



LOUISVILLE ATHLETICS [DEI NEWSLETTER]

DIVERSITY, EQUITY, AND INCLUSION NEWSLETTER || (3rd Edition: 2022)

"Diversity is having a seat at the table. Inclusion is having a voice, and belonging is having that voice be heard." Liz Fosslien

S.O.A.R. Committee "Strategically Organized Against Racism"

Assist the Athletics Dept. in creating a culture of belonging.

Challenge the Athletics Dept. to maintain a standard of inclusive excellence.

Target key opportunities to bring the campus and greater Louisville community together.

- =====
- Beckham, Mark
 - Bell, Debbie
 - Branch, Deion
 - DaSilva, Rodrigo
 - Ferguson-Dayes, Karen
 - Gasparro, Rocco
 - Hertzler, Austin
 - Insuasty, Diego
 - Jeffers, Caroline
 - Johnson, Adrienne
 - Leblanc, Blake
 - May, Chris
 - Penebaker, Kelsey
 - Ross, Camille
 - Ruffin, Justin
 - Rust, Lauren
 - Strause, Dr. Thomas
 - Talley, Kara
 - Wooten, Kamari
- =====

U of L Campus Land Acknowledgement

We recognize the land upon which the university sits (now known as Kentucky) is primarily Shawnee, Cherokee, Osage, Seneca-Iroquois, Miami, Hopewell and Adena land.

For more information: [\(link\)](#)

For Indigenous People's Month Information: [link](#)

FOR MORE INFORMATION ON HOW TO JOIN CAMPUS EMPLOYEE RESOURCE GROUPS (ERGS):



NEWS YOU CAN USE:

Please stay tuned for our upcoming lecture series, service opportunities, Black History Month and Women's History Month events on our DEI Calendar!

UPCOMING "CAN WE TALK" SESSIONS...

December 12, 2022



Gary Cooper is a DEI professional at Amazon (AWS) (Seattle) Corporation headquarters focused on solving large, complex, highly-confidential, and/or endemic problems through equity-centered strategy, leader engagement, and

organizational adoption of mechanisms or systemic changes.

February 22, 2023



Dr. Brandon McCormack, Associate Professor (Tenured), New incoming Chair of the Pan African Studies Program, Dir. of the Anne Braden Institute, and ULAA Board Member [\(link\)](#)

On Deck: Dr. Zhao, Diane Whitlock, Jenny Sawyer, Dr. Pat Ivey, Brett Hayes, Meg Hancock, etc.

We hope to see you there!

INTRODUCING A NEW 2023 DEI DEPARTMENT INITIATIVE

In order to continue our conversation, increase our understanding of one another, and raise the bar on inclusive excellence within the department, beginning in January 2023, your Athletics DEI team will release a set of diversity and inclusion modules to our staff and coaches brought to you by:

GamePlan and **RISE**. You will receive your own personal login (using your @gocards email acct.) for each staff person and coach that can be accessed once you activate your Gameplan account. Accounts will be activated in mid- Dec: [link](#).

We encourage each unit to challenge itself to learning more about diverse concepts such as:

- ✓ Equality vs. Equity
- ✓ Racism
- ✓ Actor, Ally, Accomplice
- ✓ Cultural Awareness, etc.

At the end of the semester, the unit with the highest level of engagement with the RISE/Gameplan platform will receive special recognition from our DEI Team. More information to follow...

NEW ARRIVALS:

"Asking for a Friend" [link](#)

We value all feedback from our staff and want to provide a safe space to ask questions. We want to provide answers to your most pressing questions. In this new format, we will attempt to provide meaning to your more complex topics/issues in diversity that you may feel more comfortable asking anonymously. We will provide the answers to these questions in the next quarterly UofL DEI Newsletter. If you feel that you have been the subject of discrimination in any form, please contact UofL's Title IX office: [\(link\)](#).

We are now on Social Media!

Be the first to add us for updates and uplifting conversation and commentary. Don't miss out...

Search handles:



Instagram
@ULAthleticsDEI



Facebook
@Louisville-AthleticsDEI



Twitter
@ULAthleticsDEI

Coming Soon:

Tentative Winter and Spring ACC Unity Week dates are below:

- **Winter:** Saturday, Feb. 17th through Sunday, Feb. 26th
- **Spring:** Saturday, April 15th through Sunday April 23rd



Kyle will contact you this spring to share more of the patches for the student-athletes' recreational use or otherwise decided by your team.

LOOKING FOR WAYS TO DIVERSIFY YOUR CANDIDATE POOL?

*For more information, please do not hesitate to request assistance in posting your positions on national sites for more diverse pools. Our DEI program subscribes to numerous diverse groups where posting of positions reaches and attracts very diverse candidate pools via listservs, social media, publications, word of mouth:

1. NCAA
2. BLKSAP
3. BSP (Columbus, Nashville Cincinnati, Cleveland)
4. Metro United Way & Louisville Urban League
5. MOAA, NACDA, N4A
6. Women Leaders (OKC)
7. McLendon Institute
8. DIECE
9. NCAA Leadership Development
10. Diverse Issues in Higher Education Publication

*We also have special relationships with many popular Search Firms such as: Spelman Johnson, Renaissance, Eastman - Beaudine, Parker, Turnkey ZRG, etc. if interested.

UofL Athletics was a Gold Sponsor this year of the LGBT Center's Pride Month.

