

**EXECUTIVE COMMITTEE**

**Chair's Letter**

CODRE Executive Committee had the honor of welcoming our President, **Neeli Bendapudi**, and **Provost Gonzales** to its October meeting. We appreciate any time that senior leadership spends with students, faculty, and staff.

We especially welcome the time that they each give to CODRE. As CODRE is an advisory committee to the President, we are delighted to have her counsel. She told us about the new Alumni Awards that include a Diversity and Equity Award. Thank you to the Alumni Association for helping to carry the torch!

In addition to the usual reports from CODRE's Director of Communication and Committee Chairs, we had the pleasure of presenting a summary of the kudos, concerns, and recommendations from the five monthly Campus-wide Listening Sessions that many of you have attended. The full presentation can be [found here](#).

We brought additional concerns from the CODRE Committees about the retention of BIPOC and other marginalized staff and the University's Duty to Report and Non-Retaliation Policy which was last updated in April 2008.

I know you are all anxiously awaiting the Cardinal Anti Racism Agenda; we promise it will be in your hands soon. We are working on it! Thank you, Dr. Bendapudi, for your leadership.



**Muriel Harris,**  
Chair CODRE

**Searching for a Vice President for Diversity and Equity, where are we now?**

**Dr. Faye Jones** has served as the Vice President for Diversity and Equity (VPDE) as one of her three roles at the University of Louisville since 2018. In that role, she has led the Diversity, Equity, and Inclusion efforts admirably on both the Health Sciences and the Belknap Campus, through the demonstrations for racial justice in Louisville in the summer of 2020 and President Bendapudi's announcement that UofL will be a premier anti-racist metropolitan university. Understanding that it will take the entire community's efforts and committed leadership, UofL is searching for a full-time VPDE who sits on the President's cabinet and takes on the role to lead our community to achieve this goal. Keep an eye open for your opportunity to be a part of the process and give your input. We thank Dr. Jones for her service and look forward to welcoming our new VPDE in the new year.

**Guest Speakers**

On October 14, CODRE had the privilege to welcome **Thomas Teague, PhD**, D&I co-chair in the College of Business, to our general body meeting. Our Vice-Chair, **Connie Martinez Mayshack**, pointed out that Dr. Teague is an international education ally. His presentation was entitled, *Orienting New International College Students During a Pandemic, Spatiality's Contributions to Staff Work Practices*. He opened his presentation with a quotation that read, "International students should not be treated as revenue-generating cash cows. If we want them to survive and return, we must do better and show them that we care about them as valued members of our community," (Daiya, 2020). He discussed the staff's work in an institution and how international students can be supported in multiple spaces and through a constellation of relationships. If you would like to hear more about Dr. Teague's findings in his dissertation, how his work can apply to the retention of international students, and how it can apply to all students, please reach out to him. His email address is [Thomas.teague@louisville.edu](mailto:Thomas.teague@louisville.edu).

**November's Speaker**

On November 11, Dr. "DJ" Mitchell will present "*The Cardinal Anti-Racism Agenda and Its Intersectional Imperative*." Join us in the Multipurpose Room, Student Activities Center from 1:00 p.m.-2:00 p.m. and virtually on MS Teams.

Dr. Mitchell is the Chief Diversity, Equity, and Inclusion Officer and Professor of Education at Bellarmine University, who holds a PhD in Education Policy and Administration with a concentration in higher education from the University of Minnesota-Twin Cities. In his role at Bellarmine, he advises the President and her cabinet on diversity, equity, and inclusion initiatives, programs, and policies.



**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*

## PROGRAM COMMITTEE REPORT

The diversity programming committee continues to increase visibility and applications for programming support and expand access to the undergraduate research grant and is currently reviewing the application form.

This semester our partnerships include Student National Medical Association, Louisville Conference on Literature and Culture, Alumni Relations, and an upcoming event with the Indian Student Association - **JALSA November 20 at 7:00 p.m. in the SAC W215.**

The goal of Jalsa is to spread Indian traditions and enhance the diversity and cultural aspect of the University of Louisville. This event will not only exhibit Indian culture but will also incorporate the diverse cultures represented on campus to help raise this awareness. Through this event, the Indian Student Association hopes to introduce the UofL community to an array of musical and visual performances that display the history and importance of India.

**The next diversity programming committee meeting will be Monday, November 22 at 2:00 p.m. via MS Teams.**

Applications for the diversity programming support is available through [Engage](#).

