



CODRE NEWS

NEWSLETTER FOR THE COMMISSION ON DIVERSITY & RACIAL EQUALITY

SUMMER 2014



Letter from the Chair

*Faye Jones, MD, PhD, MSPH, Chair, Commission on Diversity & Racial Equality (CODRE)
Assistant Vice President for Health Affairs-Diversity Initiatives, Health Sciences Center*

It is an honor to serve as the Chair for the Commission on Diversity and Racial Equality (CODRE). The Commission is composed of a talented and dedicated group of individuals who represent the interests of our constituents on all of our campus communities. It is our mission to advance the university's priority of promoting and supporting a diverse community by fostering an environment of inclusiveness through the understanding and celebration of the many differences in perspectives, thoughts, talents, rich histories and experiences, belief systems and cultures of our students, faculty and staff of our the University community.

CODRE serves as the President's Chief Policy Advisor on issues of diversity. We want to be seen as the "pulse" of the university to embrace and accept diversity and inclusion as an institutional core value. The Commission and the University define diversity very broadly which "embraces all human differences while building on the commonalities that bind us together. It serves to eliminate discrimination, marginalization, and exclusion based on race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, disability, religion, national origin or military status." CODRE looks forward to recommending, and in some instances initiating, initiatives that make

the University more welcoming and supportive of persons of color and support crucial dialog that promotes the many cultural values and diverse perspectives that characterize our university community. We plan on being seen as a catalyst for enhancing opportunities for our diverse populations. To achieve our goals and be a change agent we need input from all our constituents. Through this partnership, we (the university) continue to push for excellence and be the model for the nation.

I look forward to serving as chair of the Commission on Diversity and Racial Equality and can't wait to share all of the exciting things that are to come.



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U_{OF} **COMMISSION ON DIVERSITY & RACIAL EQUALITY**



Our Charge

The Commission on Diversity and Racial Equality (CODRE) was established in 1998 when UofL President, John W. Shumaker, gave CODRE the charge:

- To serve as the President's Chief Policy Advisor on issues of Diversity at UofL
- To monitor and assess unit action
- To develop and implement plans to enhance campus diversity
- To report to the President periodically on the progress of the units in implementing their action plans

Special Awards and Recognition

Dr. Dewey Clayton was honored as an award recipient during the Association of Black Student Black Image Awards held on February 18, 2014. Nominated by students and staff, Dr. Clayton was awarded the "Best Cultural Program" award for his vision and work on the "Commemoration on the March on Washington" event. This award is given to the event that exhibits the greatest desire to bring awareness and promote diversity at the University of Louisville as voted on by members of the Association of Black Students.



DID you know?



FUN FACT: The University of Louisville is known for graduating a number of notable national and world-wide individuals. The list includes **Delfeayo Marsalis**, an American jazz trombonist and record producer.

Delfeayo is also the brother of Wynton Marsalis and son of Ellis Marsalis, both world-renowned musicians from New Orleans, Louisiana. Delfeayo earned a Master of Arts in jazz performance in 2004.



“The March on Washington for Jobs and Freedom has come to symbolize the Civil Rights Movement in this country.”

50th Anniversary Commemoration of the March on Washington for Jobs and Freedom

The March on Washington of August 28, 1963, was one of the greatest gatherings of Americans since the founding of this nation. More than a quarter of a million people descended on Washington, D.C., mostly on buses or trains, to participate in one of the largest demonstrations for human rights in this country’s history. It was a massive clarion call to political leaders and the rest of America to finally institutionalize the promises of the Constitution and the Bill of Rights for ALL Americans — but particularly African Americans, the descendants of slaves. Many Americans witnessed blacks and whites coming together in the spirit of unity and justice for the first time.

The centerpiece of the march was the resounding oratory of Martin Luther King, Jr. when he delivered his “I Have a Dream” speech. The speech captured the attention and pricked the conscience of the nation with a message of hope, racial equality and



racial harmony. The March on Washington for Jobs and Freedom has come to symbolize the Civil Rights Movement in this country.

On that hot day in August, people of all races, young and old, came together to show America what we could become.

To commemorate this event, the Commission on Diversity and Racial Equality, led by Dr. Dewey Clayton, organized a wide array of events to celebrate the occasion. The day began with a panel discussion entitled “Reflections on Dr. King’s Dream.” Panelists reflected on the impact that the March had on them and those around them. Led by President Ramsey and Provost Willihnganz, the campus and local community symbolically marched through campus. The afternoon program included greetings from local and state representatives, keynote remarks from NAACP local chapter president Mr. Raoul Cunningham and a rendition of Dr. King’s speech by Mr. O’Dell Henderson. Over 200 people attended this event.