For more information: [link](#)



DID YOU KNOW?

You may have noticed the sharing of pronouns in introductions, on name tags, and at the beginning of meetings. This gives everyone in the room the opportunity to self-identify instead of assuming someone's identity or which pronouns they use. Including pronouns is a first step toward respecting people's identity and creating a more welcoming space for people of all genders.

Example:



DEREK COWHERD, MBA

(He/him/his) [What's this?](#)

Associate AD for DEI | Louisville Athletics
2100 S Floyd Street, Louisville, KY 40292
O: 502.852.2457 C: 502.552.2042



GOCARDS.com

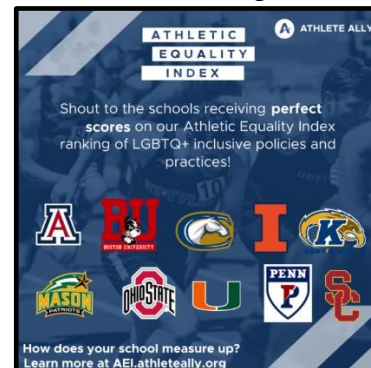
[Athlete Ally](#) has welcomed UofL to the club as one of its highest rated partner institutions!

UofL's score will be updated for the first time since 2019 to its highest-ever rating....an

100% (A+) !!!

Institutions are evaluated extensively by their research and data team on the following areas:

Non-discrimination policy, Trans Inclusion Policy, Sexual Misconduct policy, Fan Code of Conduct, Collaboration, Resources, Staff Training, and Student-Athlete Trainings.



HOW DO YOU DEI?



Your UofL Athletics Nutrition Team at work!

"Our national conference, Collegiate and Professional Sports Dietitian Association created a yearlong action plan to promote cross cultural engagement in 2021. One of the 12 action items highlighted reading a book, watching a documentary, listening to a podcast, or attending advocacy event created by BIPOC highlighting diversity, equity, and inclusion. As a department, we decided it was meaningful to have each employee select their book/podcast and create discussion questions for the group. Each dietitian was assigned a month and spent one staff meeting per month sharing our experiences and viewpoints. After 7 different books/podcasts were discussed, we decided to continue our monthly segment with a new topic of discussion question around DEI.

I am so grateful for a team that pushes for all voices to be heard and strives to develop an inclusive environment for those around us."

Thank you, Becky and Nutrition team! Your leadership and dedication to inclusivity are appreciated.

For more ideas for your individual unit and department trainings, please contact us at diversity@gocards.com or derek@gocards.com. We will be glad to connect you with some of the best experts on campus, in the community or nationally.

For more ways to get involved.

Become a Diversity Advocate...

We encourage you to complete our training and become a Diversity Advocate which is our intentional effort toward the improvement of diversity, equity, and inclusion in our hiring processes.

Special thanks to:

Dr. Thomas Strause, Justin Ruffin, Brianna McCarthy, Chris May, Bryan Green, Justin Ruffin, Brianna McCarthy, Chris May, Kenny Klein, Erika Fitzgerald, Austin Hertzler, Nick Stirrett and Bryan Green for their past and continued service as Diversity Advocates.

If interested please contact Derek Cowherd, Associate Athletic Director/DEI at:

derek@gocards.com

2023 Upcoming Campus Celebrations:

The Women's Center (30 yrs.)



Pan African Studies Dept. (50 yrs.)



ADDITIONAL UPCOMING EVENTS

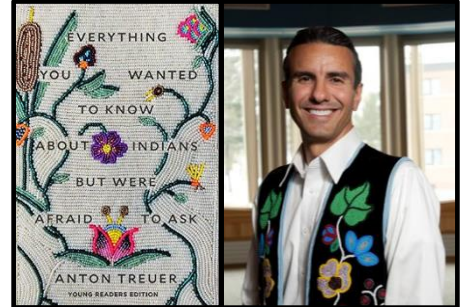
Friday, December 9 | 12-2 pm | Adidas Lounge at TACE : Dr Brigitte Burpo, Assistant Dean of DEI and Clinical Assistant Professor, Department of Health and Sport Sciences will be leading a discussion from her DEI Professional Development Series for the College of Education and Human Development entitled "Are you an Ally or a Coward?: Accountability and Safety in Equity and Inclusion" Lunch will be provided courtesy of Dr. Burpo. Please email: (tiff@gocards.com) directly with your intent to attend.

Wednesday, December 14 | noon-1 pm | L&N Arena: Free Beginner Mat Yoga with Sammy-Jo Hand. Bring your own mat. Spots are limited, register [here](#).

Friday, December 16 | 11am-5pm | Virtual Event: [Breakthrough Leadership Summit](#) sponsored by Hudl and WeCoach. Schedule is posted on the website. This event is marketed to women in athletics; however, many of the presenters provide information relevant to all genders and all roles within athletics. Tune in and out as you desire. Recordings are accessible after the event to all who register.

Monday, January 23, 2023 | TBD | College of Business Main Auditorium

In partnership with the Cultural and Equity Center, A&S, the College of Education, and Athletics, we will welcome Anton Treuer, keynote speaker and expert on cultural competence and equity through a Native American perspective. This event will be open to the campus community and will be an opportunity to learn more about Native American and Indigenous cultures and experiences.



RECENT HIGHLIGHTS

October 2022
ACC UNITE Awards



November 2022
AAPI Fall Forum / Summit

