

Dear President Bendapudi,

COSW Commissioners, Ex-Officios, and Volunteers have worked diligently these past two years to advance equity for women, femmes, and non-binary individuals at the University of Louisville. With your full support we are pleased to report progress in numerous initiatives. Our commissioners, ex-officios, and volunteers are involved in numerous campus wide committees and represent COSW's mission on multiple faculty and staff search committees. There is much still to do to make the University a great place to learn, work, and invest, but we believe we are on a good path to advance equity.

Initiatives championed and supported by COSW are numerous and a few are highlighted here:

- The Pathways Conference has been partially sponsored by COSW since May of 2012. The May 2019 Pathways Conference, at the newly renovated Student Activities Center, drew the largest group of faculty and staff since its inception.
- In 2019 the Campus Climate Committee researched and worked with Brian Buford's office to create the pilot mentoring program in the office of Employee Development and Success in Human Resources. This program has since grown to become a feature of Employee Development and Success.
- The Lactation Policy, which has been an on-going, collaborative project of COSW for a number of years, was finally made official. Spaces were allocated, funding was committed, and University Operations has taken ownership of adding space locations, pictures, and reservation options to the university space reservation system.
- COSW continues to sponsor the Tachau Gender Equity Award as part of the Women's Empowerment Luncheon, recognizing a member of the UofL community whose work has directly furthered gender equity. In 2019, Njideka Harry, President and CEO of Youth for Technology Foundation was recognized.
- Perhaps the most notable accomplishment by COSW in the last year, has been the Staff Salary Analysis led by RRR Committee Chair Kristen Lucas along with Bob Goldstein's Office. Kristen's analysis revealed inequities across race and gender lines that you and the University community have since made efforts to address.
- The 2016 and 2018 Cohort Reports were completed. Biannual Cohort Reports provide a snapshot of gender representation at UofL.
- In 2019, COSW awarded the final Lialyce Akers Research Award for the Study of Women and Global Issues scholarships. While the funding ended, COSW was able to recognize two graduate students, Jerika Jones, a Masters student in Women, Gender, and Sexuality Studies, and Laura Egan Krasuer, a Master's student in Geography and Geosciences funding for their research.
- COSW worked closely with University of Louisville Police to address email Alert Notification language related to safety and assault awareness. Members of COSW were able to collaborate with ULPD to assure language was affirming and empowering, lessening fear-based language.
- An ad-hoc committee spent several months updating and adjusting the COSW By-Laws to reflect both efforts at democratization in nomination and representation on the commission, as well as updated language to be more inclusive: from representing women, to representing women, femmes, and non-binary individuals.
- The COSW Champion Award was created. The Commission on the Status of Women (COSW) Champion Award is presented to a current or former COSW Commissioner whose participation has significantly contributed to the work and/or accomplishments of the Commission on the Status of Women. Awardees include Gale Rhodes and Susan Duncan.
- Collaborated with Faye Jones, Senior Vice President for Diversity and Equity; Associate Vice President for Health Affairs/Diversity Initiatives, to obtain membership to the National Center for Faculty Development & Diversity.

COSW representation on Campus Wide Committees and Search Committees

- EVPRI Search Committee-Sherry Duffy (completed)
- EVPHA Search Committee-Bob Goldstein (on-hold)
- School of Music Search Committee-Zhahui Sun (completed)
- Chief of Police Search Committee- (completed)
- Assistant VP for Facilities-Meg Campbell (completed)
- Provost Search committee-Sherry Duffy (on-hold)
- Arts & Sciences Dean Search-Amanda LeDuke (on-hold)
- Human Resources Advisory Committee-Sherry Duffy
- President's Faculty Consultation Committee-Ginevra Courtade (on-hold)
- University of Louisville Police Department/Business Services Committee (Keith Lyle)
- Commission on Diversity and Racial Equality (CODRE)-Heather Fox & Sherry Duffy
- UofL Women's Network Advisory Committee-Sherry Duffy
- Pathways Planning Group-Sherry Duffy
- UofL Campus Climate Committee-Sherry Duffy
- Strategic Planning Committee Representatives
 - Learn-Alyssa Murphy and Carla Vidoni
 - Work-J`Aime Jennings and Kristen Lucas
 - Invest-Ginevra Courtade and Michelle Rodems

- Tele-Work Policy-Christina Howard, Katherine Stevenson
- Consensual Sexual Relations Policy Committee-Heather Fox
- Minors on Campus Policy-Sherry Duffy & Heather Fox
- Free Speech Space Committee-Heather Fox

Serving COSW since fiscal year 2010 has been a great honor. During last two years as Chair of Commission, I am in awe of the intelligent women and women advocates that so fiercely work to advance gender equity at UofL. Our love of service to UofL students and research drive us to help create a great place to learn, work, and invest. A montage of COSW advocates have uplifted us all through the years and we have learned, worked, and advocated for gender equity for over 25 years. The above body of work represents some completed initiatives as well as on-going work. There is still much to do!

I humbly request that COSW have representation on the UofL Executive Committee as our by-laws state.

The Chair of the Commission will serve as an ex-officio member of the President's Executive Cabinet as shown in the outline of the Administrative Structure of the University and will attend its scheduled meetings.

Sincerely,

Sherry Duffy

COSW Chair 2018-2020