Committee Information

Campus Environment Team

Dr. Mordean Taylor-Archer, Chair
Vice Provost for Diversity & International Affairs

The Campus Environment team monitors the university's provision of a safe and secure campus environment and will play an active role in maintaining this environment through direct participation in programs and services. The Campus Environment Team will advise and prepare information related to diversity, campus climate and environmental issues to be sent to the campus community and the Council on Postsecondary Education (CPE).

Communications & Marketing

Shelia Marable, Chair
Information Technology
Design & Printing

The Communications committee will be a standing committee and will be responsible for the dissemination and publication of CODRE information to membership and the university community. Items the committee will develop and maintain include the following: website, newsletter, calendar, annual report, membership, service account and events.

Diversity Programming

Fannie Cox, Chair
University Libraries

The Diversity Programming Committee is responsible for identifying and supporting programming for students, staff and faculty that supports an inclusive multicultural learning environment. The Diversity Programming Committee promotes diversity as a multi-faceted endeavor. This Committee's initiatives (1) support multicultural education (2) instructional diversity and development (3) programmatic efforts that enhance and strengthen students' educational experiences and supports diversity and social justice.

The Diversity Programming committee also supports the President's Exemplary Multicultural Teaching Award. The award is given to an individual who promotes multicultural teaching.

Faculty Concerns

Dr. J.P. Mohsen, Chair
Civil & Environmental Engineering

The Faculty Concerns committee responsibilities include: (1) increasing the number of faculty of color and other underrepresented populations; (2) collect and analyze data related to faculty satisfaction and retention (3) support diverse populations related to gender/identity, language, disability etc.

Staff Concerns

Paula Soder, Chair
Human Resources

The Staff Concerns committee gathers and disseminates concerns and information from UofL staff regarding diversity and climate issues, i.e., retention, employment, recruitment and promotion etc. This committee works collaboratively with UofL Human Resources to (1) enrich the work life of diverse staff members (2) enhance the development and implementation of affirmative action (3) develop strategies that affect underutilization of under-represented populations including staff of color.

Student Engagement

Dwayne Compton, Chair
College of Education, Minority Teacher Recruitment Project (MTRP)

The purpose of the Student Engagement Committee is to identify and support student matters related to diversity issues by connecting with student groups. The major goal of this committee is to inform the student body of the mission and special efforts of CODRE. This team comprised of UofL staff stands ready to hear and attend to our student's thoughts, questions, needs and other issues.

"The Diversity Programming Committee promotes diversity as a multi-faceted endeavor."



The Pathways Program Conference committee pictured with the featured speakers. (Left to Right) Gale Rhodes, LaQuandra Nesbitt, Frances Lucas, Fannie Cox, Melissa Shuter, Marsha Wallace and Valerie Casey. (Photo provided by Anita Block)

Spotlight

2nd Annual Pathways Women's Leadership Conference

The Pathways Women's Leadership Conference is an opportunity for UofL employees to explore leadership development, critical and strategic thinking and personal goal setting alongside their colleagues. The conference took place on May 16, 2014 in the Founders Union Building on Shelby Campus and included 123 registrants.

The opening message, brought by Dr. Shirley Willihnganz, Provost and Chief Executive Officer of the University of Louisville, focused on goal setting. Other speakers included Dr. LaQuandra Nesbitt, SPHIS faculty member and Louisville Metro Dept. of Public Health & Wellness Director, Marsha Wallace, founder of Dining for Women, Dr. Frances Lucas, Vice President and Campus Executive Officer of the University of Southern Mississippi, and Dr. Patty Payette, Director of Ideas to Action, and Dr. Nisha Gupta, specialist for the Ideas to Action. The conference focused on critical thinking, women's

empowerment in the work setting, work-life balance, women's health, goal setting, community service, and life/career choices.

The conference gave Stacey Gardner, Human Resources, the opportunity to finally put a face with a name. "Most of the women there I knew by email or phone and to actually meet them face to face was wonderful. The speakers were well versed, informative, uplifting and experts in their craft." Selelia Booker came away from the conference energized and looking forward to next year's conference. "The Women's Leadership Conference was GREAT. The speakers were awesome!" In addition to the Commission on Diversity and Racial Equality, other sponsors include the Office Business Affairs, Commission on the Status of Women, Delphi Center for Teaching and Learning, Human Resources, Office of the University Provost and the Women's Center.

CODRE News

CODRE News is a publication of the Commission on Diversity & Racial Equality at the University of Louisville. It is a free, quarterly newsletter available online at louisville.edu/codre/newsletters

To submit article suggestions, contact the Communications and Marketing Committee codre@louisville.edu

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