



# Presentation to Faculty Senate Executive Committee

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# Cardinal Antiracism Agenda (CARA): Where are we?

- President announces we will become a premier antiracist metropolitan research university in July, 2020

“The epidemic of racism and inequity has always been part of our society, but we are seeing the impact now in sharp focus and clarity.

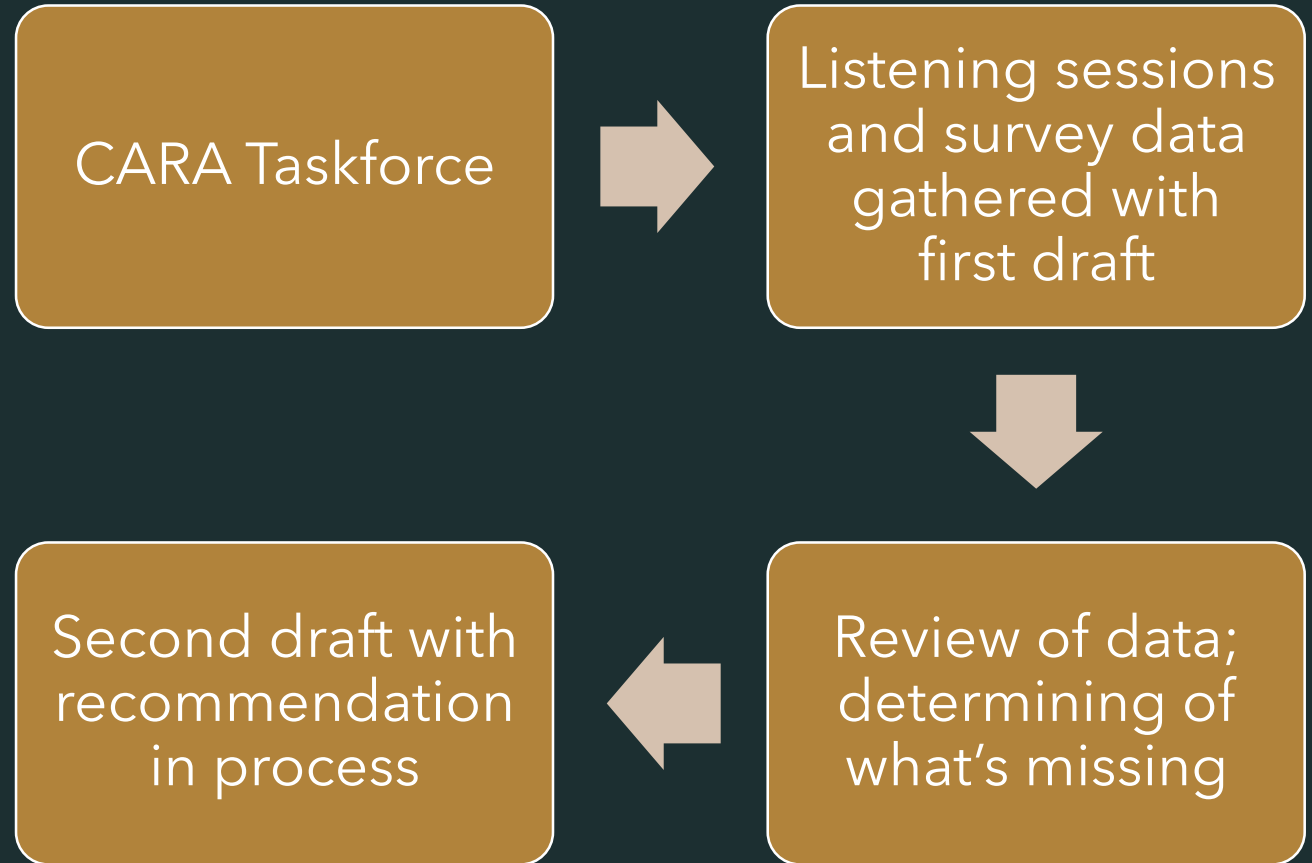
It’s not enough to say ‘I’m not racist.’

