

**Message from the
CODRE Chair**

October is a month of celebration for three groups that have a long history of struggle for inclusion, equity, and justice. In October we celebrate the Indigenous People Day, even if is not a federal holiday yet, 10 states observe the day via proclamation. October is also Pride Month, this year we are celebrating 50 years of pride on acknowledging the many positive achievements of the LGBTQ+ movement. And the Hispanic/Latinx Heritage Month as part of the diversity and greatness of this country. I am proud of saying that the UofL community embraces diversity and there are spaces where we can share our stories/struggles and connect with each other, feeling included like the office of Diversity and Equity, the Office of Diversity and Inclusion @ HSC, The Cultural Center and Equity, The Commission on the Status of Women, and the Commission on Diversity & Racial Equity.

In solidarity,

**Maria Concepcion
Martinez
Mayshack
(Connie)**

2022-2023
Chair of
CODRE



COMMUNICATIONS AND MARKETING

Campus-Wide Listening Sessions

The CODRE EC team met with interim president Lori Stewart Gonzalez October 11, and we shared the following report showing the recurring themes from the past five listening sessions.

Themes from the listening session 6-10:

- *How is UofL developing future leaders?*
- *Students' voices, is anyone listening?*
- *Paying for School - Obstacles and Resources*
- *Mentoring*
- *As a campus community, how can we support the work of diversity, equity, and inclusion?*

Recommendations from CODRE

Communication

- Constant communication across platforms with detailed goals and strategies to know what is working and challenges encountered, clear vision for the university
- High level administrators need to do some more front facing with students; being accessible, both undergraduate and graduate level

Accountability

- Mandatory training for supervisors/mentors/faculty/staff on DEI (sensitivity to LGBTQ+ and BIPOC)
- System to report bias, understanding the process
- DEI as part of the annual and tenure review/evaluation process
- Real consequences for repeated offenses, even termination
- Discrimination must be taken seriously and dealt with seriously

Retention

- Provide scholarships; centralized location for scholarships and financial resources; facilitate the process for certification
- Mentorship programs for students, faculty, and staff
- Recognize the unpaid work that already is happening, reward in meaningful ways
- Support career paths for employees

Recruitment

- Diversity Advocate in all search committees
- Incorporate the idea of active recruiting, getting out in the community, and being competitive (Language, salaries, strategies)

Resources

- DEI must be reflected as a priority; goal of creating an anti-racist institution



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

Letter from a Student, “Situation in my country (Iran)”

I hope this message finds you well. As you might know by now, there has been enormous protests in my country, Iran, over the killing of Mahsa Amini. A 22-year-old girl who did not wear her compulsory hijab to the satisfaction of the Islamic Republic’s morality police. The Islamic Republic has decided to cut down the Internet to start a new round of massacres, just like what they did in 2019 and killed over 1500 people. Since last week, the Iranian people have lost contact with the rest of the world, so anything that brings the world’s attention (especially that of US officials and senators) to their protests is helpful. I would appreciate it if you would mention the protests in a departmental-wide email or even a short post on the departments’ social media, or if it is possible, to discuss the current Iranian events with your colleagues and administrative officials at the university.

My people don’t have a voice as they cannot connect to the Internet and share what is now going on in Iran. Raising awareness about their situation and the current state of protests in Iran could greatly help them and potentially save their lives.

Thank you. Sincerely,

Naiyer Shokri (Rosa) UofL student



Photo from LALS 20th Annual Heritage Lecture: The Power Politics of Handicrafts: Guna Indigenous Women & the Panamanian State, Chao Auditorium, Ekstrom Library

Respondus Monitor Research paper published

The Faculty Concerns Committee was very involved in this project and **Edna Ross** and her colleagues in A&S took the lead and brought the concern to CODRE. It led to training being required for faculty using it. Training was developed and delivered by the Delphi Center. Karan Chavas we chair when this started.

The study on Respondus Lockdown Browser with Monitor conducted by **Dr. Yoder-Himes** with collaborators in the biology and psychology departments was published last month in Frontiers in Education. (A special thank you to **Sherri Wallace** whose department paid the publication fees.)

