

Save the Dates

2023 Muhammad Ali Humanitarian Awardees Fireside Chat

Friday, Nov. 3
10-11:30 a.m.

UofL Strickler Hall

[RSVP here.](#)

Questions: [Sherry Durham](#)

CODRE Listening Session Workplace Flexibility Featuring Anita Hall

Thursday, Nov. 9
12-1:30 p.m.

MS Teams

[RSVP here.](#)

Questions: [Tonia Thomas](#)

Faculty Tailgate Hosted by CODRE, BFSA, Faculty Affairs and Institutional Effectiveness

Thursday, Nov. 9
5-8 p.m.

University Club

[RSVP here.](#)

CPE 2023 Higher EDquity Symposium

Nov. 13-14

Eastern Kentucky University
[Details and registration here.](#)

17th-Annual Anne Braden Memorial Lecture Featuring Kiese Laymon

Tuesday, Nov. 14
6 p.m.

SAC Ballroom

[RSVP here.](#)

Questions:

uoflabi@louisville.edu



CODRE talks recruitment and retention

Student and employee recruitment and retention are among the priorities in the University of Louisville's 2023-25 Strategic Plan. (See strategies L1 and W2 of the [Strategic Plan.](#)) However, new laws that end universities' race-based affirmative action admissions standards and diversity, equity and inclusion (DEI) work raise questions about how universities can maintain a strong ethos of anti-racism.

On Oct. 18, 2023, CODRE hosted its first campus-wide listening session of the 2023-24 academic year. Session facilitators Sherri Wallace, professor of political science and interim associate dean of the College of Arts and Sciences Office of Diversity, and Derek Cowherd, associate athletics director for DEI, addressed a series of topics around "How will UofL recruit and retain racial diversity?"

The nearly 40 attendees shared their thoughts on how the Supreme Court's decision and attacks on DEI impacted them personally and professionally. Concerns about how these efforts may impact UofL were also shared.

Comments and feedback are compiled into a summary that is given to the president and campus leadership. The summaries, as well as CODRE's other programs and resources,



Sherri Wallace **Derek Cowherd**

inform the university's senior leadership about issues regarding race and diversity at UofL.

See the [CODRE website](#) for current and past listening session summaries.

Relevant Resources

[What the Supreme Court rejection of affirmative action means](#)

Inside Higher Ed
June 29, 2023

[DEI Legislation Tracker](#)
Chronicle of Higher Education
July 14, 2023

[FACT SHEET: President Biden Announces Actions to Promote Educational Opportunity and Diversity in Colleges and Universities](#)

White House Briefing Room
June 29, 2023



Anti-racism, DEI featured at 2023 Research!Louisville

The 28th-annual Research!Louisville (R!L) symposium, sponsored by the University of Louisville, School of Medicine, Office of the Executive Vice President for Research and Innovation and Norton Healthcare, took place Oct. 2-6, 2023.

Discussions and presentations about anti-racism and DEI in the context of research and innovation were included among the symposium's events and activities.

The Past is Present: Slavery and Medicine in Louisville History

A panel discussion highlighted important episodes and events in the history of medicine in Louisville and Jefferson County that occurred during the antebellum era of U.S. history.

Read more and watch the event recording on the [R!L website](#).

Anti-racism research at UofL

A showcase of anti-racism research at UofL and discussions on how to encourage further research which will impact racial inequities.

Read more and watch the event recording on the [R!L website](#).

A conversation with author Harriet Washington

Harriet Washington is a medical ethicist. She has a unique and courageous voice and deconstructs the politics around

medical issues. In addition to giving an abundance of historically accurate information on "scientific racism," she paints a powerful and disturbing portrait of medicine, race, sex and the abuse of power by telling

individual human stories.

Read more and watch the event recording on the [R!L website](#).

President's Forum on Inclusive Excellence



From left: University of Louisville President Kim Schatzel, inclusion and cultural competency expert Steve Robbins and University of Louisville Office of Institutional Equity Vice President Lee Gill.

Diversity, Equity and Inclusion (DEI) plays a significant role in the University of Louisville's strategic vision to be a place where no one - regardless of race, creed, gender or other circumstance - is beyond the right to have a quality education, a positive work experience and benefit from the university's research and services. While DEI is part of UofL's ethos, understanding how we live, work and learn as a community and individually free of prejudice remains a work in progress.