We must become anti-racist.”


— *Neeli Bendapudi*  
*President, University of Louisville*




# Cardinal Antiracism Agenda (CARA): Where are we?



# Current Initiatives to Support Anti-Racism

- **Restructured Campus Environment Team**, to include administrators, faculty, staff and students representing academic units, Student Affairs, Institutional Research and Effectiveness, SGA, multicultural student organizations, CODRE, COSW and the diversity division to increase engagement and address climate issues throughout the university.
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# Diversity Council

- The Unit Diversity Committee chairs, along with unit Assistant/Associate Deans for Diversity, Equity and Inclusion have been brought together to serve as a **Diversity Council**, charged with providing advice, sharing information, and discussing challenges, successes and best practices to enhance existing initiatives or develop new ones that advance equity and inclusion throughout the university.
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# Book Discussions

- Based on the book by Dr. Ibram K. Kendi, ***How to be an Antiracist***, campus and community discussions are being facilitated through the Office of Diversity Education and Inclusive Excellence (DEIE). In addition to DEIE staff members Marian Vasser and Nubia Bennett, examples of other discussion facilitators include Dr. Teresa Reed from the School of Music and Dr. David Owen from the College of Arts and Sciences.

# CODRE


- Listening Session
    - As the university works toward an antiracist agenda, CODRE is hosting sessions to hear from the campus community. These virtual listening sessions are being held the first Thursday of each month and participation is encouraged by all members of the university community.
  - Research
    - Retention of non-white communities, including research that examines reasons why universities risk losing faculty and staff from diverse backgrounds.
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# Advance Grant (ATHENA)

- The UofL ADVANCE Adaptation project, called the Advancement through Healthy Empowerment, Networking, and Awareness (ATHENA) is a National Science Foundation funded program designed to improve equity for STEM faculty. Elements of the program include changing recruitment and hiring practices, creating mentoring programs, collecting data and bringing awareness to unconscious biases that affect the advancement of women and people of color in STEM disciplines



# The National Center for Faculty Development and Diversity (NCFDD)

- UofL became an institutional member in October 2019
  - Any UofL faculty, staff, administrator or student can access member resources
  - **The Faculty Success Program** is NCFDD's signature program and is designed to help those currently or desiring to be in the professoriate to learn ways to increase research productivity, manage time, and still live a full and healthy life beyond campus. The program uses a combination of empirically-tested methods to improve research productivity through intense accountability, coaching, and peer support and maintain a work-life balance that supports personal and professional growth.
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## Faculty and Staff Sessions


Focus group discussions

Started Lunch-n-Learn for informal faculty mentoring


# How Faculty Senate Can Support CARA

- **NCFDD** – if you haven't joined using the university's institutional membership, JOIN NOW and encourage your colleagues to join at <https://www.facultydiversity.org/>. Participate in the sessions, host group viewing and discussion sessions in your unit and as part of Faculty Senate initiatives.


# How Faculty Senate Can Support CARA

- Become a member or engage in your unit's **Diversity Committee**. Become knowledgeable about the strategies your unit has committed to use to support the university's diversity plan to enhance the enrollment, retention and graduation of URM students, and increase the recruitment, hiring, and retention of URM faculty and staff
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# How Faculty Senate can support CARA

- Schedule and participate in **Unconscious Bias and Microaggressions training** for your Executive Committee and members of the Faculty Senate. Racism is embedded in our culture and systems and we are participants because of structural inequities that have existed throughout our history. In order to become antiracist, we must become aware of our biases in order to eliminate them.
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# How Faculty Senate Can Support CARA

- Develop and support **equitable hiring practices** that are inclusive rather than exclusive. Shaun Harper at the USC Center for Race and Equity hosted a four-part webinar on *Hiring Diverse Faculty*, and the Office of Diversity and Equity purchased access to the content. Consider hosting viewing sessions within your unit or as part of a Faculty Senate program.
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# How Faculty Senate Can Support CARA

Policy Review/Development  
through an antiracism lens

**Questions or  
comments?**

