

Executive Committee

We are excited to bring you another edition of the CODRE Newsletter.

The University Campus Community has again witnessed distressing comments by our country's senior leadership directed at American descendants of slaves. CODRE supports the position of Interim Senior Associate Vice President, **V. Faye Jones** in her rebuke of Sen. Mitch McConnell's dismissal of the heritage, culture and resilience of Black people who were removed from their native lands and brought unwillingly to the Americas. You can read her letter to the UofL Community [here](#).

We welcome our University's new executive vice president and provost. Provost **Lori Stewart Gonzales, PhD** is said to be a "Champion of

Sustainability" that includes her commitment to social justice and building a system of accountability that supports it. She joined us at the Executive Committee meeting in March and we look forward to introducing her to the CODRE general body.

We certainly recognize all those who have been working towards Diversity, Equity, Inclusion, and Justice and we would like to honor you and your work, by telling your stories here in the newsletter. Send an email to CODRE@louisville.edu and let us know about it.

We welcome **Jake Beamer** as part of the administrative support staff that is provided to CODRE from the President's office. He joins **Catherine Elliott** who has been wonderfully supportive of CODRE and whose name you would recognize as she sends out your

monthly notices and appeals for agenda items. Thank you, Cathy!

CODRE is evolving right before our eyes as it invites new members to the Commission to take on new roles and responsibilities. If you have not yet sent us a nomination to join the Commission, please do that. We would love to have you. You can download the form from the [CODRE webpage](#). There is a lot of work to do, as CODRE joins the rest of the University of Louisville Campus to work towards UofL being an anti-racist University. Please join us in this important work.

Muriel Harris, PhD
CODRE Chair
and Associate
Professor, School of
Public Health



Faculty Concerns Committee



The Faculty Concerns Committee met again on Wednesday April 28, 2021 from noon to 1 p.m. on TEAMS.

Professor **Edna Ross** gave an update on the committee's work to address the concerns of faculty and students on

the Respondus LockDown Browser and Monitor. The concern is its impact on Black students given its use of lighting to monitor tests in a virtual environment. It is not unlike similar monitors that have been critiqued by faculty and staff at other institutions which has also resulted in lawsuits across the country. Another item that was discussed was the policy regarding faculty returning to in-person teaching in the fall. Dean **Craig Blakely** promised to follow up with administration and report to the committee at the next meeting. It was decided that the

committee would meet in May and June but take a break from meeting in July and reconvene in August.

Starting in the fall **Cherie Dawson-Edwards** volunteered to Chair the Faculty Concerns Committee and **Irving Joshua** will convene the Trainees and Residents and Post Docs Committee.

If you have an issue that you want faculty to become involved with, please join us at our meetings, or send CODRE an [email](#) and I will be happy to send you the link.

Muriel Harris, Chair

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.



Campus-Wide Listening Session #3

CODRE hosted its third campus-wide listening session for the semester with theme, *“The Impact of Racism and Discrimination on Mental Health”*.

“You question your encounters, and it puts you in a mindset that you start questioning everything. It disturbs your confidence and puts you in an anxious mood, kind of paranoid.” (A Participant)

The 2-hour discussion on April 1, 2021 on TEAMS ranged from how UofL is perceived internally to how students and employees take care of their mental health. Participants also discussed what UofL can do better to reduce racism and improve individual's mental health.

How UofL can do better to reduce racism included the following suggestions:

- Less emails more action. We need more follow-up. Avoid performative actions.
- Improve the mechanism for reporting and measure the incidents of bias & racism
- Improve transparency on actions that are taken to reach solutions
- More work from upper management, less on the backs of oppressed people
- Clean house, don't be shy about kicking racist people out
- White people need to hold white people accountable
- More accountability to the Cardinal Principles. How will CARA measure when people are not living up to the cardinal principles?
- Mental health and wellness breaks. 30 minutes outside of the regular lunch breaks given. Build in more flexibility.
- Have more designated spaces for getting out what needs to be said like the “CODRE Campus-Wide Listening Sessions”.

- Supporting professors who are minorities to get federal grants and be promoted through the ranks. It is disheartening to see mostly white faculty get big grants to work in communities of color

The full report of this and other listening sessions are available on the [CODRE webpage](#).

The listening sessions will be held again in the fall semester, starting on the first Thursday in September, so listen out for messages in social media, in UofL today and on CODRE website. If you would like to send in a contribution to the topic or a topic you would like to be discussed, please email us at CODRE@louisville.edu.

CODRE's hope is that University units and individuals view these comments from our staff and students of color as a cry for help and support as well as a request for inclusivity and belonging. There are multiple pathways to this end that are highlighted above. The Cardinal Anti-Racism Agenda (CARA) will be successful if the entire campus community supports it.

Campus Environment Team

The Campus Environment Team has four primary focus areas: Diversity Plan, Campus Climate-Students, Campus Climate- Employees, and Campus Climate Support. Below is a summary of their work this year.

