

Message from the Chair

March 8th is International Women's Day and a focal point for the observance of Women's History Month. The first observance was in 1978 in Sonoma County in California. However, in February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the week of March 8th, 1980, as National Women's History Week. A Congressional Resolution followed that was co-sponsored by Representative Barbara Mikulski and Senator Orrin Hatch. In 1986, 14 states had already declared March as Women's History Month, and in 1987 Congress declared March as National Women's History Month in perpetuity! For more information visit the [National Women's History Alliance](#)

Despite the progress women have made however, we still face systemic barriers to full participation in the workplace and other spaces both in the U.S. and internationally, experiencing gaps in both opportunity and equity. The contributions of women should be recognized throughout the year and not just in Women's History Month.

CODRE takes this opportunity to salute our Interim President Lori and all women who serve our campus community in whatever space they find themselves. Thank you for your time, Thank you for all your contributions! We see you! We honor you! We appreciate all you do! **HAPPY WOMEN'S HISTORY MONTH!**

Muriel Harris,
Chair CODRE



SUPPORT FOR STUDENTS AMID RUSSIAN INVASION OF UKRAINE

Cardinal Care Space

Our thoughts and prayers are with all those affected by the events that are unfolding in Ukraine and in our world. There are many across our campus who are hurting currently, many in silence. Know that CODRE joins our UofL partners in offering our support to you, your families, and your friends. We uphold the Cardinal Principle of a Community of Care-let's care for self, care for one another as a Cardinal Family and care for the community beyond. We are here for you! Resources available on our campus are include.

CARDINAL CARE SPACES

In acknowledgement of the challenging times our students and campus community are facing, the Office of Diversity and Equity is teaming up with campus partners to cultivate spaces for students and colleagues to receive support and just catch a breath. Feel free to participate in any of the following opportunities as needed:

February 28th 12pm-1pm
HSC Office of Diversity & Inclusion
@The Hub, HSC Instructional Bldg., Rm 120

March 2nd 12p-2p
Belknap Cultural and Equity Center
Lunch provided by the Muhammad Ali Inst. & Women's Center
&
12p - 1:30p Zoom
Kent School of Social Work
<https://bit.ly/cardcaremar2>

March 3rd 7p-8p Zoom
HSC Office for Diversity and Inclusion
<http://bit.ly/cardcaremar3>

March 8th 12p-2pm
Belknap Cultural and Equity Center
Snacks provided by the Counseling Center
&
2p-6p
Student Activities Center, Red Barn
Cookies and coloring

March 9th 12p-1p
Health Promotions Office, SAC - W309
Tea provided by Counseling Center

Ongoing Spaces:
Cultural and Equity Center Mon - Fri 9a - 5p
Counseling Center Walk-In Urgent Consultation M-F 9a - 4p: First-come, first-serve basis. Student group support can be requested here:
<https://bit.ly/counselingoutreach>



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



Awards

There is still time to nominate a deserving faculty, staff or student for one of the CODRE Multicultural awards. The deadline is Mar. 10, the **nomination forms are posted on Engage**, the individual applications are located under the forms section. There are several awards with no nominations, please honor someone by nominating them for one of these outstanding awards.

The programming Committee is reviewing applications for the following awards:

2022 Presidential Exemplary Multicultural Teaching Award

Currently NO nominations

2022 Presidential Exemplary Multicultural Engagement Staff Award

Currently NO nominations

2022 DEI Student Leader Award

Multiple nominees

2022 DEI Trainee and Resident Award

Currently NO nominations

2022 CODRE Commissioner of the Year

Multiple nominees

Program Sponsorships

We have already exceeded the number of programs we sponsored from last year. Here is a summary of the programs and events CODRE has voted to support so far this semester:

Annual National African American Read-In

2/28/22, 11am - 2pm in Ekstrom Library
(Learning Commons)

Upcoming:

Celebrating Women's Voices in Business: Inspiring Hope through Innovation

03/30/2022 @ 12pm, Location TBA

Muhammad Ali:

A Transcendent Life Standing Up for Peace

March 31, 2022 8:30 am-6:30 pm,
SAC Ballroom with breakout rooms

Undergraduate/Graduate Research Fund

We have multiple research requests we will be reviewing in March, along with some additional programming fund requests.

COMMUNICATIONS & MARKETING



Campus-Wide Listening Sessions

The February listening session topic "Our Next University President Search" was well attended, with the highest number of people sign up to attend the session. Fifty-five people registered, sixteen identified as faculty or administrators, thirty-six staff and three students. The group provided a lot of constructive feedback on what qualities the campus community would like to see in our next president, as well how they want the administration to support diversity and racial equality. There were also conversation around the fears we have around the next presidential search and questions that they felt should be included on the search committee. As well as potential long term goal and continuation of projects that were started by the past administrations. To read the full report go to the [CODRE webpage](#).

The March listening session "How is UofL developing future leaders?" was just completed and the notes are being compiled. Look for that to come out in the next newsletter. April's listening session is directed toward students and has a different time slot, 4 - 6 pm April 6, facilitated by two UofL student leaders. The topics that students wanted to discuss are, "Student voices how can we hear them?" and "Paying for School - Obstacles, Barriers and Resources". We look forward to hearing the campuses voices on these topics.

