

## Message from the Chair

Another month has gone by, and we look forward to spring. It's a long time coming, LOL. During the last month our highly anticipated Vice President for Diversity and Equity, was named by Interim President Lori Gonzales in the person of Lee Gill, JD. We welcome him to UofL Cards Country and look forward to him joining our community in May.

I would be remiss if I did not give a special shout out and thank you to outgoing interim senior associate vice president for diversity and equity, Faye Jones, MD. Faye, you have held the fort well, and we thank you for your time and your service to UofL and especially to overseeing the work of Diversity, Equity, and Inclusion during a difficult time in our city and on our campus, in the wake of the Breonna Taylor demonstrations and when the Cardinal Anti-Racism Agenda (CARA) was built. We look forward to its full implementation under new leadership. We look forward to seeing you continue to do good work on the Health Sciences Campus and grow the Anti-Racism Agenda there. There is much to do, and we know you are the best person to lead the charge.

As our students enter their final few weeks of the semester, good luck with your exams and final papers. To our graduating seniors and graduate students, continue the work of Diversity, Equity, and Inclusion, wherever you find yourselves, it is needed far beyond our campus. "May the road rise with you, and the wind be always at your back" (anon). Go forth and do good things in the world. Congratulations!

**Muriel Harris,**  
Chair CODRE



## Thank you Faye Jones

As Dr. Faye Jones ends her three-year term serving as the interim senior associate vice president for diversity and equity, we take this opportunity to thank her for the outstanding leadership, commitment, dedication, and service she provided leading the university's diversity, equity, and inclusion initiatives. Under her leadership, UofL was designated a Diversity Champion by *Insight Into Diversity* magazine

for 2020 and 2021, a designation awarded to a limited number of colleges and universities that "exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs, and at the highest administrative levels." She is also responsible for UofL becoming an institutional member of the National Center for Faculty Development and Diversity, a leading provider of professional development programs that support faculty, staff, and students to make a successful transition into careers in higher education. Additionally, she enabled faculty and staff to participate in professional development experiences, including the Women of Color in the Academy conference, the National Conference on Race and Ethnicity in Higher Education, and USC's four-week Equity Now! program, among others. She initiated and coordinated participation for every HSC dean (or designee) to participate in the Aspen Institute Executive Leadership Seminar for Diversity, Equity, and Inclusion.

Faye served on several committees, including chair of CODRE's Campus Environment Team, and provided key leadership to various university-wide initiatives, including coordinating recommendations and actions for President Bendapudi's Cardinal Anti-Racism Initiative. She was the institutional representative to the Council on Postsecondary Education's Committee on Equal Opportunities and provided oversight of the university's diversity planning process.

Under her leadership the Office of Diversity and Equity provided financial support to the Black Faculty/Staff Association, the Hispanic/Latino Faculty and Staff Association, and the Asian American/Pacific Islander Faculty and Staff Association, and Faye served as the Executive Champion for the LGBTQ+ Faculty and Staff Association. One of her proudest accomplishments is providing leadership in the creation and opening of the new Cultural and Equity Center.

As she returns to her primary roles as Associate Vice President for Health Affairs / Diversity Initiatives and Professor, Department of Pediatrics, we acknowledge and celebrate the many contributions she continues to make to help make UofL a great place to learn, work, and invest.

## Lee Gill new VP for Diversity, Equity and Inclusion

Lee Gill, will join UofL as vice president for diversity, equity and inclusion on May 15. [Read more.](#)



**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*

## DIVERSITY PROGRAMS



### Awards announcements

The Diversity Program committee has been especially busy this past month. This is the time of year that we take the opportunity to recognize those who have made significant contributions to the diversity and equity efforts of the university. As in previous years we choose from the nominations an individual to receive the Presidential Multicultural teaching and staff awards.

This year we added several new awards to recognize students in the categories of undergraduate, graduate and residents as well as a CODRE Commissioner of the Year. All those who were chosen will be honored at a special UofL ceremony on April 18, 2022 hosted by the Employee Success Center.

