

Message from the CODRE Chair

This year CODRE celebrated its 25th year as an advisory Commission to the University's president and among its many accomplishments was a series of Listening Sessions to which our University Community was invited. The most recent session was on Community Engagement when we welcomed faculty, staff and administrators to discuss their participation in community service and related concerns. It highlighted the need for more equitable policies across the University to allow for more meaningful community engagement.

Thank you to our active Commissioners for your dedication to CODRE over the last year. I look forward to next year as we help to steer this "ship" to make our campus one of Diversity, Equity, and Inclusion. I want to recognize CODRE Commissioners who will be leaving us at the end of this academic year as they roll off the Commission after serving 3–6-year terms. Thank you so much for all you did for CODRE this year and what you will continue to do, to further an Anti-Racism agenda where you are. A special thank you to **Maria (Connie) Mayshack Martinez** who served as CODRE's Chair from July 2022-March 2023. I must also acknowledge the contributions of **Maria Tinnell**, who served as CODRE's Communication Director for last two years. Maria, you will end your two-term tenure on CODRE this year, and I can't thank you enough for the support you have given me during my time as Chair.

We have come to the end of another academic year and want to remind our readers that whether you are a member of CODRE or not, your voice at the table is critical. Continue to use it! Have a wonderful and well-deserved break this summer.

Go CARDS! Go CODRE

Best regards,

Muriel Harris, PhD

Interim CODRE Chair and Associate Professor, School of Public Health



Opening of the Jan Rynveld Carew Papers

On May 8, Archives and Special Collections hosted the Opening of the **Jan Rynveld Carew Papers**.

Described by the speakers as a polymath whose contributions included work as a scholar, artist, poet, journalist, and activist, **Jan Rynveld Carew** was born in what was then British Guyana in 1920 and educated in Europe. Carew worked with the British Broadcasting Corporation (BBC), Laurence Olivier Productions and print publications before becoming one of the founders of African American studies in the United States. He taught at American universities including Rutgers, Princeton, and Lincoln, before retiring as Emeritus

Professor of African American Studies and Third World Literatures and Cultures at Northwestern University. He moved to Kentucky in 2000, teaching and mentoring at UofL until his death in 2012. Known as "The Gentle Revolutionary," Carew challenged historical colonial narratives and celebrated legacies of the African diaspora and Indigenous people.

Speakers included **Dr. Tyler Fleming**, Department of Pan African Studies, **Dr. Janna Tajibaeva**, Program Coordinator, Individualized Major Program, and **Dr. John R. Hale**, Director, Liberal Studies (Retired) spoke of their personal and professional relationships with Jan Carew during his time at

STUDIES

Queer, Trans, Bi, Lesbian Opinions and Opportunity

Are you Queer, Trans, Bi, or Lesbian? Are you age 21 to 65? Do you have internal reproductive organs? Has it been more than 5 years since your last Pap test? Have you never had a Pap test? You may be able to do a free at-home Pap test and tell us your thoughts. The total time commitment is 1½ to 2 hours. If you complete an online survey, at-home Pap test, and online interview you will receive a \$90 gift card. For more information, please contact. Mollie Aleshire.



Photo Naisha Tobias, PAS graduate assistant, speaking to the attendees about her work

UofL. **Dr. John Chenault** moved to Louisville because of Jan Carew, and ultimately completed a PhD in Pan African Studies before assuming the position of Director of Anti-Racism Initiatives, UofL Medical School. **Dr. Theresa Rajack-Talley**, retired Professor of Pan African Studies, now Vice-Provost for Equity, Diversity, and Inclusion at Dalhousie University, sent remembrances. **Naisha Tobias**, Graduate Assistant in Pan African Studies (PAS) is processing the papers to make them available to scholars. Naisha spoke of her experience working with the papers and the profound influence Jan Rynveld Carew has had, through his papers, on her own scholarship. Finally, **Dr. Joy Gleason Carew**, retired Professor of Pan African Studies and former Associate Director of the UofL International Center invited reflections and comments from the audience.

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

CONSTITUENCY RELATIONS REPORTS

Human Resources Advisory Committee

Workday/Employment updates and reminders

The transition from PeopleSoft to Workday is ongoing

The project team is continuing to review Workday processes and data to ensure accuracy. With that, the project team asks you to continue emailing workdayhr@louisville.edu to report any issues regarding Workday processes or data. As updates occur in Workday to roles, processes, data, etc., you will be notified through the Workday website, the Change Advisory Network and/or future LFO updates.

