

Executive Committee

Letter from the Chair!

Another month has come and gone and CODRE is coming to you again with its monthly newsletter! This month the University of Louisville will celebrate Juneteenth on Friday, June 18, 2021. The Black Faculty and Staff Association (BFSA) has been instrumental in getting the University of Louisville to recognize this day as a University holiday. Kudos to BFSA for their advocacy! Thank you for working so diligently on the recognition of another aspect of the Black experience! Thank you President **Neeli Bendapudi** for responding positively to this ask. The link to the President's letter to the Cardinal Community recognizing this event, can be found [here](#). Additionally, the Office of the President and the Black Faculty/Staff Association presented on June 14, 2021, the inaugural Juneteenth Lecture Series titled "Juneteenth: A Long Time Coming" with keynote address by Dr. Melissa Harris-Perry. You can view that event [here](#)



Muriel Harris,
Chair CODRE

Faculty Concerns Committee



The Faculty Concerns Committee met in May with thirteen CODRE and non-CODRE members attending. In a report about the faculty accountability policy, Senators

Sherri Wallace and

Michele Foster reported that the Policy has been returned to the Executive Committee for further discussion following the feedback they had received. Faculty continue to express concerns over the return to work on August 1, 2021 with the likely but unknown exposure to the virus. The committee recommends that the University, considers determining the vaccination status of all students, faculty and staff as well as encouraging all those who are not vaccinated to be vaccinated. They also acknowledged that there may be many among us who have pre-existing conditions that makes them more vulnerable to COVID-19. They further suggested that any actions taken by the University regarding vaccinations or mask wearing should be enforced. There will be a Faculty Concerns meeting on June 30th; However, there will not be a July meeting. We will resume meetings for the new term on August 25, 2021 from 12:00-1:00. Please join us!

Increasing Diversity, Equity and Inclusion at UofL

Culled from socialchorus.com/blog

Here are some ways to include Diversity and Equity (D &E) work where you are:

1. Foster a culture where every voice is welcome, heard, and respected.
2. Welcome a multilingual workforce.
3. Acknowledge and honor multiple religious and cultural practices.
4. Reflect everyone's needs and preferences at everyday gatherings.
5. Strengthen anti-discriminatory policies.
6. Make the workplace inclusive.
7. Eliminate bias in the evaluation process.

Social Media

 [Find us on Facebook](#)

President's 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.

Staff Concerns Committee

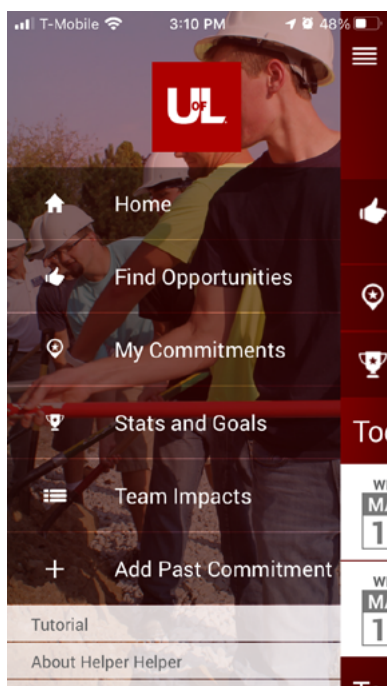
After becoming the Vice-Chair of CODRE, I also have had the privilege to support the Staff Concerns Committee as an acting chair. Reading the materials and talking to the members of the committee, I learned the high level of organization they have; the impact their accomplishments have had in our UofL community and their strong commitment to continue their work supporting the Super Saturdays, Employee Handbook revision, and CARA. Let me introduce the members of this strong committee:

Susan Jenkins; Kristie Helm; Erica D Camp; Valerie Casey; and Carrye Wilkins.

In our last meeting, an important issue came up when we were discussing our role supporting the anti-racist agenda. The issue is how to speak out when racist policies/actions that create inequity are acknowledged or “named” and become an advocate without being perceived as “troublemakers, too political and/or angry” (Gorski, 2019). This issue has been discussed in the literature research and its detrimental impacts on the people who are committed to anti-racism. This seems to be a clear manifestation of the resistance to change, to mention just one. Ibram X. Kendi (2019) gives us an explanation, “the antiracists ideas remain difficult to comprehend, in part, because they go against the flow.” The staff committee is taking the discussion to different levels that will help us to move forward in our commitment against racism. The committee understands that going against the status quo, its forces, and dynamics, will require comprehensive processes. Some of the challenges in front of us, as Kendi states, “being an anti-racist requires persistence, self-awareness, constant self-criticism, and regular self-examination,” from the top to the bottom. Challenges that the Staff committee is ready to take on.



Connie Martinez,
Vice Chair.



Helper Helper

Just a reminder if you signed up for the Helper Helper app please add any volunteer hours that you do in committee work or otherwise so we can show the extent of the dollars that are preformed in DEI work for the university.

If you have questions on how to add past commitment hours, email the Communications & Marketing chair **Maria Tinnell**, at maria.tinnell@louisville.edu for step by step instructions.

If you are just hearing about Helper Helper and wish to log your DEI volunteers hours you may still sign up.