#### The award recipients are:

- Commissioner of the Year Award: **Maria Tinnell**
- Exemplary Staff Award: **Shirley Wu**
- Exemplary Teaching Award: **Cynthia Ganote**
- DEI Student Leader Awards –  
Undergraduate: **Brianna Williams**  
Graduate: **Jason A Deakings**  
Resident/Intern: **Abbas Rattani**

## KUDOS

### Faculty and students attended the 10th annual Faculty Women of Color in the Academy Annual Conference



CODRE Commissioner, **Tamekka Cornelius**, Director, Graduate Recruitment & Diversity Retention attended the 10th annual Faculty Women of Color in the Academy Annual Conference April 1-3, (Arlington VA) along with two other faculty members **Erica Reeve**, Kent School of Social Work and **Beatrice Ugiliweneza**, Dept. of Neurosurgery. We also had the privilege

to have two U of L graduate students attend with us as well, **Millicent Cahoon**, graduate research assistant in Counseling Psychology, **Stephanie Chin**, doctoral student in Counseling Psychology and **Kylea Garcés**, graduate research assistant in Biology. Keynote speakers included Dr. Roxane Gay, Norma V. Cantù and Dr. Nikole Hannah-Jones.



CODRE Commissioner, **Daniela Terson de Paleville** presented in a symposium for Innovative Techniques for Developing an Inclusive Teaching Environment at Experimental Biology 2022. The title of her presentation was “Using Team-Based Active Learning as An Inclusive Teaching Tool for Students with Disabilities and English as A Second Language (ESL)”

## UNDERGRADUATE RESEARCH OPPORTUNITIES

The University of Louisville Bridge to the Baccalaureate (ULBB), funded by the NIH to improve success of students transferring into STEM+H majors at UofL. ULBB is starting their second summer after delaying our start in 2020 due to the pandemic. The program pays students full time in two summers, so this year we will have students returning from last summer as well as a new cohort starting. In the first summer, students spend 6 weeks taking classes about biomedical research and career strategies as well as completing regulatory training and learning some laboratory techniques before spending 4 weeks in a research lab. In Year 2, students spend most of their 10-week program working full time in a research lab. The program culminates each year with a poster presentation session where everyone can show off their work. For questions, please email **Dr. Cynthia Corbitt**, investigator for this grant.



Additionally, **Dr. Corbitt** also received a grant that focuses on research in **Cancer & Health Disparities summer bridge research program**. It is funded by the KY Council on Postsecondary Education to improve retention of underrepresented minority students and those who are economically disadvantaged. Entering freshmen spend 8 weeks learning about college life and doing research. **Dr. LaCreis Kidd** and I are co-PIs. **Apply by April 15.**

## SCHOLARSHIP OPPORTUNITIES

### LGBT Center Scholarships (Deadline, May 1)

Thanks to generous donors, the LGBT Center is thrilled to offer several scholarship opportunities for LGBTQ+ students and allies. **For qualifications and information.**

### Women's Center Scholarships (Deadline: Friday April 22, 2022 by 5pm)

Just a reminder that the deadline is fast approaching for undergraduate students to apply for these scholarship opportunities in the Women's Center. Scholarships range from \$500 to \$11,000 and will be for the 2022 fall semester.

**See this link for the criteria and applications**



## DIVERSITY IN MEDIA

Another **TED talk** that I hope you enjoy watching! **Get comfortable with being uncomfortable- Luvvie Ajayi Jones**

## UPCOMING EVENTS

### **Night with Friends and Families**

Join the Hispanic/Latinx & Indigenous Initiatives (HLII) for an evening of tailgating at Jim Patterson Stadium featuring community, music, and food at Noche de Familia y Amigos/Night of Friends and Family Baseball Edition! Tailgating will be begin at 5 p.m. The UofL baseball team will be taking on Cincinnati at 6 p.m. This event will be free and open to all students, faculty, staff and community!