Job postings

Effective April 1st, the job posting process returned to the following: o Job postings submitted Wednesday by close of business will appear on the Workday career page the following Friday.

Job postings submitted Friday by close of business, will appear on the Workday career page the following Tuesday.

Staff and faculty positions submitted on a Wednesday or Friday will be posted for a minimum of 10 days and will then be removed on a Monday evening. Therefore, postings beginning on Tuesday, will run a minimum of 13 days, ending Monday evening.

Applying Internally

The transition from PeopleSoft to Workday is ongoing and will be a continuous process. One significant change is the process for applying for internal positions. Moving forward, active employees must apply for university positions

internally through the Workday system instead of externally through the Higher Education job site or the Workday External Career site. Applying internally via the Workday system is confidential and is the quickest, most efficient process for applying internally. To apply internally through Workday, please follow the steps below.

1. Log in to Workday using your User ID and password.
2. Under "Menu," click the Career icon.
3. Click on "Find Jobs."
4. Filter job types on the left side of the screen.

PLEASE NOTE: Temporary student workers who have access to Workday and want to apply for a staff or faculty position must do so using the internal application process through Workday. Temporary student workers who want to apply for a student position must do so using the appropriate application outlet (e.g., Reach, Cardinal Careers, etc.)

2022 Performance Evaluations

2022 performance evaluation submissions will follow the same process as previous years; however, one deadline has been extended. LFOs and UBMs received a communication with instructions for submitting 2022 performance evaluations. Given the conversion to WorkdayHR, the deadline for uploading performance evaluations to OnBase has been extended to April 30, 2023. For performance evaluation questions, email Employee Relations.

Employee Wellness Resources

Well-being Resource Guide

The new Well-being Resource Guide includes all well-being resources available to you in one location. View the guide for Employee Assistance Program information, on-campus resources,

support groups, grief counseling, prescription benefits, financial resources, and care coordination for depression. For a full list of resources available to you, view the Well-being Resource Guide located on the main [benefits webpage](#).

HRtalks Wellness sessions

HR appreciates the opportunity to partner with you on your wellness journey and continue to work to ensure well-being is something we think about, discuss and act upon year-round. Attending HRtalks Wellness sessions is a fun way to connect with others, create a culture of well-being and stay motivated. Join us for upcoming [HRtalks Wellness sessions](#).

Join the "Choose to Move" challenge.

"Choose to Move" is a movement challenge that will help you learn ways to fit exercise into your daily routine, all while having fun and connecting with colleagues. This four-week challenge begins April 24th and ends May 21st. The "Choose to Move" challenge gives you the opportunity to earn 250 points towards your 2024 Get Healthy Now \$40 monthly incentive. [Register today!](#) Need help registering? Call Health Advocate at 866.799.2731 or email answers@HealthAdvocate.com

Enroll in Get Healthy Now and earn points for 2024

Employees must earn 480 wellness points between now and November 30, 2023, to qualify for the \$40 Get Healthy Now monthly incentive in 2024. Employees are required to complete the Personal Health Profile (PHP), which is worth 200 wellness points, regardless of results. The remaining 280 wellness points may be earned through a variety of activities/programs from now through November 30, 2023. Full list of point opportunities is in the [Get Healthy Now Incentive Guide](#).

COMMUNICATIONS & MARKETING



Campus-Wide Listening session

The Spring Campus-Wide Listening Sessions have concluded and the committee is working on finalizing the most recent sessions report on "Community Engagement: Opportunities for Growth". The first two sessions "UofL International Experiences; Internationalization of our Campus" and "Supporting Care-giving Employees at UofL" are now posted to the CODRE webpage.

The Listening sessions will return this Fall, starting in September. If you have a suggestion for a topic for future listening sessions email [Tonia Thomas](#)

"Can DEI save us from (white) supremacy."

This month CODRE welcomed Assistant Dean Trinidad Jackson from the School of Public Health to its General Body meeting. The topic of his presentation was, "Can DEI save us from (white) supremacy."

KUDOS

May 5th Proclaimed Missing and Murdered Indigenous Women (MMIW) Day

UofL students Ashley Ha and Luisa Wandrie were approved for their proclamation by the Louisville Mayor, Craig Greenburg. The proclamation honors the Missing and Murdered Indigenous Women, Children, and Two-Spirited People in Louisville, Kentucky. May 5th is now the established awareness day for Honoring the Missing and Murdered Indigenous Women (MMIW).

