



SUMMARY OF CAMPUS- WIDE LISTENING SESSIONS

THE 5 LISTENING SESSIONS

02/14/2021: Black and or Latinx: Exploring Racial and Cultural Identity

03/04/2021: Retention within our non-white communities

04/01/2021: The Impact of Racism and Discrimination on Mental Health

09/01/2021: Returning to Campus During a Pandemic, What is Your New Normal?

10/06/2021: Work, Life, Balance



CONTENTS

- Kudos
- Concerns by Constituency Groups (Faculty, Staff, Administrator, Student, and Trainee)
- Recommendations for President Neeli and the administration



KUDO

- Inspiring leadership
- The existence of advocacy groups that advocate for different identities (e.g. HLSFA, BFSA, CODRE)
- Educational programs such as mentoring for success and implicit bias workshops
- UofL's timely anti-racism statement
- UofL support for employees during the COVID epidemic
- UofL's benefits (e.g., vacation time, sick time, one day for volunteering, tuition remission)
- Health supporting resources (e.g gym and group fitness classes)
- Support for LGBTQ students and employees

CONCERNS

- BIPOC employees feeling tokenized, not being recognized for their value and being adequately or appropriately compensated; feeling disenfranchised, siloed, and not supported
- Employees feeling exhaustion and burnout yet, many find it difficult to take vacation time and breaks during the workday for fear of being judged
- Feelings of anxiety, fear and hopelessness in the face of hate towards individual's identity and a lack of consequences for aggressors in bias incidents
- Difficult to remain emotionally present and maintain a work-life balance due to competing responsibilities that are not recognized including being parents of young children
- Inequity in the implementation of the Remote Work policy and supervisors not trusting the those who work from home are productive
- Supervisors have little support but are expected to support their teams

RECOMMENDATIONS

- Hold administrators accountable for the lack of progress for reaching the UofL's anti-racism goal
- Ensure a commitment to equitable hiring, training, retention, promotion, and compensation for BIPOC populations
- Provide in-house dedicated and competent emotional/mental health for employees and support university-wide mental health days
- Establish institution-wide policy and dedicated neutral personnel to address bias incidents, discrimination, and grievance
- Support tangible actions and changes to address the findings from the data collected including from campus climate surveys and exit interviews
- Create a memorial for staff, faculty and students who lost the battle to COVID-19
- Create a Remote Work policy that is more creative and forward thinking with more flexibility that allows for autonomy and train supervisors
- Build a culture of empathy and support for employees and supervisors
- Support employees who are parents, caregivers, and those living alone
- Encourage a culture of taking breaks and earned vacation time

