

Message from the CODRE Chair

Dr. Lori Gonzales joined our community in spring 2021 as Executive Vice President and University Provost and a champion for Diversity, and Inclusion and was interim President of UofL from December 2021 until recently. She leaves us to become President at Ohio University in July. We thank her for her commitment to social justice, we congratulate her for her service and wish her every success in her new role.

April was celebrated at UofL as Asian American and Pacific Islander Heritage Month, and we congratulate our colleagues and students for a wonderful week of celebrations. I sincerely hope you were able to be a part of it. In May, we recognize the contributions and the influence of the Asian American and Pacific Islander populations to the history, culture, and achievements of the US.

CODRE consists of thirty-five commissioners made up of faculty and staff across the University. Nominate someone you know who would make a good commissioner or nominate yourself. Join us to make UofL a more inclusive space for all. 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](#). As an Ex-Officio member by virtue of your position in a university unit, an Employee Related Group (ERG), or a student organization, we offer our support. Attend our monthly meetings and share what you are doing and let us promote your work also. If you would like to know more about CODRE please visit our website.

CODRE meets in person on the 2nd Thursday of each month. For those who are unable to join us in person, we provide a TEAMS link. Meetings are 12 - 2 p.m., although we strive to give you back some of your time and often end earlier! Send an email to CODRE@louisville.edu if you do not receive the TEAMS calendar invite.

I hope you have been joining us for the listening sessions this spring. If you haven't, plan to join us in the fall. There will be three sessions each semester. If you have a topic you would like to share, please let us know at CODRE@louisville.edu Watch out for announcements in the fall and in the spring!! We have been asked often what

happens to the information from these sessions. Well, CODRE collates the information that is given and produces a report on each session. The report is sent directly to the President as well as to leadership of the University. Recently, VP for Diversity and Inclusion, **Lee Gill, JD** has committed to working with CODRE to make sure the recommendations are acted upon. So, look forward to a report in the future connecting your concerns to actions at UofL to address them. We look forward to that collaboration!

As our students enter the final few weeks of the semester, good luck with your exams and final papers. To our graduating seniors and graduate students, continue the work of Diversity, Equity, and Inclusion, wherever you find yourselves, it is needed far beyond our campus. "May the road rise with you, and the wind be always at your back" (anon). Go forth and do good things in the world. Congratulations!

Muriel Harris, PhD

Interim CODRE Chair and Associate Professor, School of Public Health



COMMUNICATIONS & MARKETING

April Campus-Wide Listening session

Our next session is **April 27, 12:00 to 1:30, Teams. "Community Engagement: Opportunities for Growth?"**

In this listening session, the UofL community is invited to share their concerns, thoughts, and ideas about how UofL promotes and executes community engagement. How is UofL connected within the community and what impact have we made? How can we continue to grow and have a greater impact? **Registered participants will receive a link to the session.** We look forward to hearing your voices. Past listening session reports can be found on the [CODRE web page](#).

PRESIDENT'S CHARGE

The Commission on Diversity and Racial Equity (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 Equity | April 4, 2017

DIVERSITY PROGRAMS

Congratulations to the 2023 CODRE Award Winners

2023 Presidential Exemplary Multicultural Engagement Teaching Award

CODRE is proud to award **John Chenault, PhD**. The Presidential Exemplary Multicultural Engagement Teaching Award. Some of the details of his nomination for the award are highlighted here. John earned his Master of Arts and PhD in Pan-African Studies from the University of Louisville. He was employed as faculty in the University Libraries in 2007, where he had advanced to the rank of Associate Professor. In 2020 he was hired as a new faculty position of Director of Anti-Racism Initiatives. In early 2021, the School of Medicine welcomed him, and he has clearly made an immediate and profound impact on the concept and culture of medical education herein, championing what has only recently become a nationwide campaign to reform medical education, research, and clinical care.



