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
• 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