DIVERSITY IN MEDIA

Susan Jenkins wanted to share the following publication: [A Framework for Advancing Anti-Racism Strategy on Campus](#) by the National Association of Diversity Officers in Higher Education you can read the publication at the [LINK](#) on the CODRE webpage

Getting to Equity

Food for Thought! Are Letters of Recommendation necessary for students entering UofL? Is the Letter of Recommendation useful in determining who will be successful, or is there a bias that creates inequities in student's ability to fulfill the requirements? I ask this question since students who are applying from under resourced schools may not have School Guidance Counselors or other educators to write those letters, or if they do, they may not have the time to write the kind of letters that admission committees may want to see. Yet, the student's admission may be based on it. I had my son's Guidance Counselor tell me he did not know my child and did not write a Letter of Recommendation until I reached out to him! Really? Students of Color are often the most disadvantaged and I daresay, first generation students may also not have parents who can advocate on their behalf. So, let's continue to think about how we ensure equity across all spaces on our campus.

Give Everyone a Chance!

It is tempting to always go for what we know, what we are comfortable with, and believe the stories in our heads. We need to always consider how our biases or assumptions are influencing our decisions. We must consider that our judgment or a co-worker's experience may not be accurate. We must consider each person on their own merit and ensure that each person has the opportunity to learn and grow. It helps us get to a more diverse, welcoming, and inclusive workplace as we march towards ensuring an anti-racist environment on our campus. Giving everyone an opportunity to occupy leadership spaces, but especially BIPOC faculty, staff, and students is a step in the right direction!



Admin. Associate, Cultural and Equity Center

The Cultural and Equity Center is seeking an Administrative Associate to join their team!

Position Description

The administrative associate provides administrative leadership to the Cultural Center and may assist in providing support to other diversity units under the Office of Diversity and Equity. The person will manage various duties with responsibility for the budget, administrative oversight, logistics, supervision and training of student assistants, staff on boarding and assist with web development and social media.

To apply or for more details, [click here](#).

RECOGNITION

Daniela Terson de Paleville recently had a letter to the editor published in the American Physiological Society Journal on Advances in Physiology Education the letter *Minority women in academia: K-12 outreach programs to bridge the gap* can be read here.

Employee Success Center Learning Café

It's important to create an inclusive space to welcome people with diverse identities, including their genders and sexualities. One easy way to start is by respecting and using gender pronouns. We could make a cultural shift by adding our own pronouns in the email signatures and self-introductions. Please see the recording on **"Five Things You Can Do Now for LGBTQ Colleagues"** by Brian Buford at the Employee Success Center.

UPCOMING EVENTS

Mar. 8 - Atlanta Spa Shooting Anniversary Vigil
at the Red Barn.
Asian Pacific Student Union and Student Government Association is hosting a vigil to honor the one-year anniversary of victims.



[Click for more information.](#)

Mar. 10 - SafeZone Training
- Virtual - | 12 - 1 p.m.

Mar. 15 - Global Leadership Perspective, a virtual 2 p.m. EST. A 30-minute conversation between Liz McMillen (Executive Editor of the Chronicle of Higher Education, and Professor Lyn Dobbs (London Metropolitan University). Topics for the session include, lessons the university learned from opening a Center for Equity and Inclusion and how the Education for Social Justice Framework, is shaping teaching and learning strategies. [Register here for the event.](#)

Mar. 17 - LGBT Patient Simulation - Virtual | 5:30 - 8:30 p.m.

Mar. 22 - LGBTQ+ Suicide Prevention Training - College of Business Rm. 226, 4:30 p.m.

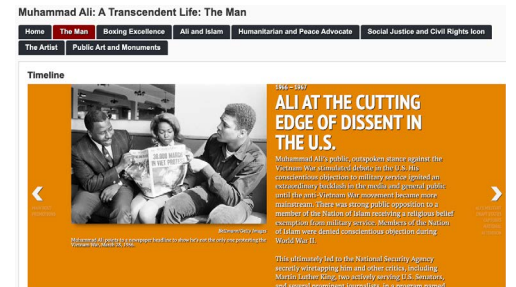
Mar. 24 - LGBT 101 - Virtual | 1 -2 p.m.

Mar. 30 - Netflix: Disclosure Pre-Trans Day of Visibility Movie Night - Cultural & Equity Center MPR, 6 - 8 p.m.

Mar. 31 - "Muhammad Ali Standing Up for Peace" Symposium virtual and in-person all-day event. The symposium will address the question: "What can we learn from Muhammad Ali about standing up for peace today?" This free event is organized by UofL's Muhammad Ali Institute for Peace and Justice, and UofL Libraries. The symposium is part of a commemoration of Muhammad Ali - *Muhammad Ali: A Transcendent Life* with exhibits across UofL Libraries, and new digital resources unveiled in January 2021.

Another community engagement opportunity seeks participation in the audio and video tribute to how Ali inspires each of us. Please contribute your thoughts here: *"Standing Up For Peace: How Does Muhammad Ali Inspire Us Today?"*

The Symposium keynote luncheon speaker is Ambassador Attallah Shabazz, Malcolm X's eldest daughter and Ambassador at Large of Belize. Morning plenary sessions feature Hannah L. Drake, poet and author, addressing how Muhammad Ali inspires artists, and Dr. Raymond Green discussing how Muhammad Ali inspires young people. Several breakout sessions in the afternoon feature UofL students, faculty, staff, and community members. [Register for the in-person luncheon and sessions here.](#)



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