He laid the groundwork to roll out the initial phase of UME's antiracism agenda by developing an orientation, coaching, and mentoring process, as well as faculty development and training tools. His work is clearly reaching "BEYOND", in that he is receiving invitations to present at various institutions including international, national, and local medical conferences, often referred by our SOM faculty who have clearly been touched by his teaching. His participation in these venues is moving our University and our School of Medicine to the forefront of this national movement. Using his vast knowledge of and connections with the HSC Kornhauser Library, Dr. Chenault established and launched the Anti-Racism Knowledge Base (AKB) last year.

Racism thrives as an enduring poisonous epidemic in our country, our state, our region, and our communities. Due to the hard work and dedication of Dr. John Chenault, we currently have a wealth of multicultural educational resources that helps to "educate" our educators and our students on how to respond accordingly and equally to patients/victims who come to us for care in the "Here and Beyond."

2023 Commissioners of the Year



Congratulations to **Tonia Thomas** and **Daniela Terson de Paleville** on being recognized for this award. The award honors current commissioners or associates who have gone the extra mile to support CODRE and its mission and demonstrated excellence in



advocating for diversity, equity, and inclusion. They have shown in their work on the communications and marketing committee dedication to CODRE and we are honored to recognize them as winners of this award.

DEI Student of the Year

CODRE awarded grad student **Riyadh S M Shah** the "DEI Student of the year award". Riyadh is an international student from Bangladesh. He is an active member of the Bangladesh RSO. He has been able to organize actions to provides support to new students from Bangladesh as soon as they arrive to the airport in Louisville. Riyadh has become a strong advocate for the international students increasing awareness of the issues international students face not only inside the UofL community but in the community at large. Riyadh has demonstrated to be a strong leader/advocate, he has been able to unpack the false perception that international students who receive a position as GTA or GRA do not bring any money into the university. He has demonstrated that thanks to the work of GTA/GRA several researchers are able to write more than 10 articles per year; international students provide new vision into different research areas and work advancing the areas with their dissertations. Riyadh takes any opportunity to speak on behalf of the international students.

AAPI Heritage Week

On behalf of AAPI FSA, A big thank-you to all those who attended or helped promote our AAPI Heritage Week keynote event. I hope you enjoyed it. Here is a [report of our Heritage Week](#), and here are [some pictures](#) of our keynote event: . While the video of the keynote lecture has not been made widely available, it's been watched over 120 times. The feedback on the lecture was resoundingly positive. **Sharri Wallace**, who is a Professor of Political Science and Interim Associate Dean for Diversity and Equity in A&S, said immediately after the finish of the lecture, "*That was the best lecture on Asian American History I have ever heard!*" Our Heritage Week couldn't have been such a success without your support.

If you missed the AAPI FSA Heritage Week, you can watch the keynote lecture on Youtube at the link below. The keynote offers an exploration of the history of Asians in America presented by Brown University Professor of history, American studies, and ethnic studies, **Dr. Evelyn Hu-DeHart**.

"Black or White or Yellow? How Asians are Racialized in America."



KUDOS

Danial A. Malik, CODRE commissioner, was awarded the President's Volunteer Service Award having completed more than 250 hours of community service with organizations in and around Louisville including the Kentucky Opioid Response Effort, Dare to Care Food Pantry, American Red Cross, Big Brothers Big Sisters of Kentuckiana, and Compassion Clinic. Congratulations, Danial!

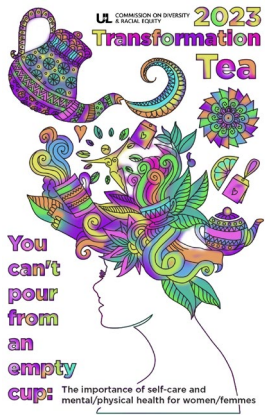
IN THE MEDIA

TED talk I hope you will enjoy watching! [Get comfortable with being uncomfortable- Luvvie Ajayi Jones](#)



UPCOMING EVENTS

Transformation Tea April 27, 3-5 p.m.



There is still time to **RSVP** to the Transformation Tea. The Transformation Tea for Women of Color & Their Allies began in 1997. The Tea affords women of color an opportunity on an annual basis to empower one another by sharing concerns, problems and positive suggestions.

