

The background features a dynamic, abstract graphic of a flowing ribbon in shades of red and orange, set against a dark background. The ribbon curves and folds, creating a sense of movement and depth.

HERE & BEYOND

UNIVERSITY OF LOUISVILLE INCLUSIVE EXCELLENCE

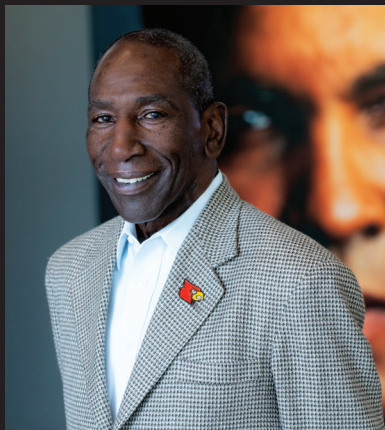
UNIVERSITY OF
LOUISVILLE[®]



PNC is collaborating with local institutions, including UofL, to empower first-generation college students: a cohort that is statistically at-risk for attrition – and help ensure they are set up for success and positioned to shape the continued Success of our region.”

KRISTEN BYRD
PNC Regional President for Louisville

The University of Louisville promotes a diverse campus environment and innovative programs to foster inclusive excellence in STEAM, business, public service, healthcare and education. Today’s employers demand a more diverse workforce. Diversity helps foster ideas and innovation, enhance global relevancy, increase financial performance, improve customer service and boosts employee morale and retention. The University of Louisville is building a highly talented and skilled diverse workforce for Kentucky and beyond. Our graduates are engaged citizens prepared for careers in a diverse and global society. They leave UofL ready to meet challenges because business and community partners invest and engage.



LEE A. GILL

Vice President for Institutional Equity at the University of Louisville

THE OFFICE OF INSTITUTIONAL EQUITY is led by Vice President Lee Gill, J.D., who has a proven track record for developing high-impact DEI programs in higher education. A renowned leader with more than 25 years of experience in the diversity field. Gill is leading the mission to establish inclusive excellence at the University of Louisville, the most diverse non-HBCU among Kentucky’s public colleges and universities, through the implementation of pathway programs and initiatives.

“Our product as a university is to build a highly skilled, highly talented diverse workforce while also creating upward social mobility opportunity for historically underrepresented students, first-generation students and students from low socio-economic backgrounds. As we broaden our definition of diversity, we recognize that wealth development fights racism – it is essentially how you change lives. Business and community partners are critical to the success of our mission, please join us.”



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Our hope is the center will carve a path to economic opportunity and successful ownership for talented, underrepresented people while bringing diverse voices and ideas to the broader franchising community.”

SCOTT CATLETT
Chief Legal and Franchise Officer of Yum! Brands

A GREAT PLACE *to* INVEST

Investing in University of Louisville students is consistent with the concept of a talent dividend. When your business supports student education and skill development, you help to generate human capital, which can lead to larger economic and social advantages for the community. Here are seven additional reasons to collaborate with the University of Louisville.



SKILL DEVELOPMENT

UofL students are equipped with a foundation of knowledge and skills that is relevant to various industries. Your organization can tap into this by offering internships, co-op programs, or entry-level positions, allowing students to develop practical skills that align with your company's needs.

ACCESS TO EMERGING TALENT

Our students represent a pool of emerging talent. By connecting with UofL students while they are still in college, you can identify and attract individuals who have the potential to become valuable assets to the workforce in the future.

LONG-TERM RECRUITMENT STRATEGY

By investing in UofL students, your organization can establish a long-term recruitment strategy. You can nurture relationships with our students, provide them with valuable experiences, and potentially hire them as full-time employees upon graduation.



NETWORKING OPPORTUNITIES

Engaging with UofL students will provide your business access to broader networks. Our students interact with professors, fellow students, alumni and professionals, creating opportunities for organizations to expand their connections.

CONTRIBUTING TO EDUCATION

By collaborating with the University of Louisville, your organization can contribute to the development of the education system. Opportunities such as offering guest lectures, sponsoring events and providing real-world examples enhance the learning experience for our students.

INNOVATION AND FRESH PERSPECTIVES

UofL students bring fresh perspectives and innovative ideas to the table. Their exposure to the latest research, technologies and trends will infuse new thinking into a company and help it stay competitive and adaptable.

