

**Report to Faculty Senate on The Commission on Diversity and Racial Equality (CODRE)
by Pat Harris, Senator School of Medicine, at request of FS Chair (Jan 12,2021)**

A. Background (from UofL :

1. 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.
2. CODRE reports directly to UofL President in an Advisory capacity
2. Commissioners are appointed for 1-year terms by UofL President
3. CODRE Chair appointed for 3-year term by UofL President
4. Executive Committee consists of Chair, Vice-Chair, & Standing Committee Chairs

B. CODRE's Charge & Purpose (From CODRE Executive Committee (April 4, 2017) is:

1. Serve as the president's policy advisor on issues of diversity.
2. Make recommendations to the president for the development or revision of initiatives to make the University a more inclusive community, and to report progress on initiatives.
3. Develop strategic and tactical actions in cooperation with the Commission on the Status of Women (COSW) to improve the learning and working environments.
4. Support crucial dialog and efforts to promote cultural values and diverse perspectives that must be reflected in our university considering state, regional and national events and activities.
5. 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.
6. Recognize and support staff and faculty who have made outstanding contributions in advancing diversity.
7. Develop and support programming to augment student learning and research.

C. CODRE Standing Committees

1. Campus Environment Team
2. Communications & Marketing
3. Diversity Programming
4. Faculty Concerns
5. Staff Concerns
6. Student Engagement
7. Research Grant Committee for Undergraduate Students

D. Meetings

1. General Body on 2nd Thursday of each month (except July)
2. Executive Committee on 2nd Tuesday of each month (except July)
3. Standing Committees generally meet once per month or as needed

E. Current Efforts

1. Hold regular Campus Wide Listening Sessions
2. Lead and Staff various Committees for Cardinal Anti-Racism Agenda
3. Diversity Programming for UofL community
4. Development of discrimination-free Faculty Evaluations
5. Development of Physical Plant Employee Career Pathways
6. Expansion of CODRE Social Media presence
7. Development of CODRE Information Segment for Faculty Meetings