

Message from the CODRE Chair

We are excited to bring you another edition of the CODRE Newsletter. March is International Women's Month and globally women are being celebrated. This month we are asked to imagine a gender equal world, a world free from bias and discrimination. We are reminded to Embrace Equity! Let's work towards a world where difference is both valued and celebrated and we truly create a world that is equitable and inclusive for all. We know, we can do it, but it starts with US!

Dr. Kim Schatzel joined CODRE on one of her stops on her Listening tour across our campus. We look forward to working closely with her as she champions a campus that is both diverse and inclusive.

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. Send an email to CODRE@louisville.edu and let us know about it. We will include it in our monthly newsletter!

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 we work towards making our campus one of inclusion and respect for all our community. Please join us in this important work, either as a Commissioner or as an Ex-Officio member by virtue of your position in a University unit, an Employee Related Group (ERG), or a student organization.

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 12:00 p.m.-2:00 p.m., although we strive to give you back some of your time and often end earlier!

Join us also as CODRE sponsors three Listening Sessions each semester. We want to hear your thoughts and ideas about a variety of topics. Watch out for our announcements!!

Muriel Harris, PhD

Interim CODRE Chair and Associate Professor, School of Public Health



COMMUNICATIONS & MARKETING

Campus-Wide Listening session

The Campus Wide-Listening session for March was a collaboration with COSW for Women's history month. The topic was "Supporting Care-giving Employees at UofL". The gendered and racialized division of work extends beyond the walls of campus, and has been given an added spotlight since the beginning of COVID. One area of significant gendered labor that disproportionately impacts women and femmes is in care-giving responsibilities, inclusive of children, parents, or extended community members. Beyond remote and flexible work, there remains a number of opportunities and ideas to support employees in meaningful, efficient and productive work.

Save the date April 27, for the next listening session, the topic has yet to be decided. If you have a suggestion for a topic of a future listening session email [Tonia Thomas](mailto:Tonia.Thomas).



DIVERSITY PROGRAMS

2023 CODRE Awards

Please consider nominating someone or nominate yourself in one of the following categories: the Presidential Exemplary Multicultural Engagement Staff and Teaching awards, DEI Student Leader awards, and the CODRE Commissioner of the Year.

The awards are designed to affirm, value, honor, and recognize members of the university faculty, staff, trainees, and students who are advancing the university's diversity, equity, and inclusion goals to build an anti-racist institution.

Deadline to apply extended to April 2.



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

IN THE MEDIA

International Women’s Day!

There is so much to learn about women globally. **A link is provided!**

Educational Trends

Kansas Republicans move to block state’s public colleges from using DEI statements in hiring

‘Hip Hop Preacher’ gives motivational talk, life lessons to JCPS students WLKY (Dr. Eric Thomas)

KUDOS

Celebration of Black Culture Jerseys

University of Louisville Athletics celebrate Valerie Owens-Combs and Von Macklin, who helped pave the way as the first Black women to receive scholarships to play for the Cards.

In celebration of Black History Month, Louisville Men’s and Women’s Basketball will each wear special adidas uniforms in the coming days that honor Black excellence and heritage.

Both uniforms feature a theme with cream colors, paying homage to “cream of the planet” and golden flowers reflecting flowers regional to Louisville, such as the state flower, the goldenrod.



Valerie Combs

UPCOMING EVENTS

AAPI Heritage Week April 10 -15

The AAPI has several coming events, attend as many as you can to support the AAPI community.

April 7, Vietnamese Student Association; 10th Annual Culture Show

April 10, Panel Discussion; Mental Health Across AAPI Generations

April 13 AAPI Heritage Week Keynote Event; Dr Evelyn Hu-DeHart

April 14 Crane House Young Professionals Spring Recruitment

April 15 Asian Pacific Student Union (ASPU) Student Gala

April 18 Cultural Conexiones; Crafting with Korean Fiber International Moonhe Baik

Muhammad Ali Center for Peace and Justice Spring Events

April 13 Art Show with the Black Male Initiative

Also mark your calendars for the Ali Scholar Graduation Ceremony **April 26**, the 2021-2023 Ali Scholar cohort will be completing the program 6-8 p.m. in the Student Activities Center Multipurpose Room.