DIVERSITY AND INCLUSION

Engaging with UofL students will give your organization the opportunity to promote diversity and inclusion and build a more diverse workforce. Underrepresented minorities make up more than 25 percent of our student population, the highest percentage among non-Historically Black Colleges and Universities (HBCU) Kentucky public colleges and universities.

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The KDA and its members recognize that there are too few diverse voices in our industry and we must do more to build a workforce more reflective of our population and culture.

The KDA/ UofL Scholars Program is part of our commitment to create an industry and a community that are more diverse, equal, welcoming and inclusive.”

ERIC GREGORY
President of the Kentucky
Distillers’ Association

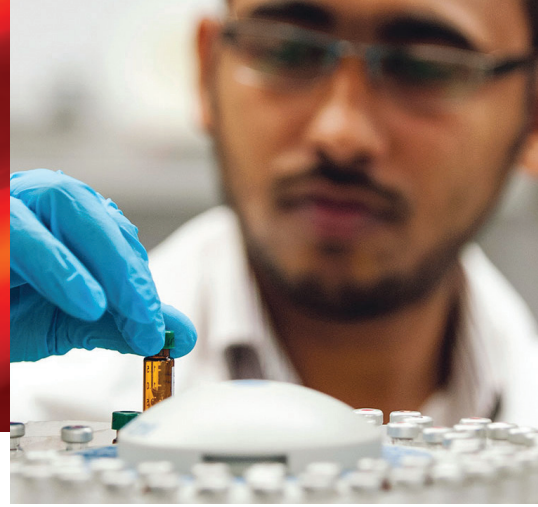
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The program is life changing for students who otherwise might not be able to afford a college degree. Metro College also helps ensure UPS has the employees it needs to staff its global air hub, while helping to grow a diverse and educated workforce in Louisville and the Commonwealth of Kentucky. We all win with Metro College.”

TONY GEORGES
Vice President of Human Resources
Business Partner for UPS Airlines



INNOVATIVE PROGRAMS and INITIATIVES



CARDINALS RISING

Cardinals Rising is a college readiness and preparation pathway program for students in the 8th through 12th grades.

The program is open for all to apply. Students will have the opportunity to fully engage with resources available at the University of Louisville and participate in enriching activities throughout the school year and in a summer camp on the University of Louisville campus that will help them to develop the skills needed to attend and graduate from college. Parents or guardians of Cardinals Rising students are actively encouraged to participate and will have the opportunity to learn about financial wellness, job progression and educational advancement.

GOAL To help open doors to higher education, close the opportunity gap, and foster a college-going culture among underrepresented, underserved, low income and first-generation students.

CORPORATE CHIEF DIVERSITY OFFICERS

The Corporate Chief Diversity Officer (CDO) Advisory Board will include chief diversity officers from several regional and national Fortune 500 companies to provide guidance and support to the University's Institutional Equity division and a pathway of opportunities into their organizations. The CDO Advisory Board will meet twice a year on campus

and members can meet with students for mentorship, internships and other employment opportunities.

GOAL To provide students, advisors, and faculty with a deeper understanding of how to become a standout employee during the recruitment process and help to them advance their careers.

CULTURAL AND EQUITY CENTER

GOAL To lessen the disparate impact that our university community members previously faced when seeking support for their numerous intersecting identities.

We have achieved this by housing all our Diversity and Equity Units in this one location. Students experience a warm, inclusive welcome at the University of Louisville's Cultural and Equity Center, home to the Women's Center, Cultural Center, LGBT Center, Office of Diversity Education and Inclusive Excellence and the Muhammad Ali Institute for Peace and Justice. The Cultural and Equity Center helps students build community across identities and provides programming that creates a sense of belonging. The Center provides cultural experiences, activities, events and mentoring, along with other services that support academic, personal and professional development for students.

EARLY ARRIVAL PROGRAM

GOAL The Early Arrival Program (EAP) offers students the opportunity to move into a campus residence hall a week early to assist them in their transition from high school to college.

This program, administered by the Cultural Center, focuses on student success, networking, leadership and involvement. Through a series of discussions, events and networking activities the EAP helps students achieve a sense of belonging to the campus community. The program informs students of available campus resources, and connects EAP participants with faculty, staff and current students to help them have a successful first year.

INCLUSIVE EXCELLENCE SCHOLARS

The Inclusive Excellence Scholars program brings together a diverse group of alumni who will engage in a mentoring relationship with students and share their knowledge of the global competences essential for professional success.