The major conclusions from the study were:

- Respondus has a hard time recognizing students with the darkest skin tones or those that self-reported as Black or African American and often flags them as being missing from the screen erroneously - this may cause them to face increased scrutiny by course instructors.
- Respondus doesn’t show bias against female students but when race or skin tone are considered, women of with the darkest skin tones are the subject of erroneous errors by the software
- These discrepancies are not due to differences in lighting, wifi strength, camera types, background noises, or even actual cheating (for which it didn’t catch any true instances of cheating as far as we could see) indicating that the algorithms used by Respondus are indeed biased against our students of color, particularly women of color.

You can [find the study here](#). We are hoping this will encourage Respondus to continue to improve their product, which they knew was problematic based on a white paper they published not that long ago.

Edna Ross, PhD, Professor, Department of Psychological & Brain Sciences

Course Director, Introductory Psychology

UofL Health Sciences Center has received the Health Professions HEED Award

If you haven’t already heard, UofL Health Sciences Center has received the Health Professions HEED Award again this year. Insight Into Diversity made the public announcement late last week, and we are one of 64 health professions institutions to receive this award in 2022.



Thank you to all of you at each HSC school who have completed your Accountability Reports each year which allows us to gather the information we need annually in order to apply for this award. Congrats to **Diane Whitlock** on your work for this Diversity Champion award.

Ryan Simpson Program Director, Office of Diversity and Inclusion, University of Louisville Health Sciences Center.



LGBT Center Video - The Power of Pronouns

As a Community of Care, let us commit ourselves to reducing harm and increasing a sense of belonging among students, staff and faculty, by using correct pronouns, correcting our mistakes, being upstanders when someone is misgendered, and educating others on the importance of recognizing and honoring pronouns.

Thank you for your consideration and for all you do to build a more welcoming campus community. **Lisa Gunterman, Goldie Latta, Byron Terry & Aaron Weathers, LGBT Center Team.**

[You can view the video here.](#)

CONSTITUENCY RELATIONS

CODRE Human resource representative Muriel Harris

Human Resources Advisory Committee (HRAC)

Compensation & Total Rewards Study update

- The staff job classification phase of the project that has taken place over the summer is now complete. The project team met with VP/Deans throughout the month of September to review the proposed job architecture. The next phase of the project is the benefits study and faculty and staff market assessment this fall/winter. Additional information about the Total Rewards Study can be found [here](#).

Policy Updates for retirees beginning January 1, 2023

- To align with policy and regulatory requirements, staff who retire after 1/1/2023, with accrued sick leave, will be paid out in a lump sum, up to the max of 30 days. Additionally, we are enhancing our retiree benefit transition to add one additional month of medical coverage for all faculty and staff at the active employee rate following their retirement effective date. Staff with accrued annual vacation leave, will still have the option to use up to 44 days or choose a lump sum payment upon retirement.

Workday update

- Workday training will begin at the end of October, early November.
- Workday HR project team continues to meet to review go-live and the action items needed to be complete before January 2023.
- Continue reviewing UofL Today for Workday updates.

DIVERSITY CELEBRATIONS

5th Annual Graduate Diversity Welcome Reception!

Thanks to everyone who showed up to welcome graduate students and celebrate diversity with us during our 5th Annual Graduate Diversity Welcome Reception! This is one of the Graduate School's signature events, and we were excited to host again after a two year halt. It was a pleasure to get to connect with one another. Special thanks to Lee Gill, J.D., Vice President for Diversity Equity and Inclusion for joining us and speaking. Mr. Gill shared some amazing updates from his office and the University. We look forward to hosting this event in 2023!



LGBT Pride Picnic HSC

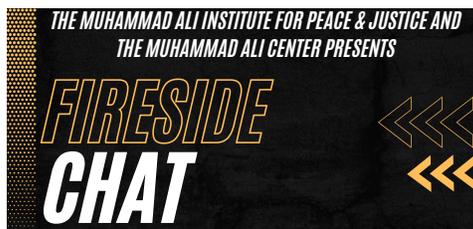
On behalf of the LGBT Center and Jerry, the therapeutic pony. THANK YOU for attending the Pride Picnic and Resource Fair. We estimated nearly 800 people participated, possibly more. It was great to see so many students, faculty and staff celebrating pride and having FUN. YOU made that possible.



