

Executive Committee

Welcome to the CODRE newsletter!

We are excited to re-launch this newsletter which we hope will inform and inspire you to continue the work of diversity, equity, inclusion and justice. As we mourn the deaths of so many in our country and in our community over the last year, we realize there is much work that needs to be done. CODRE stands in solidarity with each community that has been harmed, and continues to advance its vision, of diversity and racial equality.

For those who work diligently and regularly to further this work, thanks for all the great work you do. We believe that all in the Cardinal Community must work together to advocate for change so every member feels a sense of belonging. CODRE does not and cannot do this work alone.

For those receiving this newsletter and for those who are just getting to

know us, CODRE is the Presidential Commission on Diversity and Racial Equality. It was started in 1998 under UofL President John Shumaker. It is made up of faculty, staff, and students who are appointed by the university president and is led by an Executive Committee.

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. As a member of the University Community in any capacity, you are welcome to join one of our seven standing committees. CODRE is making some intentional changes in how we connect with you. This monthly newsletter is just one of the changes. If you would like to know more about CODRE or to serve on one or two of its seven committees, please send an email to codre@louisville.edu or visit <https://louisville.edu/codre>.

CODRE General Body meetings are

held monthly on the third Thursday. Input into the agenda must reach us by the Monday prior to the meeting. Another important date to keep in mind is our newly introduced Campus-Wide Listening Sessions, where we want to hear from you! Keep an eye open for those announcements in UofL Today and other UofL media outlets. Also look for our Facebook postings.

Thank You!
Muriel Harris, Chair

Congratulations to Maria Connie Martinez Mayshack, the new CODRE Vice-chair. Connie (as she goes by) is part of the International Student & Scholar Services, and Co-Chair of the Hispanic Latinx Faculty & Staff Association (HLFSA). Connie will be a great addition to the executive committee.



Communications & Marketing Committee

The plan is to publish this newsletter on a monthly basis. Standing chairs of CODRE may post information on what the committees are working on. Collaborative groups such as PEACCE, Womens Center, LGBT Center, etc. will have an opportunity to list events they are planning in the Upcoming events section hyperlinking to the UofL Calendar of Events page. (See the back page for more information.)

I would like to remind commissioners of the call to participate in the trial of the app "Helper Helper" for collecting data on the hours of work devoted to diversity, equity and inclusion, email codre@louisville.edu to be included in the trial or for more information.

Social Media



<https://www.facebook.com/UofLCODRE/>

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

Diversity Programing Committee



CODRE has a new portal to apply for diversity program funds. The committee relaunched the application process on the [Engage UofL webpage](#) as a way to simplify the process for students to apply. The purpose of the Diversity Program Committee is to support programming for faculty, staff, and students who promote diversity initiatives and social justice endeavors that enhance and strengthen the campus climate 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. Recognized student organizations must be in good standing to be eligible for funds.

NOTE for FY 2020-21 the Diversity Program Committee has set a request limit of \$500.00 Application deadline 15th of each month

Multicultural Awards

CODRE has closed nominations for the Presidential Exemplary Multicultural Engagement Faculty and Staff Awards. The committee received six nominations for faculty and two nominations for staff. The nominations are being reviewed by the committee and CODRE will announce the award winners in the near future.



Campus-Wide Listening Sessions

CODRE held its first campus-wide listening sessions on Feb. 4, 2021. The Topic *“Black and or Latinx: Exploring Racial Equality and Cultural Identity”* was attended by 55 people from across both campuses.

A variety of questions were posed to the group moderated by Trish Pleshner & Riece Hamilton.

The executive committee met with president Bendapudi and shared what was heard. The information was also shared with the CODRE general body at the following meeting. Plans are to create a web-page on the CODRE website to keep the general body aware of what is discovered at the listening sessions and provide opportunities for action to address issues related to diversity and racial equality through this newsletter Stay tuned for more information.



Faculty Concerns Committee

The committee is made up of CODRE Commissioners as well as members of our University faculty community, who want to share, discuss, and resolve

faculty concerns. We meet on the last Wednesday of each month at noon to 1 pm on TEAMS.

Topics that we have considered so far this year included, the Respondus LockDown Browser and Monitor and its impact on our students of color, but especially Black students who are unfairly disadvantaged by the mechanics of the approach to student testing in a virtual environment. We are pleased to say, that while the software may still be used by faculty until less discriminatory approaches are found, they must attend University sponsored [training](#).

Thanks to Edna Ross for championing this important issue and to the Delphi Center for Teaching and Learning for providing the training.

We were also able to provide input into the A&S Value Statement acknowledging the experience of women and racial minorities in the face of the COVID-19 epidemic and its impact on annual reviews of faculty and staff. In addition, the committee approved the, protocol for improved student evaluations and welcomed Vice Provost Tracy Eells to the meeting in February to discuss the proposed faculty accountability policy.

Upcoming Events

SAVE THE DATE - PINK - April 9, 7 PM

Pride Banner Presentation - April 15, 2 PM

Submissions to the Upcoming events section should be emailed to codre@louisville.edu. All events must have a UofL Calendar of events listing in order to be posted here.

Deadlines for submission to the CODRE newsletter is noon, the first Monday of the month.

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