

Chair's Letter

As we start a new year, I would like to wish all our commissioners and friends of CODRE a Happy New Year! Thank you for your service to CODRE and to our university and the greater Louisville community.

In honor of Rev. Dr. Martin Luther King Jr., I remind us all, of something he said: *“Returning hate for hate multiplies hate, adding deeper darkness to a night already devoid of stars. Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”* CODRE offers both light and love to ensure that the legacy of racial division is one of our past and striving for equity

and inclusion is our watchword. If you haven't already done so, please join us in this work.

On Monday January 17, 2022, the African American Theatre Arts program celebrated Martin Luther King Day with a virtual event presented by **Sidney Edwards**, assistant professor, director the AATP and **Lamar Hardy** a first-year student of Theater Arts. **Sidney Munro Williams**, asst. professor in the department of Theatre Arts and director of the repertory company, whose work is at the intersection of race, gender and class was the keynote speaker for the virtual event. Watch a [YouTube recording](#) of this event.

January 18, 2022 was National Day of Racial Healing that calls on us all to transform systems that disrupt so many lives and bring communities together to create new ones built on foundations of relationship-building, truth telling, and racial equity. You can learn more about the efforts of W.K.Kellogg Foundation and their observance of Dr. Martin Luther King Jr. Day on their [webpage](#).

Thank you for all you do! Have a great semester!

Muriel Harris,
Chair CODRE



EXECUTIVE COMMITTEE

Meeting with Interim President

First, welcome Interim President **Lori Gonzales** to your new role. CODRE looks forward to continuing to work with you.

During the last week, with CODRE's co-chair, **Maria (Connie) Martinez**, I had the privilege of meeting with our Interim President. We had a very important and productive meeting addressing the concerns raised by commissioners and our allies over the last few weeks. On behalf of CODRE we offer our support to you and your leadership team and look forward to welcoming a Vice President for Diversity and Equity in the next few weeks. We look forward to that individual having the resources and support to unite our campus in ways that we all feel connected, and the work of diversity and equity is coordinated such that the goals and objectives of the Anti-Racism Agenda (CARA) can be achieved in both the short and long term.

CODRE's Budget Planning Process

CODRE has started its budget planning process for 2022/2023. As a chair or co-chair of CODRE committee you have the opportunity to contribute to this process. Tell us what you and your committee would like to see CODRE do next year and into the future as the university embarks on a multi-year planning process. Please reach out to commissioner **Wanda Long** or codre@louisville.edu to discuss your needs and ensure that your ideas can be supported. Thank you for all you do for CODRE and your support of diversity and racial equity.

CODRE representation

During the fall semester, we were delighted to receive an invitation to meet the faculty senate chair, **Dr. David Schultz**. This initial email led to a meeting between CODRE and COSW, Dr. Schultz and **Dr. Eugene Mueller**, faculty senate vice chair. **Muriel Harris** (chair) and **Maria Martinez** (vice chair) represented CODRE while COSW was represented by **Heather Fox** (chair) and **Michelle Rodems** (vice chair). As a result of that meeting, CODRE now has three representatives on faculty senate sub-committees. We are delighted to be serving. Thank you, Dr. Schultz, for including CODRE in the sub-committees but also for being diligent in attending to our monthly CODRE meetings.

- Diversity Committee - **Daniela Terson de Paleville**
- Budget and Planning Committee - **Fannie Cox**
- Red Book Committee - **Muriel Harris**

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

Undergraduate Student Research Funding

The request for this funding initiative will be focused on the support of UofL students conducting research. Research that focuses on diversity, equity, inclusion, antiracism, minority populations will receive preference. Any student research project submitted for funding must have UofL faculty supervision and appropriate institutional approval. The student investigator must have completed their sophomore year or completed at least 30 course credit hours at the University of Louisville at the time the application is submitted. Research projects may come from any discipline. It is recommended that all applicants for this grant review the UofL Commission on Diversity and Racial Equality, CODRE, web page for details about CODRE. Students can apply for up to \$500.00.

For more information or apply go to the Engage [webpage](#).

CODRE Awards- Reminder Presidential Exemplary Multicultural Teaching Award Deadline March 10, 2022

The UofL Diversity Programming Committee of CODRE and the Vice Provost for Diversity & International Affairs encourages students, faculty, academic departments, administrators, alumni, and trustees, to nominate members of the

university part or full-time faculty for this award. Nominees must have demonstrated excellence in their teaching and scholarship through the utilization of teaching styles, culturally pluralistic and socially constructed ideals, course content and processed incorporating multicultural and global perspectives.

Nominate someone or yourself on the Engage UofL [2022 Presidential Exemplary Multicultural Teaching Award](#) webpage.

Presidential Exemplary Multicultural Engagement Staff Award Deadline March 10, 2022

The purpose of this award is to recognize a part or full-time staff member who has demonstrated through their organization, leadership, and mentoring, the ability to promote the value of diversity and inclusion within the university setting. The winner of this award should demonstrate merit not based only on the functions of his or her job, but also on extraordinary commitment beyond what would be considered satisfactory levels of job performance.

Nominate someone or yourself on the Engage UofL to [2022 Presidential Exemplary Multicultural Engagement Staff Award](#) webpage or contact [Colleen Martin](#).

Upcoming info on the new Diversity award for Residents, Interns and trainees coming soon!



J'Lissabeth Faughn



Leondra Gully

The **CODRE Diversity Programming fund** is to identify and/or support programming for staff, faculty, and students who promote diversity initiatives and social justice as multi-faceted endeavors that enhances and strengthens the campus climate as it relates to issues of diversity through educational experiences, on and off-campus.