As part of Inauguration Week events, UofL welcomed diversity, inclusion and cultural competency expert Steve Robbins to Belknap Campus

for the President's Forum on Inclusive Excellence, which took place Sept. 27, 2023, in the Student Activities Center ballroom. Robbins' keynote presentation, "Your Brain is Good at Inclusion...Except When It's Not," provided an innovative, neuroscience-based look at the benefits of creating inclusive workplaces.

Robbins is the author of *What If? Short Stories to Spark Diversity Dialogue*, which is used by numerous organizations and schools to invite people into deeper conversations about diversity, inclusion and the power of caring. Learn more about Robbins and his work at srobbins.com.

CODRE Listening Session on workplace flexibility, Nov. 9

University of Louisville faculty, staff and students are invited to attend the next CODRE Campus-Wide Listening Session, Thursday, Nov. 9, 2023, 12-1:30 p.m., via MS Teams. The session's facilitator will be Anita Hall, chair of the Work-Life Integration Subcommittee for UofL's [Commission on the Status of Women \(COSW\)](#). Hall, who also serves as assessment and analytics librarian for UofL Libraries, will facilitate a discussion about flexible and remote work options.

About three years removed from the COVID-19 pandemic, society has redefined how (and when) we approach our workday. Employers, including the University of Louisville, allow for flexible work arrange-

ments, such as telecommuting and alternative scheduling that allows employees to perform tasks outside of normal business hours when appropriate. ([Policy Hours of Work and Flexible Scheduling Guidelines, Policy No. PER-4.02.](#))

While growing in popularity and increasing productivity, the changing dynamics of how employees define their workday bring challenges including workload and performance management, employee well-being, and legal/regulatory compliance among others. How is UofL embracing the concept of work-life balance? What have we learned and what do we still need to consider to recruit and retain

Anita Hall



a workforce who increasingly consider flexible work arrangements in their employment options?

The CODRE Listening Session is free, but registration is required. Participants will receive a link to the session upon registration.

Find out more and register on the [CODRE website](#).

Compassion Clinic hosts free health clinic

Compassion Clinic at the Office of Diversity and Inclusion, Health Sciences Campus, spearheaded by Karen Krigger, hosted a free health clinic at the Redeemer Lutheran Church (Rubbertown) on Oct. 7, 2023.

Krigger, director of health equity, along with a robust multidisciplinary team of UofL faculty, staff and students spanning across the School of Medicine, School of Dentistry, School of Public Health & Information Sciences, School of Nursing, Audiology, as well as



Volunteers from the University of Louisville offered their gifts of time and talent at the Oct. 7, 2023, free health clinic at Redeemer Lutheran Church.

community non-profits participated in the event. CODRE served as a co-sponsor to help charge the mission of Compassion Clinic forward.

Compassion Clinic is a mobile, longitudinal, UofL Health Sciences Center student-run initiative whose goals are to

provide basic health screenings and education to disparate populations in the Metro Louisville area.

Learn more about the Compassion Clinic on the Office of Community Engagement and Diversity's website, louisville.edu/oced.

UofL Inclusive Excellence and Belonging Opportunities

The University of Louisville Office of Institutional Equity recently published its 2023-24 [UofL Inclusive Excellence and Belonging Opportunities](#).

The publication provides information on new and enhanced ways our entire campus community (YOU) can contribute to this critical work.

“Our goal is to cultivate environments where authenticity is not only acknowledged but celebrated,” said Marian R. Vasser, CODRE vice chair and assistant vice president for inclusive excellence and belonging. “Your engagement strengthens our collective resolve to create a more equitable world. Join us on this path of empowerment and advocacy, where together, we champion the cause of justice and belonging for all.”

Find out more at louisville.edu/diversity.



TOP: Students received free CODRE “You Belong” t-shirts during UofL’s 2023 Welcome Week activities.

BOTTOM: The UofL Office of Community Engagement hosted a Community Conversation with President Kim Schatzel and UofL’s 2020 Alumna of the Year Alice Houston Sept. 22, 2023, at the Kentucky African American Heritage Center.



The Commission on Diversity and Racial Equity (CODRE) was established in 1998 by University of Louisville President John Shumaker, to promote a campus culture of inclusion and engagement. CODRE strives to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias.

Executive Committee

[Dwayne Compton](#)
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Learn more about CODRE at louisville.edu/codre.