### **Noche de Familia y Amigos Baseball Edition**

**April 12, 5 p.m.** Tailgate, 6 p.m. Game Vs. Cincinnati

### **LGBT Center Celebration of Spring Graduates**

#### **Lavender Graduation (Deadline, May 4)**

In partnership with the UofL Pride Alumni Council the LGBT Center will celebrate LGBTQ+ graduates, May 10, 12 noon, UCLUB. Event includes a luncheon, keynote address by Marta Miranda, awards recognition and presentation of rainbow cords. [Registration required](#).

#### **Rainbow Cords (Deadline, May 4)**

Rainbow Cords for LGBTQ+ students to wear during commencement. Students may register to pick-up cords at the LGBT Center (HSC or Belknap), or be presented with cords during Lavender Graduation. [Registration required](#)

## COMMUNICATIONS & MARKETING

### **Campus-Wide Listening Session**

The Spring listening sessions have been completed, with the last sessions topic **“Student Voices; Is Anyone Listening?”**, and **“Paying for School; Obstacles, Barriers and Resources”**. The committee is currently compiling the thematic report and will post it in the May issue of the CODRE newsletter. The March Listening session report on **“How is UofL developing future leaders?”**, is available on the [CODRE webpage](#). Listening sessions will resume in the fall starting back up in September so if you have a topic you would like considered please send to [CODRE@louisville.edu](mailto:CODRE@louisville.edu).

### **The University of Louisville Asian, Asian American, and Pacific Islander (AAPI) Heritage Week Celebration**

The University of Louisville Asian, Asian American, and Pacific Islander (AAPI) Faculty and Staff Association is excited to announce the inaugural UofL AAPI Heritage Week Celebration. We dedicate the week of April 10 to April 16 to recognize the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture, and achievements of the United States. Please share the event lineup with your networks.

#### **Sunday, April 10th, 2022, 2-4 PM - Opera Play “An American Dream”**

Sponsored by Kentucky Opera, Brown Theater. Registration: [email Kentucky Opera ticketing specialist](#) or purchase tickets at door. Mention UofL AAPI FSA for special discounts.

#### **Monday, April 11th, 2022, 11:30-1:30 PM, Opening Event: Reflections on the Invisible Minority and Moving Forward in Solidarity.**

Sponsored by AAPI Faculty and Staff Association and Office of Diversity and Equity. Special Guests: Kentucky State Representative Nima Kulkarni and President Lori Gonzalez, University Club Ballroom. [Register to attend](#)

#### **Tuesday, April 12, 2022, 1-2 PM - Femme Forward: UofL Women’s Journeys Celebrating AAPI Heritage**

Sponsored by Employee Success Center and AAPI Faculty and Staff Association, Virtual, [Register to attend](#)

#### **Saturday, April 16, 2022, 7-9 PM - Night of the Stars: AAPI Gala Celebration**

Sponsored by Asian Pacific Student Union and Commission on Diversity and Racial Equity, Red Barn, Registration: [email Asian Pacific Student Union](#)

#### **Wednesday, April 13, 2022, 5-6:30 PM - Meet the Professor Lecture: Dr. Jianhua (Andrew) Zhao**

Sponsored by Commonwealth Center for the Humanities and Society, Virtual, [Register to attend](#).

#### **Thursday, April 14, 2022, 12-1 PM - Cultural Conexiones celebrating AAPI Heritage**

Sponsored by Cultural and Equity Center, [Register to attend](#).

#### **Thursday, April 14, 2022, 7-9 PM - Crane House Young Professionals: Spring Recruitment**

Sponsored by Asia Institute Crane House, Registration: [email Amber Ma](#) at Crane House

#### **Friday, April 15, 2022, 5 - 7:30 PM - K^Motion: End of Year Showcase**

Sponsored by K^Motion (Cardinal K-Pop Dance Team) Strickler Hall Middleton Theatre 101, [Register to attend](#)

## COMMITTEE CHAIRS

### **EXECUTIVE COMMITTEE**

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