

Message from the CODRE Chair

With great expectations we enter in the new cycle 2023 and the Spring Semester which brings us opportunities to continue our work for diversity, equity, and inclusion. We are not alone, CODRE is part of the network that is committed to support UofL's goals to build the best place to study, to work, and to connect.

This newsletter reflects the connection that exists among different organizations/departments/bodies supporting UofL's DEI goals. We invite you to read the 2021 Cultural and Equity Center Annual Report and the UofL Athletics DEI December Newsletter to learn more about the work that has been done and the upcoming events.

CODRE continues supporting initiatives through Diversity

Programs. If you want to learn more about The Transformation Tea, get involved and do not miss the opportunity of recognizing members of UofL community working to achieve UofL's DEI goals.

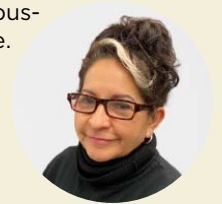
I have two invitations for you. First, join me to congratulate Dr. Katrina Elliot for obtaining her PhD, she is our Commissioner for this month, congratulations Dr. Elliot!

Second, I invite you to participate in the Campus-Wide Listening Sessions, a safe space to share.

In solidarity,

Maria Concepcion Martinez Mayshack (Connie)

2022-2023 Chair of CODRE



COMMUNICATIONS AND MARKETING

November Campus-Wide Listening session

CODRE's final session for the fall 2022 semester explored the topic "How LGBTQ friendly is our campus community?" The facilitators were **Cecilia Durbin**, Student Assistant Supervisor, Ekstrom Library, Professor of English and **Sam Fowler**, Program

Coordinator Sr. Office for Culture & Liberation and Department of Health Promotion & Behavioral Sciences at the School of Public Health. To read the thematic report on this session, please visit the [CODRE campus-wide-listening-sessions webpage](#). CODRE's campus-wide listening sessions will resume in February 2023.

2021-22 Cultural and Equity Center Annual Report - Belknap

The Assistant Vice President for Inclusive Excellence and Belonging, **Marian R. Vasser** asked that we share the Belknap Cultural and Equity Center annual report with CODRE. She wrote, "Thank you so much for your partnership and all you do to advance the work of diversity, equity, belonging and antiracism". [Read the report here.](#)

The Transformation Tea is returning

The Commission on Diversity and Racial Equity (CODRE) is bringing back the Transformation Tea which was on hiatus from 2019-2022 due to the COVID pandemic.

What is the Transformation Tea? Since 1997, the Tea affords women of color and their allies an opportunity to empower one another by sharing concerns, problems and positive suggestions.

Email **Fannie Cox**, we will meet to brainstorm a theme, speaker, a date and time in April 2023, and a lite lunch.



UofL Athletics DEI December Newsletter

The Associate Athletics Director for DEI, **Derek Cowherd** shared the Athletics DEI newsletter with CODRE. He wrote "As we close out the 2022 fall semester, I thought it may be helpful to see our newsletter that provides a small window into a portion of what is going on in Athletics on the DEI front (staff) initiatives. Thank you for your partnership and friendship over my first full year in this new role. We truly have flown the plane as we've built it, (and built a modest budget) from scratch. We could not have done much without your continued support and look forward to what we can accomplish together in the future..."

If there are areas in which you are considering partnership or are in need of help in any way, please do not hesitate to call on Athletics." [Read the Athletics DEI newsletter here.](#)

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

