

**EXECUTIVE COMMITTEE**

**Chair's Letter**

Welcome to CODRE's October Newsletter. We are well into the semester and have just had a few days off for fall break. I am excited that we get to take a break, however short. Students, faculty, and staff alike have been saying how difficult these last couple of months have been, given the continuing stressors of the COVID pandemic and having to navigate a fine work/life balance. I hope you can take care of yourself, get some rest, and return refreshed. A new center on our campus would be just the place to go. If you are feeling stressed, anxious, or depressed, given all that you must deal with daily.

The Counseling Center is headed by Child Psychologist **Aesha L. Uqdah**, who obtained her PsyD in Clinical Psychology in 2009 from the Chicago School of Professional Psychology. A native of Chicago, she joined UofL in 2014, is a member of the Association of University and College Counseling Centers (AUCCCD) and the Kentucky Psychological Association (KPA). Go to the Center's website, <https://louisville.edu/counseling>, to learn more about the Counseling Services offered by Dr. Uqdah and her staff, which includes TAO, Therapy Assistance Online.

Give them a call at 502-852-6585 for a brief consultation and to be assigned a clinician.

We welcome any new members of our campus community. For those leaving us, know we appreciate everything you gave to our students, faculty, and staff, and we wish you every success in your new endeavors.

A special shout-out to departing long-time UofL employee and Director of the Women's Center, **Valerie Casey**. Thank you for all you did to support CODRE and its goals.



**Muriel Harris**,  
Chair CODRE

**Join CODRE as an Associate!**

CODRE provides opportunities for faculty, staff, and students to be active in CODRE as Associate members. Associate members can elect to be members of any of the CODRE committees and even take on leadership roles. Active committee members are given priority in the nomination of new commissioners when positions become available. Associate members will be invited to attend the monthly General Body meetings. If you would like more information about being an Associate member of CODRE or joining a committee, send an email to [CODRE@louisville.edu](mailto:CODRE@louisville.edu) or contact one of the Committee Chairs. We look forward to working with you!

**COMMUNICATIONS & MARKETING**

**Campus-Wide Listening session**

The Campus-Wide Listening session has completed its fifth listening session in 2021. This session (topic: "Work, Life, Balance") had 35 people in attendance.



Save the date for the next listening session, **November 3, 2021**, The topic will be **"Student Mentoring by both faculty and staff: benefits and barriers"**

[Sign up here.](#)

**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.

PRESIDENT'S CHARGE

**A Farewell Letter from Valerie Casey**

Ex-officio member of CODRE and former chair of COSW and Director of the Women’s Center **Valerie Casey** retired from UofL at the end of September. Below is an excerpt of the letter Valerie shared with us.

I treasure my time on CODRE and greatly appreciate the inclusion of the Women’s Center as ex-officio members. It was during the years that I served as the chair of the Commission on the Status of Women from 2011-2013 that I first came to know CODRE. As a representative of COSW, I was asked to attend the monthly meetings of CODRE. During that time, I saw the valuable work that CODRE was doing and recognized the importance of addressing the intersection of race and gender. I approached **Dr. Fay Jones**, who was chair at that time, and she agreed to allow the Women’s Center to join CODRE in an ex-officio capacity. I have been

attending as an ex-officio member of CODRE since then.

**Vickie Bridgeman** encouraged all members of CODRE to join a committee, and I chose the Staff Concerns Committee. It was a wonderful experience to work with the committee members! I am very proud to have been part of the committee as we addressed issues of retaliation and equity, particularly as it related to the custodial staff. It was extremely rewarding to be in the committee when we reviewed the custodial handbook, made recommendations to improve the work environment for the custodial staff, and identified the over-representation of African American males in the custodial department in unskilled positions. There is still much work to be done.

The Commission on Diversity and Racial Equity has been a vital part of my happiness and success at UofL. I am

eternally grateful to have been involved with this amazing group of people.

**Marian Vasser** will be serving as the Acting Director after my departure. Marian is aware of the importance of the work on CODRE and representation of the Women’s Center. I believe the work of the Women’s Center is enhanced through our experiences on CODRE.

Please share the news of my retirement with the members of the CODRE for me. I’ll reach out to as many people as I can before I leave! I’ll be returning for a retirement celebration sometime this fall, so I hope to see you and the members of CODRE there!

Best regards,  
Valerie



**CAMPUS ENVIRONMENT REPORT**

The Campus Environment is busy and has been working through the summer on several key initiatives. The committees working on climate and cultural competency review the responses to the climate surveys for students and employees and draft recommendations for an action plan in response to any concerns identified. The survey results and action plan recommendations will be presented to the President and Provost for their review and approval within the next few weeks.