A&S Social Justice Change Lecture Series

April 13, Dr Stephanie Budge & Dr Elliot Tebbe University of Wisconsin-Madison

April 20, Dr. Cara Snyder University of Louisville

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 **Daniela Terson de Paleville, PhD., Associate Professor, Department of Physiology.**

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

I graduated from college in December 1999, immediately I started to work as a rehab technician with people with movement disorders in Argentina and I was an adapted PE teacher. Unfortunately, these were part time jobs, and the economic landscape of the country was not ideal to find a better opportunity, so I thought it was the perfect timing to fulfill the dream of traveling and learn English. So, on March 15th, 2001, I traveled to Louisville to study English as a Second Language (ESL) “for one year”. I started a masters in adapted PE in South Carolina. In my first semester I took neurophysiology, and that class changed my trajectory completely. The professor was from Spain! I realized to be a physiologist and do research in neurorehabilitation, but I didn’t know how to start. After 2 semesters, I applied to the MS in exercise physiology at UofL, and afterwards, I started my PhD in physiology because there was this young professor coming to UofL from UCLA with the program “Bucks for Brains”, Dr. Susan Harkema. I wanted to work with her, so in 2006 I started the doctoral program and working in the lab. My doctoral experience was my turning point, I finally had found what I always wanted to do but I did not know what it was!

Who or what inspires you in your career?

Many people inspire me in my career, but the participants with spinal cord injury (SCI) are definitely my inspiration. I learned from them the true meaning of resilience. I deeply admire Liz Fust, a lawyer and activist for people with SCI. She is a “shero” behind the scenes that have allowed many people with SCI in our community to receive access to exercise through scholarships with the non-profit organization “Gathering Strength, Inc.” Exercise for people with SCI prevent or minimize several secondary complications. Access to exercise for this population is a matter of social justice, and Liz is a social justice warrior.

Another lawyer “celebrity” to me was Ruth Bader Ginsburg, she was an example of class, perseverance, and advocacy for the rights of everyone, especially women.



**DANIELA
TERSON DE
PALEVILLE**

What got you interested in your current field of work?

I have nephew, Maximiliano, who has cerebral palsy. I started reading scientific papers to see what the best exercises for his extreme spasticity were, so in college I was like a sponge. During my PhD training I was amazed with the technology and advances that happened in the field. I thought that I wanted to expose my students to the latest discoveries and technologies. Slowly, I started creating lab experiences, visits to Frazier rehab with my class, and my teaching became very application based.

I realized that I absolutely love teaching, being in the classroom, learning from students, so I started doing research in teaching physiology, and now is the core of my academic position.

What career advice would you give your younger self?

Learn English! I wish I had known English at a younger age. I encourage my children to learn Spanish and other languages because I see the profound value of being able to navigate different cultures.

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

Protect your time! As female Latina I am being asked to serve in multiple committees all the time. Dr. Joshua advised me to pick the service activities that fill my heart, this is why I am a commissioner in the CODRE and a member of the HLFSA.

Committee Chairs

Connie Martinez - Chair

maria.martinez@louisville.edu

Muriel Harris - Vice Chair

muriel.harris@louisville.edu

Maria Tinnell - Director of Communications

maria.tinnell@louisville.edu

Wanda Long - Treasurer

wanda.long@louisville.edu

Daniela Terson de Paleville - Communications & Marketing

dtdepa01@louisville.edu

Fannie Cox - Cardinal Anti-Racism Agenda

fannie.cox@louisville.edu

Dwayne Compton - Constituency Relations

dwayne.compton@louisville.edu

Leondra Gully - Diversity Programming

leondra.gully@louisville.edu