Diversity Plan – The committee provided a recommendation for submission of unit Diversity Plan documents. They will assist in the review of and provide recommendations for unit diversity plans. This committee will also review the results of the climate survey to help guide the development of the next university-wide diversity plan and will make recommendations to the plan to address any areas of concern identified in the survey results. The committee will recommend strategies to increase workforce diversity, with a special emphasis on the recruitment, hiring, and retention of Black and Hispanic/Latino faculty.

Campus Climate – Students - This committee assisted in the review, update, and recommended changes to the student climate survey that was launched in March 2021. Additional content was added to the survey

related to the Cardinal Anti-Racism Agenda (CARA) and CARDINAL Principles. While they await the results of the survey, they are also reviewing the student concerns raised in the Occupy Campus document and video to provide recommendations for ways to improve the problem areas identified.

Campus Climate – Employees – This committee assisted in the review, update, and recommended changes to the employee climate survey that was launched in March 2021. Content was added related to CARA and the CARDINAL Principles. While they await the results of the survey, they are also researching employee training models (with an emphasis on diversity, unconscious bias, and inclusion training) at other state universities and benchmark institutions.

Campus Climate Support Team –The committee, formerly the Bias Incident Response Team (BIRT), renamed their group to better represent its purpose. The group hosted representatives from the University of Michigan to discuss best practices to support students, faculty, and staff related to bias incidents. New members were added to increase student representation.



A REPORT FROM COSW'S LIAISON TO THE PUBLIC SAFETY COMMITTEE.

UofL's police department, under the direction of Chief **Gary Lewis**, periodically meets with an advisory board comprising various university stakeholders. At the most recent meeting (March 18), Chief Lewis announced that RAVE alerts about crimes on or near campus will no longer include suspect descriptions. This is a major change. For many years, there has been concern voiced within COSW and elsewhere, that vague suspect descriptions (e.g., *black male wearing hoodie*) could lead to racial profiling and other adverse consequences. RAVE alerts will now focus solely on the nature and location of the criminal event. That is the central function of the alerts, as Chief Lewis now sees it.



THE 2021 PRESIDENTIAL EXEMPLARY MULTICULTURAL AWARDS

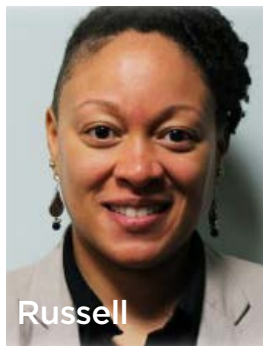
The commission is pleased to congratulate the recipients of the President's Exemplary Multicultural Teaching & Staff awards for 2021. This year there was an increase in both faculty and staff nominations.

The award recipients are as follows:.



Wallace

- The 2021 Presidential Exemplary Multicultural **Teaching Award** went to Professor **Sherri Wallace** in Political Science.



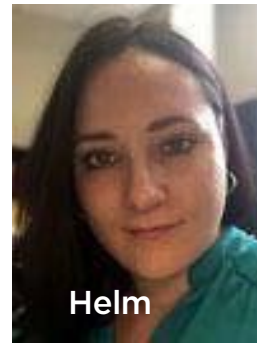
Russell

- The 2021 Presidential Exemplary Multicultural **Staff Award** went to **Tamara Russell** in Student Services and the MLK Scholars Program.

Honors & Awards

LEADERSHIP LOUISVILLE

Leadership Louisville Center has selected the **IGNITE LOUISVILLE** class of Fall 2021, which includes our own **Kristie Helm** and **Kristia Worthy**. We will keep our eyes on these up-and-coming leaders.



Helm



Worthy

GRADUATING STUDENT SPOTLIGHT

Ivanna Duran is the recipient of the following awards: Outstanding Undergraduate Student in Exercise Science, John Heldman Academic Achievement Award, Distinguished Military Graduate for the Reserve Officers Training Corps, and Summa Cum Laude academic honors. And if that was not enough, Ivanna was the CEHD banner bearer. Congratulations, Ivanna!



Social Media

f Find us on Facebook

Upcoming Events

Friday May 21, 2021 - Pathways Women's Leadership Conference

The 9th annual Pathways Women's Leadership Conference, sponsored by Commonwealth Credit Union, will take place on May 21, 2021 and is open to all University of Louisville employees. Enjoy a day with colleagues focused on your leadership development, critical and strategic thinking, and personal goal setting.

Join the following leaders for an exciting half-day conference:

- Marta Miranda Straub, KY Commissioner of the Department for Community Based Services
- Commonwealth Credit Union President and CEO Karen Harbin
- Enneagram facilitator (TBD)
- Interim Senior Associate Vice president for Diversity and Equity Dr. Faye Jones
- Your colleagues

Advance your career and lead your life with confidence!

Register today

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