laureate

October 2018:

Diane Tobin

UofL Ombuds

November 2018:

Marrion Vasser

Diversity Education - Implicit bias training

January 2019:

UofL President **Dr Neeli Bendapudi** and chief of staff **Michael Wade Smith**

open discussion on CODRE priorities

February 2019:

Katie Partin

Facitator of Brainstorming session

March 2019:

Faye Jones

Campus Climate data analysis

April 2019:

Open House

May 2019:

Beth Boehm Provost

open discussion on CODRE priorities

June 2019:

Karan Chavis

Strategic Plan overview



Diane Tobin -UofL Ombuds

celebrate race opportunity
equality brave Self-Knowledge
support diverse empowerment
inclusive disability Creative
Justice Sharing difference
community disability
sexual orientation
diverse support
inspiring brave Impact
Networking
Sharing education
diverse gender
champion
brave
inclusive
sharing Networking