Campus-Wide Listening Sessions

The fall semester of Campus-Wide Listening Sessions will resume the first Thursday in September of 2021. Currently the Communications & Marketing Committee is looking for volunteers to help moderate and develop a schedule of topics for the fall. There will be a total of three listening sessions in the fall, September, October and, November. Ideally we would like to have each of the listening sessions cover concerns of faculty, staff and students. If you have ideas for topics we want to hear from you.



New Positions Looking For Volunteers

As was discussed in the past few general body meeting CODRE is expanding the leadership positions within the organization. Below is a list of vacant positions for chairs, vice chairs, and secretaries. We will succeed in our efforts if everyone takes a active part in the commission. Email codre@louisville.edu to sign-up for a vacant position.



CODRE/COSW Collaboration

The executive committees of both CODRE and the Commission the the Status of Women (COSW) met in May to discuss collaboration on the items related to the Cardinal Anti-Racism Agenda (CARA). The executive committees agreed to take as their first project, the retention and recruitment of students, faculty, and staff through their various committees. The group will meet again to discuss specific strategies for working on this priority at its next meeting. Those present from CODRE were Chair, **Muriel Harris**, Vice Chair **Maria Martinez Mayshack**, **Maria Tinnell**, **Fannie Cox**, **Dwayne Compton**, and **J'Lissabeth Faughn**. COSW was represented by Chair, **Heather Fox**, Vice Chair **Michele Rodems**, **Megan Campbell**, and **Keith Lyle**. **Jake Beamer** provided technical support.

“The epidemic of racism and inequity has always been part of our society, but we are seeing the impact now in sharp focus and clarity.

It’s not enough to say ‘I’m not racist.’

We must become anti-racist.”

— **Neeli Bendapudi**
President, University of Louisville



Meeting Schedule for 2021-22

The table of new times for CODRE General Meetings is shown here. The next CODRE General and Commissioners meetings will be August 12, 2021. The general body meetings will be recorded for the purpose of creating the minutes as was discussed and approved over

the past couple of meetings. Once the minutes have been approved the recordings will be taken down.

Chair Harris has asked that the Executive Committee meet twice between general body meetings (once two days before the general body meeting, and once two weeks following the general body meeting). NOTE: regardless of COVID-19

guidelines, the plan is to offer all meetings with both in-person and virtual options so everyone can participate in a method that best suits their needs.

The President and/or Provost will attend a select number of alternating general body and executive committee meetings which will be announced once dates are confirmed.

Executive Committee	General Body	Committees (or Commissioners-only)
August 10, 2021, 12-2pm	August 12, 2021, 12-1pm	August 12 2021, 1-2pm
August 23, 2021, 11-12pm		
September 7, 2021, 12-2pm	September 9, 2021, 12-1pm	September 9, 2021, 1-2pm
September 20, 2021, 11-12pm		
October 12, 2021, 12-2pm	October 14, 2021, 12-1pm	October 14, 2021, 1-2pm
October 25, 2021, 11-12pm		
November 9, 2021, 12-2pm	November 11, 2021, 12-1pm	November 11, 2021, 1-2pm
November 22, 2021, 11-12pm		
December 7, 2021, 12-2pm	December 9, 2021, 12-1pm	December 9, 2021, 1-2pm
January 11, 2022, 12-2pm	January 13, 2022, 12-1pm	January 13, 2022, 1-2pm
January 24, 2022, 11-12pm		
February 8, 2022, 12-2pm	February 10, 2022, 12-1pm	February 10, 2022, 1-2pm
February 21, 2022, 11-12pm		
March 8, 2022, 12-2pm	March 10, 2022, 12-1pm	March 10, 2022, 1-2pm
March 21, 2022, 11-12pm		
April 12, 2022, 12-2pm	April 14, 2022, 12-1pm	April 14, 2022, 1-2pm
April 25, 2022, 11-12pm		
May 10, 2022, 12-2pm	May 12, 2022, 12-1pm	May 12, 2022, 1-2pm
May 23, 2022, 11-12pm		
June 7, 2022, 12-2pm	June 9, 2022, 12-1pm	June 9, 2022, 1-2pm
June 20, 2022, 11-12pm		

Cardinal Anti-Racist Agenda (CARA) Six Priority Areas

UofL's Cardinal Anti-Racism Agenda Items were presented at the Board of Trustees meeting in April.

1. Culture, Policies, Practices, and Procedures

Codify the adoption of the University's commitment to support a culture of antiracism as a core institutional value in governance, policies and procedures.

2. Equity in Work, Compensation, Professional Development, and Reward

Ensure equitable distribution of work, compensation, and rewards for all university constituents that allow them to reach their full potential.

3. Curriculum and Instruction

Ensure our campus-wide curriculum supports learning at undergraduate, graduate and professional levels using an antiracism framework.

4. Images and Communication

Ensure that the University reflects an anti-racism stance in all images and communication to support its intent to create an inclusive and welcoming space.

5. Recruitment and Retention of Diverse Talent

Provide a structured process for recruitment and retention of faculty, staff, administrators, students, residents and post-doctoral trainees, that provides and supports professional development and advancement.

6. University and Community Relationships

Fully engage the structures for community engagement to provide learning opportunities for faculty, staff, students, residents, fellows and post-doctoral trainees to help promote anti-racism within our university.

COMMITTEE CHAIRS

EXECUTIVE COMMITTEE

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