

Executive Committee

Letter from the Chair

Wow! The holiday is over, and we are all back on campus for another year. Last year we weathered the challenges of COVID-19 while many of us were off-campus working and learning remotely. Welcome back! Welcome to a new academic year 2021-2022. In the last year, CODRE has had commissioners leave us either because they have completed their 3-year term with us, or they have left the University. They were with us as we discussed the University’s adoption of the Anti-Racism Agenda and what it might look like. I would like to take this opportunity to thank each of them for their invaluable service to CODRE and to the University, **Karan Chavis, Shawn Blackston, Dewey Clayton, Aria Higgins, Charles Sharp, and Kristia Worthy**. As we say goodbye to some of our commissioners, we welcome new ones. This year, President Bendapudi approved and commissioned an additional eleven commissioners swelling our ranks to 35 CODRE Commissioners. Thank you to all the CODRE Commissioners who have agreed to do this valuable work. CODRE looks forward to your active participation. Please sign up to fill one of the positions still open on our **new Organization Chart** or join a committee that interests you and contribute to the University’s Anti-Racism Agenda. Welcome back to our Associate and Ex-Officio members. It does indeed take a “village”! Thank you for joining us. Look out for our monthly newsletter, with reports, news, views, and commentary. Be a part of CODRE in any capacity! Let us tell you how!

Muriel Harris,
Chair CODRE



CODRE/COSW Collaboration

CODRE and COSW have joined forces to focus our collective energy on developing data-driven recommendations to **President Bendapudi** and **Provost Gonzalez** around retention and recruitment, included in the Cardinal Anti-Racism Agenda (CARA) as areas of concern.



The initial project will focus on retention as we believe that without retention of our faculty, and staff, recruitment will become increasingly difficult. The Executive Committees of both commissions met in late July and formed three committees to review existing information gathered through climate surveys and other existing data and to identify best practices that will help inform our recommendations.

The three committees are:

- Data Committee: Will review existing climate and other existing university data through the lenses of gender, race/ethnicity, differently abled status.
- Benchmark Committee: Will review successful retention interventions made by other higher ed and corporate institutions.
- Work/Life Balance Committee: Will review data related to breaks, vacation time, impact of work demands on home life.

Please let us know if you have ideas or interest in participating in this work.

You can reach the chairs of these commissions through their emails, CODRE@louisville.edu and [COSW heather.fox@louisville.edu](mailto:heather.fox@louisville.edu).

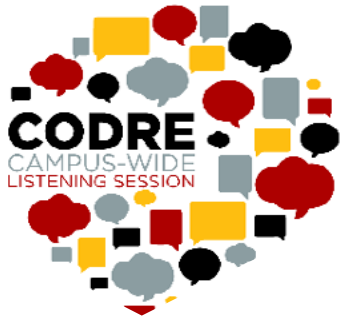
President’s Charge

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.

Developed by the Executive Committee of the Commission on Diversity and Racial Equality | April 4, 2017



Campus-Wide Listening Sessions

The Campus-Wide listening Sessions have a new committee chair **Tonia Thomas**. The fall semester of Campus-Wide Listening Sessions will resume **Wednesday September 1st from 11:30 -1:30**. The topic of the first session will be “**Conflict Resolutions & Dispute Systems.**”

Moderated by Emma Sterrett-Hong. You must [sign-up to get a link](#) to the session on MS Forms. Look for other marketing to come soon.

If you have ideas for topics, we want to hear from you.



This month **Muriel Harris** formally hands over the reins of the Faculty Concerns Committee to my colleague, **Cherie Dawson Edwards**.



Welcome Cherie! This month's meeting will be on **Wednesday August 25, 2021** on TEAMS from noon to 1 pm. If you would like a link to the TEAMS meeting let us know.

What are your strengths?

What strengths do we have?

CODRE wants to know where your strengths lay. Are you an awesome writer? Do you take notes well? Are you a social media wizard?

CODRE has created a form to help us know where your strengths are. [Please go to the link](#) here and let us know what skills you have to help our group find its inner strength. It will take just 2 minutes to complete the form and the information will help us better match your strengths to our needs.



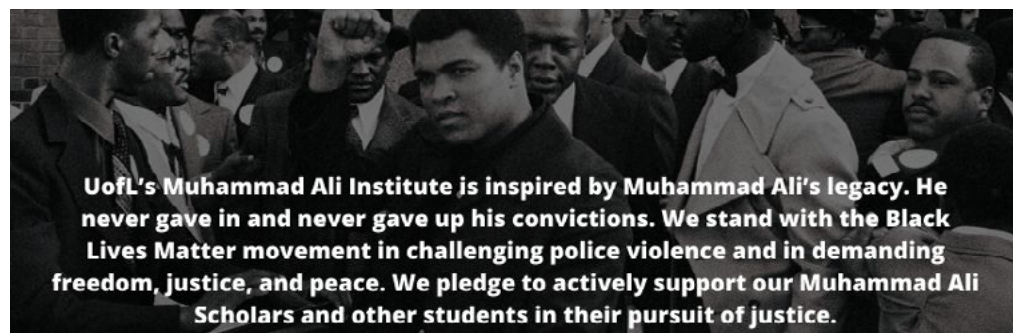
Treasurer Vacancy

CODRE seeks a Treasurer, who will be a member of the Executive Committee and responsible for performing accounting tasks for the Commission.

Duties include monitoring the Commission's cash flow, working with committees to ensure there's enough cash

on hand to satisfy any expenses, providing monthly reconciliations, developing the annual budget, and working with UofL's Business Office to ensure compliance.

The individual must have a financial background, be knowledgeable about UofL's financial requirements, and must be a CODRE commissioner. If you would like to be considered for this position, please send a letter of interest to CODRE@louisville.edu.



Assistant Director Position with UofL's Muhammad Ali Institute

Please help get the word out and share the posting of the assistant director position with the Muhammad Ali Institute with your contacts. The posting says the position is in the provost's office and it only mentions the Muhammad Ali Institute at the end of the ad.

The assistant director works to advance Muhammad Ali's legacy and the institute's

social justice initiatives on campus and in the community working closely with the Muhammad Ali Center which is a major partner. This position offers the opportunity to shape the Muhammad Ali Scholar Program, our signature program. The job posting will be open until August 16. The job opening is available [here](#).

COMMITTEE CHAIRS

EXECUTIVE COMMITTEE

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