CET members have also spent the past several months researching best practices and meeting with colleagues at other colleges and universities to examine how other institutions respond to bias incidents to improve UofL. And there is a group looking at our diversity plan in preparation for a new planning cycle, paying special attention to strategies that enhance our efforts for recruiting BIPOC and other underrepresented faculty, staff, and administrators. All these initiatives tie into the work related to the Cardinal Anti-Racism Agenda (CARA).

**DEI Training Opportunities on campus**

The Office of Diversity and Equity offers a range of training that includes Implicit Bias, Engaging in Difficult Conversations, Microaggressions, Safe Zone, Power and Privilege, and Antiracism. If you or someone you know is interested in any of these training opportunities, go to their website and sign up <https://louisville.edu/diversity/diveduc/diversity-training-request>. You can also request specific and specialized training or consultations by completing a form on the website.

Specifically, the two-part anti-racism training explores strategies to dismantle racism in the workplace and beyond. The next scheduled training is on **October 27th (Part 1)** and **November 10th (Part 2)**. Additional offerings will be in January, March, and May 2022.



**DIVERSITY IN MEDIA**

**A better approach to DEI**

The Kellogg School of Management at Northwestern University has written an article on **“The Insightful Leader.”** The article reflects on the organization that pledged last year to fight structural racism and address diversity, equity, and inclusion and reviewing what’s happened in the past year. Looking back now, how much has changed at your workplace? If the answer is not much, it’s likely because improving diversity in organizations is difficult work that requires a multifaceted approach.

Some of the key takeaways were to:

- move beyond diversity training,
- create accountability,
- measure your progress (or lack thereof),
- give credit where credit is truly due, and
- examine your people policies.

As our University works toward an anti-racism agenda, these are strong points to consider.

**Implicit Bias and Sports Journalism**

In this **TED Talk**, Patrick Ferrucci, assistant professor of journalism at the University of Colorado Boulder, discusses how the language sports journalists use to describe athletes often carry racial stereotypes.

**The Blind Spot: People Are Often Unaware of Their Own Biases**

Read the article [here](#).

**UofL faculty learn skills for success through virtual national program**

Commissioners **Dereck Barr-Pulliam** and **Kimmerly Harrell** are recognized in [the story](#).

## ANNOUNCEMENTS

### **Celebrate Pride**

The LGBT Center invites you to celebrate Pride Month during October, in conjunction with LGBTQ+ History Month, by attending and promoting signature events and programs.

For a complete listing of opportunities—including keynotes and kick-offs--visit (site updates regularly, as programs are added): <https://louisville.edu/lgbt/programs-1/pride-week-1>.



## RECOGNITION

### **Congratulations! You are a 2020-21 Faculty Favorite Nominee**

The following commissioners were recognized as Faculty favorites:

- Mollie Aleshire, School of Nursing
- Muriel Harris, Health Promotion and Behavioral Sciences, School of Public Health and Information Sciences
- Jason Jagers, Health and Sport Sciences, College of Education and Human Development
- Ricky Jones, Pan-African Studies, College of Arts and Sciences
- Ishwanzya Rivers, Educational Leadership, Evaluation and Organizational Development, College of Education and Human Development
- Guillermo Rougier, Anatomical Sciences and Neurobiology, School of Medicine
- Daniela Terson de Paleville, Health and Sports Sciences, College of Education and Human Development

### **Mary K. Bosteel Tachau Gender Equity Award**

Nominations are invited for the Mary K. Bonsteel Tachau Gender Equity Award which will be presented to a member of the UofL community--broadly defined to include all of those, past and present, who have some affiliation with the University of Louisville -- whose work has directly furthered gender equity.

The prestigious award will be announced by the UofL Women's Center and the UofL Commission on the Status of Women, at the Women's Center virtual Empowerment Program November 4, 2021. Examples of projects consistent with the scope of the Women's Center, the Commission, and the focus on women's rights which characterized Dr. Tachau's life include (but are not limited to) work that: 1) promotes women's equality and gender equity, 2) increases women's self-reliance, and 3) highlights women's contributions to all cultures and societies.

**Nomination deadline is Tuesday, October 12, 2021 by 5 p.m.**

Questions? Please email [Barbara Bishop](mailto:Barbara.Bishop@louisville.edu), or 852-0571.



2020 Award Recipient - Lisa Gunterman, Director, UofL LGBT Center (Belknap)

## COMMITTEE CHAIRS

### **EXECUTIVE COMMITTEE**

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### **DIVERSITY PROGRAMMING**

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