GOAL Developing the capacity to consistently practice inclusive excellence and mentoring undergraduate and graduate students.



INCLUSION AND EQUITY COUNCIL

The University of Louisville's Division of Diversity, Equity and Inclusion includes both the Health Sciences Center and Belknap campuses. The new university-wide Inclusion and Equity Council includes one representative from every UofL college and vice-presidential unit delegated by their dean/vice president, along with several community organizations and community representatives.

GOAL The council meets quarterly for the purpose of information sharing, resource collaboration, and solution development. External organization council members include:

- Americana World Community Center
- Asia Institute Crane House
- Fairness Campaign
- La Casita Center
- NAACP
- Louisville Urban League

FUTURE PROGRAMS

GOAL Plans for future programs include developing the Meyerhoff Scholars and Call Me MISTER® programs at the University of Louisville.

The Meyerhoff Scholars program provides a model for increasing retention and academic performance of underrepresented minority undergraduates in STEM and preparing them to pursue and succeed in doctoral programs.

The Call Me MISTER® (acronym for Mentors Instructing Students Toward Effective Role Models) program goal is to increase the pool of available teachers from a broader more diverse background. Student participants are largely selected from among underserved, socio-economically disadvantaged and educationally at-risk communities.

\$1.7M

investment from Toyota to increase opportunities for underrepresented students and assist them in earning engineering degrees.

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Building a stronger Kentucky will require deliberate and sustainable efforts to provide equal access to quality education. This program will give more people a chance to build great careers in fields like engineering.”

SUSAN ELKINGTON
President of Toyota Motor
Manufacturing Kentucky

SCHOLARSHIP PROGRAMS

WOODFORD R. PORTER SCHOLARSHIP PROGRAM

The scholarship program was established in 1984 and is named after the late Woodford R. Porter Sr., a former university trustee. The mission and purpose are to provide academic, personal and professional support to all recipients. Areas of support are based on the four pillars of promise which include scholarship, leadership, service and heritage. As the largest scholarship organization, it promotes interaction, enhances leadership opportunities, and encourages professional and/or graduate education for outstanding student residents of Kentucky. Each academic year is devoted to the continued development of programs and services offered to our 500+ Porter Scholar membership organization.

MARTIN LUTHER KING SCHOLARS PROGRAM

While attending the University of Louisville, Martin Luther King Scholars participate in an exciting leadership development program. This mentored scholar program involves a scholarship, which has traditionally been presented to ten Kentucky or Southern Indiana high school graduates who are Black/African American or Latinx. MLK Scholars participate in a program meant to foster critical thinking skills, self-discovery and an appreciation for civic engagement. MLK Scholars take courses in social justice and peace studies, engage in experiential learning through community service initiatives and participate in a civil rights immersion travel experience during their second year.

MUHAMMAD ALI SCHOLARS PROGRAM

The Muhammad Ali Scholars Program, inspired by the Greatest of All Time, was established in 2004 with the intention of carrying on Muhammad Ali's legacy and commitment to social justice. The program is designed to expose students to scholarship and best practices as it pertains to peace building and conflict resolution. This exceptional two-year opportunity for undergraduate students fosters the growth of social justice leadership, academic research, community engagement and service. With a focus on violence prevention, this program aims to engage youth through mentoring, service and programming. Scholars in the program host on-campus and community events, contribute to the collaborative work of the Muhammad Ali Institute for Peace and Justice and the Muhammad Ali Center, and collaborate with campus, local, national and international practitioners to learn about community action to promote positive change.



OFFICE OF INSTITUTIONAL EQUITY

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GET IN TOUCH

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JOIN *our* SUCCESS

Investing in University of Louisville students is not only preparing a pipeline of potential future employees but also contributing to the growth and development of the talent pool in your industry, Kentucky and beyond. This investment can lead to long-term benefits in terms of innovation, competitiveness and overall economic prosperity.

The University of Louisville has a DEI driven mission, and we are working to form local, regional and national equitable partnerships to support our diverse programs and

initiatives for students. Our business and community partner pathway and mentorship programs help eliminate barriers to student success. These programs make the difference between completing a college degree and quitting before the graduation finish line. How can you get involved with helping us increase the pool of qualified, highly skilled and trained diverse individuals in the workforce?

Contact us for more information about how to partner with us and/or make a gift.

The University of Louisville is an equal opportunity institution and does not discriminate against persons on the basis of race, age, religion, sex, disability, color, sexual orientation, national origin or veteran status.