



Campus – Wide Listening Sessions

The themes are from the listening session:

- **How is UofL developing future leaders?**
- **Students' voices, is anyone listening? and
Paying for School – Obstacles and Resources**
- **Mentoring**
- **As a campus community, how can we support the work of
diversity, equity, and inclusion?**

RECOMMENDATIONS

➤ Communication

- **Constant communication across platforms with detailed goals and strategies to know what is working and challenges encountered, clear vision for the university**
“People feel supported and involved.”
- **High level administrators needs to do some more front facing with students; being accessible, both undergraduate and graduate level**

➤ Accountability

- **Mandatory training for supervisors/mentores/faculty/staff on DEI (sensitivity to LGBTQ+ and BIPOC)**
“Giving the opportunity to learn, educate, and grow; if people are not willing to uphold these values of inclusion, care, justice, and liberation, then they can go.”
- **System to report bias; understanding the process**
- **DEI as part of the annual and tenure review/evaluation process**
- **Real consequences for repeated offenses, even termination**
“If students are paying for their education, discrimination must be considered a crime”

➤ **Retention**

- **Provide scholarships; centralized location for scholarships and financial resources; facilitate the process for certification**
- **Mentorship program students/faculty/staff**
- **Recognize the unpaid work that already is happening; reward in a meaningful ways**
- **Support career paths for employees**

➤ **Recruitment**

- **Diversity Advocate in all search committees**
- **Incorporate the idea of active recruiting, getting out in the community, and being competitive (Language, salaries, strategies)**

➤ **Resources**

- **DEI must be reflected as a priority; goal of creating an anti-racist institution**
“In capitalism, money shows the priority”