All members of the University community are eligible to apply for funds. Preference will be given to those requests that enhance the understanding and appreciation of diversity within the University community. If a Recognized Student Organization, RSO, is requesting funding, they must be in good standing to be eligible for funds.

Applications are due by 5 pm on the 15th of every month. Recipients will be notified by the 22nd if their application is approved.

[Diversity Programming applications webpage](#).

COMMUNICATIONS & MARKETING

Committee position



I want to thank **Jim Warner** for his work as chair of the communications & marketing committee. Jim served for two and a half years helping CODRE get the newsletter back

on its feet, establishing processes for gathering the information and editing the newsletter. He also was our social media account manager.

Daniela Terson de Paleville has agreed to step into the roll of chair. If there are any other commissioners whose skills include editing or social media knowledge and are interested in joining

our committee please email [Maria Tinnell](#) CODRE communications director.

Campus-Wide Listening session

Our next session is **February 2, 11:00 to 1:00**, Teams. **"Our Next University President Search"** As the university transitions to new leadership, what are you looking for in our next president? What did you like about the leadership of past presidents? What would you like to see continued and expanded upon? **Registered participants** will receive a link to the session. We look forward to hearing your voices.



Annual Report 2019-2021

CODRE will soon embark on our 2021 Annual Report. It will embrace the years 2019-2021 since due to COVID-19 and its impact on the University of Louisville we were unable to publish a report in 2020. Tell us about your initiatives to reduce racial disparities and reach for equity for all our populations at UofL. For more information and to submit a contribution, send an email to CODRE@louisville.edu. **Deadline for submissions May 15, 2022.**

DIVERSITY IN MEDIA

Retaining employees at UofL, what about making exit interviews count?

One of the goals within the Cardinal Anti-Racism agenda (CARA) is recruitment and retention of BIPOC staff and faculty. We look forward to the final approval of action steps within the CARA, and the hire of the Vice President for Diversity and Equity whose responsibility it will be to ensure all departments and units are implementing it as we strive to become the Premier Anti-Racist Metropolitan Research 1 University! We have a very long way to go, but it starts with a single step!

Let's get CARA into the hands of our faculty, staff, and students!

In a not so recent article in the Harvard Business Review (2016), authors Everett Spain and Boris Graysberg provided insights into the value of exit interviews, but more importantly tactics for getting them right. At UofL there are departments such as Residence Education within Campus Housing that has had a tremendous loss of staff since July 2021, most of them being staff of color. Only two have been retained by the University, the rest have gone to other institutions. Concerningly, today, there is only one woman and two persons of color with only one full-time staff remaining. This has left the department shorthanded and some of

the remedies being proposed may create other problems and yet not solve the problem of a mass exit of staff of color and women.

Exit interviews are one way to understand the climate at our institution that has so many BIPOC staff and women existing, some in less than 1 year of their hire. Often when this happens in an organization, there are deep systemic problems.

Spain and Graysberg (2016) point out that when folks leave, the organization needs to change! The exit interview serves several important functions:

- It reveals what does and doesn't work
- It highlights hidden challenges
- It generates essential competitive intelligence

However, exit interview cannot be used in place of understand the prevailing climate of the institution. What the authors also point out, is that their effectiveness is measured by the positive change they generate. Exit interviews have been conducted at UofL over many months, however, most will say, that they have not resulted in any positive change. Hard to say to the contrary if we never see the data! Another recommendation is that once the data is collected it must be shared to allow for action.

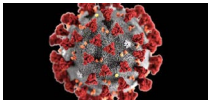
A strategic Exit Interview Program (Spain and Graysberg, 2016) consists of six goals:

- Uncover issues related to human resource management
- Understand employee perceptions of the work itself
- Gain information into managers' leadership styles and effectiveness
- Learn about competing institutions benchmarks
- Foster innovation by soliciting ideas for improving the organization
- Create lifelong advocates for the organization.

Strategies for conducting strategic exit interview include:

- Use a consultant 3rd party
- Interviews are conducted by the immediate supervisor since these are more likely to lead to action
- Interview everyone who plans to leave about half-way through the period between the notice to leave and the actual departure, or about a month after they leave

You can read the [full article](#) on the Harvard Business Review webpage.



COVID-19 testing in the comfort of your home!

Free at-home COVID-19 Test kits are now available at [Covidtests.gov](https://covidtests.gov) (thus far, only in English & Spanish). You can read more information on the [White House Briefing Room webpage](#). For more information about UofL's response to COVID-19 go to the University of Louisville's [COVID Communications and Updates webpage](#), a collection of key university communications to students, faculty, and staff.

ANNOUNCEMENTS & UPCOMING EVENTS

Appointment of Vice Provost for Faculty Affairs

Commissioner **Cherie Dawson-Edwards** has been appointed vice provost for faculty affairs. An email was sent out from the Interim President Jan. 25 announcing her appointment. You may [read the email](#) here.

Feb. 10, 11:00 a.m. - 12:00 p.m. Learning Café on Medicine and the Black Body: Race, Racial Slavery & Medical Apartheid in US History

Please consider registering as part of Black History Month programming. Facilitated by **John Chenault**, associate professor, School of Medicine.

Jan. 28, 10 a.m. - 1 p.m., **Cardinal OUTlook Day**, campus preview day for LGBTQ+ admitted students

Feb. 3, 11 - 1 p.m., **American Heart Association Go Red** at the Cultural & Equity Center

Louisville Free Public Library in partnership with the **UofL HSC Office of Diversity and Inclusion** are having free film screenings & discussions in February at 1:30 p.m.m [Visit LFPL.org/BHFilms](#) for a list of films and registration.

COMMITTEE CHAIRS

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