Please feel free to email the co-chairs



Leondra Gully or J'Lissabeth Faughn for additional information.

## COMMUNICATIONS & MARKETING

### CODRE's Newsletter

We are pleased to report that the newsletter goes out monthly, thanks to the wonderful Communications Team led by **Maria Tinnell** and **Jim Warner**. Thank you for all you do!

In October, the newsletter was received by many within our campus community, and it's open rate was discussed at the last CODRE general body meeting. According to a google analytics report, the CODRE webpage traffic increased over by 200 hits, correlating to the newsletter's posting.

The newsletter is sent out to a cross-section of the community and is posted in UofL Today. If you would like to be added to the mailing list, so you get it directly in your mailbox, please let us know at [CODRE@louisville.edu](mailto:CODRE@louisville.edu).

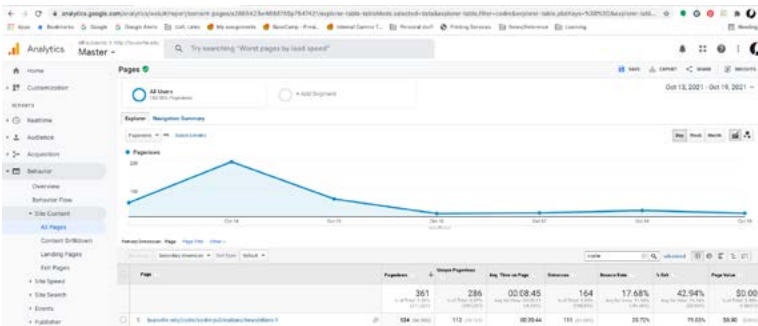


### Campus-wide Listening Sessions

The November 3 Listening session entitled "Student mentoring by both faculty & staff: benefits and barriers" report is being compiled and will be on the CODRE webpage once completed.

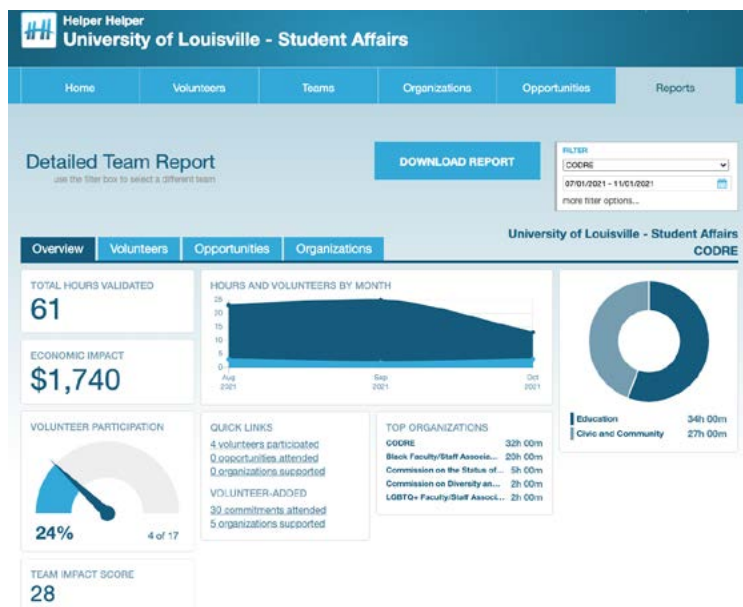
### Helper Helper

The UofL Student Affairs office has given CODRE access to the Helper Helper app to capture the volunteer hours that the commission spends doing DEI work. Here is the activity report from the beginning of the semester; if you want to record your DEI hours, email [CODRE@louisville.edu](mailto:CODRE@louisville.edu) with the subject Helper Helper.



### Feedback appeal

If you are reading this newsletter, please give us your feedback. Tell us what you like and what you would like us to include. You can also contribute to it. If you would like to write a feature article or have a topic you would like us to discuss in our monthly Campus-wide Listening Sessions send it to us at [CODRE@louisville.edu](mailto:CODRE@louisville.edu).



**C** Community of Care

Let us be a University that is a **Community of Care**. Care for self, care for one another as the Cardinal Family and care for the community beyond. We are a community—not just a collection of individuals. We are a community—not just buildings connected by an IPv6C system.

**A** Accountability

**Accountability:** We keep our promises. We own mistakes. We are accountable to the team.

**R** Respect

**Respect:** Irrespective of position, We respect each other's humanity and dignity, no matter what our positions in the organization are. We also respect our right to differing and conflicting positions on issues. We will be a place that prepares students for ideas, not protects students from ideas.