Ha and Wandrie took up the issue for a group action project in their Multiculturalism and Interpreting class (instructor Sonja Smith). The students contacted Venus Evans, Commissioner at Large for the Kentucky Native American Heritage Commission, who guided them in creating the proclamation and giving them the knowledge and skills to bring the proclamation to life.

What is the MMIW Movement?

MMIW stands for Missing and Murdered Indigenous Women. It's a movement that advocates for the end of violence against Native women. It also seeks to draw attention to the disproportionate disappearance and murder of Native people, particularly women and girls, compared to women from other groups.



Venus Evans, a tribal citizen of the Mi'kmaq Nation and active member of the Kentucky Native American Heritage Commission with student Ashley Ha on WAVE News with Kathleen Ninke at noon.

IN THE MEDIA

TED Talk

Belonging, A Critical Piece of Diversity, Equity & Inclusion



UPCOMING EVENTS

Rainbow Name Change Clinic II

Following the success of her inaugural name change clinic, Louisville area attorney and longtime LGBTQ+ advocate, **Shannon Fauver**, is hosting a second clinic in June. If you—or someone you know—would be interested in donating funds to cover full or partial fees for participants, contact Shannon at **Fauver Law Office**. Details; Saturday June 24, 10 a.m.-1 p.m. at PreGame Coffee, 1737 Frankfort Avenue, Louisville, KY

Attorneys will be drafting and filing name change petitions. The attorneys are donating their time and some of the fees will be covered. If paying yourself, the total is \$146.50. The paperwork will be run through Fauver Law Office.

Great educational opportunity from the CoB Center for Positive Leadership!

Leadership Tools Showcase, Diversity, Equity, And Inclusion

Join the Center for Positive Leadership June 28, 8 a.m. – 12 p.m. for a free demonstration of our diversity, equity, and inclusion tools. The aim of this event is to help you build awareness and skills that support marginalized employees and to cultivate a safe, equitable, and compassionate organizational culture where everyone feels valued.

Four speakers will present: Dr. Brigitte Burpo, Dr. Cynthia Ganote, Dr. Cherie Dawson-Edwards, and Dr. Ryan Quinn. Location the University Club. Breakfast, coffee, and snacks will be served. **Reserve a spot.**

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 **Meghana Suchak, Associate Director/ Training Director, University of Louisville Counseling Center**

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

I had a wonderful supervisor while I was completing a practicum placement in Melbourne Australia where I did my Masters. She encouraged me to do a PhD and I thought she was being facetious. So laughed it off! She then took the time to help me realize that she believed in me. In turn I started believing in myself. The fates had other things in store for me, as I moved back home to India after finishing my master's degree. After two years of working in the field of pediatric cancer with low-income families, I packed my bags and moved to the cornfields of West Lafayette Indiana. My research interests were grief and loss, death and dying. I continue to be fascinated by these topics and now I offer a grief and loss support group with a co-facilitator at the Counseling Center. It called "its ok not to be ok." I am also passionate about training the next generation of mental health professionals. Therefore, being a training director has been a wonderful experience for me.

Who or what inspires you in your career?

I have had a lot of people in my life that have inspired me. That supervisor in Melbourne, my advisor at Purdue, my current supervisor at the Counseling Center and many more. I am a person of color and therefore, it is hard to find role models in the career that I have chosen. Given these circumstances I am forever grateful to these women who have been passionate about their own work and have taken the time to guide me in my field.

What got you interested in your current field of work?

This is going to sound a little silly—It was Oprah! More specifically, I was 14 years old, and Oprah had a psychologist on her talk show. The minute this psychologist started speaking I was mesmerized! It was then that I decided that I wanted to be a psychologist when I grew up.



What career advice would you give your younger self?

I come from a family of medical doctors. So, when I chose to be a psychologist it was considered to be a rather "off the beaten path" in my family. I also did not know what I was getting into as there was really no one to guide me. I would now tell her that it will all be ok -- the obstacles will pave the way.

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

The best career advice I ever received was from my best friend in India. She said, "ever job you will ever hold will come with consequences. So always look at the consequences before you say yes to anything." She also said "even though you have made you bed-you don't have to lie in it. You can change your mind".

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