

EXECUTIVE COMMITTEE

Chair's Letter

I hope you had a wonderful Thanksgiving Holiday break. I would like to thank all those who have been instrumental in getting CODRE to where it is today. To the Commissioners, Associate, and Ex-Officio members, thank you for your work to promote social and racial justice on our campus and beyond.

One thing CODRE did in the last year was change its name. The Commission on Diversity and Racial Equality, CODRE, was formed in 1998 under the Presidential leadership of John Shumaker.

Much has happened in our world since then. The last two years have brought again to the foreground the importance of and the necessity to have health and social equity. For a long time, the words equality and equity have been used interchangeably, yet there are differences.

Equality refers to things being equal for everyone, but we have learned that not everyone starts at the same place, and therefore some people need more than others to achieve the same goals. Each person needs to be seen as an individual, and we must adjust to their individual needs, giving each the tools to be self-sufficient and successful. CODRE supports the philosophy of Equity over Equality and therefore changed its name to reflect this newly articulated philosophy.

Therefore, CODRE's acronym now refers to the **Commission on Diversity and Racial Equity**.



Muriel Harris,
Chair CODRE

CAMPUS CLIMATE SURVEY

The results of the 2021 Campus Climate Surveys are on the Office of Diversity and Equity website <https://louisville.edu/diversity/campusclimate>. The following surveys with their Executive Summaries are available: (1) Student Climate Qualitative Survey and (2) Employee Climate Quantitative Survey.

Earlier survey reports are also available.

Establishing diverse hiring practices to support diversity, equity, and inclusion in the workforce.

By Kristina Doan, MS MA. HR Communications Specialist

Diverse teams yield greater and richer outcomes. Different perspectives on a team can lead to more creativity, innovation, and better problem-solving and decision-making. Building a diverse team begins with the recruiting and hiring process. To start, departments are notified of underutilized positions and, with the help of HR, must tailor their recruitment and hiring process accordingly. Departments can continue this important work of expanding a diverse workforce by adding inclusive-focused language in job postings, assembling a diverse search committee, incorporating DEI interview questions, and continuing to refer to DEI resources available at the university such as **HRtalks** hosted by HR, one on one sessions with HR, Faculty Affairs, CODRE, and others. To learn more about the university's commitment to being a more diverse and inclusive community, review the **2019-2022 strategic plan**, and for more DEI recruitment information and tools, contact HR at askhr@louisville.edu.

Intersectionality - What it is and What it isn't!

During the Commission's November meeting, Donald "DJ" Michell was CODRE's guest speaker. He discussed an intersectional perspective in which social groups, systems of power and privilege such as classism, ageism, and racism are constituted and reinforce each other.



In Donald "DJ" Michell's edited volume, *Intersectionality and Higher Education, Theory, Research and Praxis (2019)*, Wijeyesinghe & Jones describe the purpose of intersectionality as shedding light on the ways that some people benefit while others are disproportionately targeted and constrained. They say the importance of intersectionality is to understand the experience of others and the social structures that perpetuate privilege and oppression.

It is to be used as a tool for understanding the unique aspects of identities, systems of inequality, and efforts to enact social justice.

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.

PRESIDENT'S CHARGE

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

DIVERSITY PROGRAMMING COMMITTEE

Greetings and salutations. The Programming Committee reviewed the applications and rubrics for the following awards:

- 2022 Presidential Exemplary Multicultural Teaching Award **Deadline March 10, 2022**
- 2022 Presidential Exemplary Multicultural Engagement Staff Award **Deadline March 10, 2022**
- **(NEW)** 2022 DEI Student/Trainee Leader Award
- **(NEW)** 2022 CODRE Commissioner of the Year

Our Vice-Chair, **Leondra Gully**, recreated the forms through Engage, where nominations are available now:

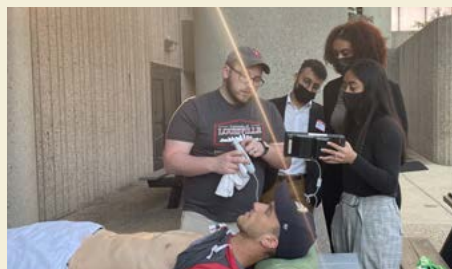
- Visit <https://louisville.campuslabs.com/engage/organization/codre>
- Select each application (located under the forms section)



Here is a summary of the programs and events CODRE sponsored this semester.

Medical Interest Expo hosted by Student National Medical Association

SNMA hosted underrepresented minority students (by race and socioeconomic status) in Louisville to different medical specialties at the HSC campus. Attendings, residents, faculty, and students presented their experience in the medical field. SNMA also provided opportunities for interview practice and tips on adequately preparing for MCAT and other factors that go into the medical school application process (i.e., personal statement, activities, research, etc.).