This year's theme will be "You can't pour from an empty cup: The importance of self-care, mental/physical health for women/femmes." Speaker **Dr. Aesha Uqbah**, will talk about student mental health and how we as faculty, staff, administrators can recognize students in distress and what we can do to support them. As well as a panel of speakers **Vicki Hines-Martin, Barbara Gordon, Cynethia Bethel-Hines** on women's health concerns.

NOCHE DE FAMILIA Y AMIGOS (HLFSA)

Tuesday May 2, 5pm at Jim Patterson Stadium. 3015 S 3rd St, Louisville, KY, 40208

Bring your friends and family to enjoy delicious food, listen to great music, meet wonderful people, and tailgate for our baseball team.

Advancement Through Healthy Empowerment, Networking, and Awareness (ATHENA) Speaking Up: How Bystanders Can Change the Conversation.

Faculty members often evaluate their peers and researchers suggest that commitment to equity and fairness alone does not result in equitable outcomes. Unintended biases and challenging dynamics during decision-making undermine equitable outcomes when evaluating others. In this interactive workshop, attendees will first learn of common challenges to equitable evaluation and then practice applying related tools to counter biases in decision-making. Anyone who is tasked with evaluating others in their roles is encouraged to attend to enhance awareness, self-efficacy, and skills for speaking up.

Join us Thursday, April 27, 2 – 5 p.m. Register here OR **Friday, April 28, 9 a.m. – 12 p.m. Register here.** Please **RSVP by April 26**

For additional information, please contact ATHENA at athena@louisville.edu or visit the webpage <https://louisville.edu/advance>

COMMISSIONERS SPOTLIGHT

CODRE celebrates the commissioners who do so much to support the mission and vision of CODRE as well as those across campus who are doing DEI work.

This month we share a Q & A with **Stephanie Grace Prost, Associate Professor, Kent School of Social Work & Family Science**

What was a major turning point in your life that got you here?

After completing my MSW and working with youth on felony probation, I returned to Florida State University to begin my PhD studies. That decision was shaped by several factors. My agency was closing its doors, but I also desired deeply to conduct research and teach the next generation of social workers. Too, several recent documentaries had been circulating surrounding prison hospice and I found these inspiring—most especially the experiences of the peer caregivers (folks who were incarcerated who were providing care to other persons who were also incarcerated). Having completed my social work practicum in a local hospice, I was hopeful I might be able to contribute to these programs as a researcher and advocate.

Who or what inspires you in your career?

I am inspired by the many persons I have met with criminal legal system involvement, many of whom work tirelessly at the intersection of research and related advocacy. Conducting research related to older adulthood, life-limiting illness, and death in prison can be grim and overwhelming. However, I try to recall the personal stories I have heard when things seem less than hopeful. Remembering what others have experienced and achieved is essential to remaining focused and motivated to do this work as I have not been impacted directly—these are the true experts.

What got you interested in your current field of work?

I became interested in the intersection of social work and criminal legal systems early in my life due at least in part to my experiences with family members who were incarcerated. Upon entering college, I desired initially to work in an administrative role in a jail or prison. Through supportive mentorship of many faculty, I gradually shifted my focus from criminology and criminal justice toward social work and after several semesters of coursework and related practicum placements, my interest in meeting the needs of older adults with criminal legal system involvement was crystallized. I was also

influenced by my parents as each worked in the medical field; my mother particularly was involved in long term care.

What career advice would you give your younger self?

I am unsure my career advice would be helpful, but I would encourage my younger self to prioritize my personal relationships and 'down time.' The grind culture -- or "publish or perish"-- in higher education makes it difficult to balance well one's personal and professional lives. But these dimensions of our personhood should not be separate; instead, our personal lives should complement our professional efforts and vice versa. We are better, stronger, and happier faculty when we are fully ourselves. It took me a while for this to sink in and I believe that I am better for it; likewise, my family, colleagues, and students also benefit.

What is the best career advice you've ever received?

There is no such thing as an academic emergency.