We know you are super-busy and the fact that you spent your afternoon with us, ensuring the event was a success and bringing joy to our campus community means more than you'll know.

Thank you for all you do and know you are valued and appreciated!!

COMING EVENTS



Muhammad Ali Center, is hosting a Fireside Chat: Muhammad Ali Humanitarian Awardees, led by the Muhammad Ali Scholars. These conversations will explore the transformative social change that these young leaders are having in their communities. The event will be held at TACE Auditorium (Thorntons Academic Center for Excellence) [Register here](#). There is limited seating.

Muhammad Ali Institute for Peace & Justice!

Friday, November 4th, 11:30am-1:30pm.
The Muhammad Ali Institute for Peace & Justice in collaboration with the

LGBTQ+ Affirming Healthcare Series, Session Three: What's New in Options for HIV Prevention and Treatment?

Tuesday, Nov. 15, 12-1 p.m., the LGBT Center invites you to a presentation at the Health Sciences Center Instructional Bldg., room B202, 500 S. Preston St. Facilitated by **Karen Krigger, MD, Med, FAAFP, AAHIV(S)**, director of health equity, this session will include a review of the 2021 updated CDC recommendations for pre-exposure prophylaxis of HIV (PrEP), an historical review of HIV medications from 1987-2021 and their impact upon the pathogenesis of the HIV virus. In addition, current LGBTQ+ immunization recommendations for treatment and prevention, including COVID-19 and Monkey Pox will be discussed. [Register here](#).

For more information, contact [Lisa Gunterman](#). CME Category 1 Credit™ will be offered. Virtual attendees will receive a link upon registration. Participants may attend even if they do not complete the series.

For additional information about the LGBTQ+ Affirming Healthcare Series, visit the [webpage](#).



COMMISSIONERS SPOTLIGHT

CODRE will be spotlighting a commissioner each month in the newsletter. We want to celebrate the commissioners who do so much to support the mission and vision of CODRE as well as those across campus who are doing DEI work.

This month we will share a Q & A with the new chair **Maria Concepcion Martinez Mayshack (Connie)**.

Q. What was a major turning point in your life that got you here?

A. The dream of founding La Casita Center to support Hispanic/Latinx communities in Louisville, which became a reality and now it is a strong organization.

Q. Who or what inspires you in your career?

A. Two groups, the women in my family and my college professors. Let me share with you that recently, I have been thinking more about my college professors. Most of them were part of the students' movement during the 60's, especially the year 1968, from Europe and Latin America. I learned their stories, I saw their pain/trauma in their bodies; however, they never lost hope for social justice, and they embody resilience.

Q. What got you interested in your current field of work?

A. I was an international student, Latina, woman of color at UofL; I experienced and learned that there are many opportunities to support this population.

Q. What career advice would you give your younger self?

A. Give yourself the permission to make mistakes; acknowledge them, correct them, and do it better the next time.

Q. What is the best career advice you've ever received?

A. "You are an immigrant, you don't understand, you don't know." This person presented me with a valuable learning experience, not only for them, but also for myself. I may not see the reality from the same perspective as they do, after all, it is true, I am an immigrant, and we didn't have the same background and knowledge. There is never an absolute truth, it is always tinted with the color of the glasses we wear to see our own and distinct realities, everyone has bias or blind spots. I took this experience as a valuable lesson to prepare and empower myself and to stand my ground. I am reminded that I am not alone; I have people and my ancestors contributing to my own experience

If you would like to make a recommendation on a commissioner to spotlight or if you would like to shine a spotlight on DEI work that you are working on, email [Daniela Terson de Paleville](mailto:Daniela.Terson.de.Paleville@louisville.edu) with the information by the Thursday after the general body meeting each month.



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CONCEPCION
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