Fall City Medical Society Networking Event by Student National Medical Association

Student National Medical Association (SNMA) worked with the Fall City Medical Society (FCMS) to host the FCMS Networking Event to cultivate more well-informed, confident, and resilient minority and disadvantaged students in the healthcare field. FCMS, which is the Louisville chapter of the National Medical Association (NMA), one of the largest and oldest national organizations representing physicians of color and their patients, worked with MAPS, Porters Scholars in Medicine, Brown Pre-Medical Society, MLK's Pre-med Scholars, at U of L, in addition to student groups at Bellarmine, Spalding, and Jefferson County Community College.

Jalsa with Indian Student Association

The goal of Jalsa is to spread Indian traditions and enhance the diversity and cultural aspect of the University of Louisville. This sold-out event exhibited Indian culture through an array of musical and visual performances that displayed history and India. The audience consisted primarily of University of Louisville staff and students and neighboring colleges such as Bellarmine, Spalding, JCC, and some high schools and families.



Black Alumni Summit Networking Mixer

This event was designed to welcome the university's Black alumni back to campus and celebrate their ties to the University of Louisville. The 2021 Black Alumni Summit event lineup provided students, faculty, staff, and alumni opportunities to connect, engage, and inspire our students and each other.



Geographic Information Sciences Day

The University of Louisville's Center for Geographic Information Sciences hosted the annual GIS Day celebration, with the theme *GIS: A Compass for Change* featuring educators, artists, and environmental scientists. Our sponsorship helped cover the honorarium for a delegation including Kristi Orisabiyi Williams, Councilor Vanessa Hall Harper, Charles Harper, and Damali Wilson.



The Louisville Conference on Literature and Culture

Our grant helped sponsor the closing keynote, *Rise of Adab (Literary Aesthetics) in Islamic Studies and the turn to Social Justice within the university*.

DIVERSITY IN MEDIA

TEDx Bountiful talk, [From Discrimination to Connection and Compassion](#). Jeff Scott is a licensed Clinical Social Worker. He specializes in self-esteem, anxiety, and couples counseling in his private practice in Salt Lake and Farmington and is a current member of the Northern Utah Emotionally Focused Therapy board.



UofL LGBT Center Director, Health Sciences Center

The Director must have a working knowledge of current issues and resources relevant to LGBTQ healthcare nationally and demonstrate both capacity and enthusiasm to work collaboratively on complex projects. The Director will provide leadership to UofL's LGBT Center's and School of Medicine current initiatives, such as the LGBTQ+ Affirming Healthcare Series, the eQuality project, LGBTQ+ affirming healthcare training and skill-building, and advocacy for LGBTQ+ affirming policy implementation.

The Director must successfully support intersectional identities across racial, gender, and sexual orientation identities. The Director will work collaboratively across the Health Sciences Campus (HSC) to develop health equity and culturally responsive LGBTQ healthcare curriculum, deliver training, assess programs, and contribute to ongoing research in this field.

The individual in this role will need to be a skilled communicator, network, and cultivate relationships from internal constituents (faculty, staff, students, administrators), community leaders, and national experts to potential donors and local leaders of major healthcare organizations and agencies. [Learn More and Apply.](#)

COMMUNICATIONS & MARKETING

CODRE Newsletter Submission Form

Thanks to [Jim Warner](#) for creating a [MS Form](#) to submit your stories and reports for the CODRE newsletter. The link will allow you to submit things like up coming events as well as items to include in the general meeting agenda and more. We will provide the link to the form on all future newsletters so you will always have it available for easy access. Deadline for the newsletter is the first Monday of each month.

[LINK to CODRE Newsletter Submission Form](#)



Kwanzaa: A Brief Description

Kwanzaa is an African American and pan-African holiday which celebrates family, community, and culture. It was created in 1966 by Dr. Maulana Karenga, a professor of Africana Studies.

Kwanzaa, a seven-day cultural festival, begins December 20 and ends January 1. It joins communitarian values and practices of Continental African and African American culture.

During the holiday, families and communities organize activities around the Neuzo Saba (The Seven Principles):

- Umoja (Unity)
- Kujichagulia (Self-Determination)
- Ujima (Collective Work and Responsibility)
- Ujamaa (Cooperative Economics)
- Nin (Purpose)
- Kuumba (Creativity)
- Imani (Faith)

Participants also celebrate with feasts (karamu), music, dance, poetry, narratives, and end the holiday with a day dedicated to reflection and recommitment to The Seven Principles and other central cultural values.

[www.OfficialKwanzaa Website.org](http://www.OfficialKwanzaaWebsite.org)

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