**D** Diversity and Inclusion

**Diversity and Inclusion:** We celebrate diversity of thought, perspectives and life experiences. As our state motto declares: United We Stand, Divided We Fall. We want everyone, in the richness of all of their many unique and intersecting identities to feel included in the Cardinal fold.

**I** Integrity and Transparency

**Integrity and Transparency:** We will be true to our mission of an urban research university to create, disseminate and apply knowledge. Integrity is our collective commitment to make decisions with the best interests of our university in mind and to share the decision making rationale and the outcomes.

**N** Noble Purpose

**Noble Purpose:** Each of us will identify for ourselves the way in which we make a difference. We know we must solve the problems of access and affordability to give everyone the opportunity to find and pursue their own noble purpose.

**A** Agility

**Agility:** We will recognize that things change and when they do, we must change things. We know that when adaptation in an organization does not keep pace with adaptation in the environment, the organization will not survive.

**L** Leadership

**Leadership:** We recognize that management is a position but leadership is an activity. We will all behave as owners of the University of Louisville because we are. "We are UofL," is not just a hashtag or a slogan. It is our declaration of leadership and ownership.

**Cardinal Principles**

The university follows a set of guiding principles that shape our community and our actions. Every member of the University of Louisville family is expected to follow these Cardinal Principles:

**Cardinal Value: Accountability**

CODRE is providing a space for the UofL community to come together and share some of their concerns, challenges, and achievements from different aspects of our daily working experiences, helping to build up a community of care. The members of CODRE honor the trust that participants have given to us. CODRE understands the responsibility we have to provide input to the administration. The CODRE executive committee has had conversations with Dr. Bendapudi and Dr. Gonzalez. During the last discussion, it was acknowledged that CODRE will keep the administration informed about what it hears from the community, and each will hold themselves accountable. I invite you to check CODRE's website and review the Listening Sessions themes. With your participation, at any level, you can be part of the change.



**Teaching with an Anti-Racist Lens**

"Teaching through an anti-racist lens simply means helping students understand racism's origins and guises, past, and present, so they can act to disrupt, rather than perpetuate white supremacy"

*(Ursula Wolfe-Rocca, in Brenda Alarez in NEAToday, October 2021, p29)*

**Approaches to Teaching**

- Students explore music from around the world
- Check your own biases
- Lead classes with sensitivity to race, bias, power, and equity
- Prepare for uncomfortable conversations; the truth is sometimes difficult to hear.



The Health Sciences Center, Office of Diversity and Inclusion, is currently hiring a Coordinator. This position will manage and oversee health career pipeline programs, including the Summer Health Professions Education Program (SHPEP) and those for other underrepresented students. [Click here](#) to learn more about the position.

**DIVERSITY IN MEDIA**

Related to last month's topic at the Campus-wide Listening session, this article from the Human Resource Executive, "[Employee exhaustion isn't over. 7 strategies to help fight burnout](#)", touches on the subject of encouraging workers to take time off.

TED Talk YouTube video  
[Chimamanda Adichie's, the Danger of a Single Story!](#)

**COMMITTEE CHAIRS**

**EXECUTIVE COMMITTEE**

**Muriel Harris - Chair**  
[muriel.harris@louisville.edu](mailto:muriel.harris@louisville.edu)

**Connie Martinez - Vice Chair**  
[maria.martinez@louisville.edu](mailto:maria.martinez@louisville.edu)

**Maria Tinnell - Director of Communications**  
[maria.tinnell@louisville.edu](mailto:maria.tinnell@louisville.edu)

**COMMUNICATIONS & MARKETING**

**Jim Warner**  
[james.warner@louisville.edu](mailto:james.warner@louisville.edu)

**CARDINAL ANTI-RACISM AGENDA**

**Stella Wang**  
[stella.wang@louisville.edu](mailto:stella.wang@louisville.edu)

**Fannie Cox**  
[fannie.cox@louisville.edu](mailto:fannie.cox@louisville.edu)

**CONSTITUENCY RELATIONS**

**Dwayne Compton**  
[dwayne.compton@louisville.edu](mailto:dwayne.compton@louisville.edu)

**DIVERSITY PROGRAMMING**

**J'Lissabeth Faughn**  
[jlissabeth.faughn@louisville.edu](mailto:jlissabeth.faughn@louisville.edu)

**Leondra Gully**  
[leondra.gully@louisville.edu](mailto:leondra.gully@louisville.edu)