

Thematic Analysis of CODRE Campus-Wide Listening Session #1

Topic: Black and or Latinx: Exploring Racial and Cultural Identity

QUESTIONS:

- What does it mean to identify as Black or Latino? Here at UofL?
- where is your identity represented/safe/seen; where is it not?
- what do you need from the campus community?
- what does the community not understand or acknowledge; what does it do well?
- where are you celebrated/honored?
- if you were brave enough/loved yourself enough one wish you have for your identity this year
- What support do you need that CODRE can elevate to leadership?
- If there is one thing that CODRE should have on its radar on this topic what would it be?
- If there is one thing that CODRE should do as a result of this conversation, what would it be?
- Are there other topics you would like to see discussed at future listening sessions?

What we heard:

- 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.
- Some felt solidarity with Latinx because as BIPOC they have been similarly treated in the past.
- 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.
- Discussion of loneliness or isolation, not having a lot of people who are "like them".
- People sometimes label them as having "attitude" when it really just them expressing passion on a subject.
- 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).
- There was a wish that there was less division Latin friend's vs other friends
- Decolonizing work to be done, the underprivileged are often asked to do the work of training the privileged on what is needed
- Bias & discriminatory practices needs improvement
- Not all BIPOC would give UofL an award as their experiences have not been good
- A disconnect of the past to the present
- A lot of people have given up hope or become apathetic, because of accumulated hurt they've experienced
- Generally (not everywhere) but I don't feel like UofL acknowledges that identities are important. Still feels performative.
- Having a way to combine the work that one does with the passions/things one cares about. I do feel that this could also help with retention of people

Spaces where our black/latinx identity feel safe?

- HLSFA
- Cultural Center
- BFSA
- In some sports a feeling of family with them
- At home

What the university has done well?

- HLFSFA has executive champions
- BFSFA advocates on behalf of employees
- CODRE representing the voices from faculty, staff & students
- Mentoring for Success Program
- Marian Vasser's Implicit Bias workshops

One wish for your identity this year?

- Self-care
- Mental health days available across campus and not just in some departments or supervisor's control
- Momentum of the mentorship program to go farther
- Ownership of your identity
- more marketing/ advertising of how to connect. Starting on day one with HR
- No placating, no performative actions!
- I wish as a staff of color that when I arrived at UofL would have paired me with a host so i could engage with other LatineX women and any LatineX staff organizations.

One thing CODRE should do?

- Keep up the Listening Sessions
- Stress to the president that homogeneity of leadership positions across campus is off-putting and is a disservice to the university's stance on diversity and inclusion
- CODRE should hold the university accountable for it's diversity mission. Compensation and promotion should be addressed
- Accountability is a MUST
- Performative action is what is needed but having the space to hear people out is the first step!
- Would like to see ERG's such as CODRE, BFSFA and others in the HR orientation process

Ideas for future Listening Sessions

- Retention
- Reaching out to Undergraduates in Diversity
- Post Docs/Residents need to be heard