

EMPOWER, ENGAGE, EXCEL

A GUIDE TO INCLUSIVE EXCELLENCE
AT THE UNIVERSITY OF LOUISVILLE



UNIVERSITY OF
LOUISVILLE



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MESSAGE FROM VP OF INSTITUTIONAL EQUITY

On behalf of the University of Louisville, I am pleased to introduce our latest Inclusive Excellence program booklet – an informative and comprehensive guide to the Diversity, Equity, and Inclusion (DEI) programs and initiatives within our institution. As we embark on the journey towards a more inclusive, equitable and diverse future, our unwavering commitment to fostering a community that strives towards inclusion and equity remains steadfast. I am thrilled to share our progress and vision with you through this booklet

Under the umbrella of UofL's Office of Institutional Equity, diverse units have come together with a collective dedication to construct a campus where every individual feels a profound sense of belonging. A pivotal milestone has been the establishment of the Inclusion and Equity Council, which includes representatives from each UofL college and vice-presidential unit, and community members. This council ensures that all voices are heard, guiding us toward a more inclusive future.

The units within the Cultural and Equity Center are providing rich, diverse, educational opportunities for the campus community. One of the centers, The Office of Diversity Education and Inclusive Excellence, has made tremendous strides now offering the Intercultural Development Inventory training, which exemplifies education as a powerful tool for change. This is one of the 30-plus DEI educational training opportunities we provide, ensuring our professionals are well-equipped to understand and address cultural differences.

In celebrating the achievements of the 2022-23 academic year, we've observed increased enrollment and retention rates for underrepresented minorities and the largest enrollment of first-generation students in our institution's history. UofL has also been recognized for the fourth year by INSIGHT into Diversity as a Diversity Champion. Receiving both the Higher Education Excellence in Diversity (HEED) Award for the 10th consecutive year and the Health Professions HEED Award for the fourth year.

Our diversity division has several points of pride to celebrate this year including our LGBT Centers who recently hosted Pride month activities and the LGBTQ+ Affirming Healthcare Series. In addition, we also celebrated reaching milestones such as the Pan African Studies department's 50-year anniversary and the African American Theater Program's 30-year anniversary.

While we celebrate our successes, we acknowledge there is much work ahead. Our new initiatives like Cardinals Rising, Inclusive Excellence Scholars and a Corporate Chief Diversity Officers Advisory Board underscore our dedication to building a more diverse and equitable campus community.

Our vision extends beyond the campus, aiming at preparing our students for the future of work in a global society. The road to a more inclusive and equitable community is challenging, but through collective effort, understanding, and persistence, we will continue to strive for excellence and build a more inclusive future for all.



Sincerely,

Lee Gill

VP Office of Institutional Equity
University of Louisville

OUR VISION



DIVERSITY VISION STATEMENT

The University of Louisville strives to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias. We commit ourselves to building an exemplary educational community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity and a genuine understanding of the many differences – including race, ethnicity, gender, socio-economic status, national origin, sexual orientation, disability, religion, diversity of thought and political ideology – that enrich a vibrant metropolitan research university. We expect every member of our academic family to embrace the underlying values of this vision and to demonstrate a strong commitment to attracting, retaining and supporting students, faculty, and staff who reflect the diversity of our larger society.

LAND ACKNOWLEDGEMENT

In the spirit of supporting and fostering learning through the generation and sharing of knowledge, we would like to acknowledge that the land we are meeting on today is the original homeland of the Shawnee, Cherokee, Chickasaw and Osage tribal nations. We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.

DIVERSITY AWARDS

The University of Louisville has been recognized for the fourth year by INSIGHT into Diversity as a Diversity Champion. Receiving both the Higher Education Excellence in Diversity (HEED) Award for the tenth consecutive year and the Health Professions HEED Award for the fourth year. The university was also recognized by Campus Pride as a “Best of the Best” LGBTQ+ Friendly Campus.



INCLUSION AND EQUITY COUNCIL

UofL'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. The council meets quarterly for the purpose of information sharing, resource collaboration and solution development.

Chaired by Interim Provost Gerry Bradley and Vice President Lee Gill

ORGANIZATION / UNIVERSITY UNIT	MEMBER NAME
Americana Community Center	Emilie Dyer
College of Arts and Sciences	Sherri Wallace
Asia Institute Crane House	Joel Buno
College of Business	Rob Barker
School of Dentistry	Margaret Hill
College of Education and Human Development	Brigitte Burpo
Fairness Campaign	Chris Hartman
Graduate School	Patricee Campbell-Palmer
Jewish Family and Career Services	David L. Finke
Kent School of Social Work and Family Science	Emma Sterrett-Hong
La Casita Center	EvaMelissa Astudillo
Brandeis School of Law	Crystal Coel
Libraries	Latisha Reynolds
CEO, Louisville Urban League	Lyndon Price
School of Medicine	Dwayne Compton
School of Music	Krista Wallace-Boaz
School of Nursing	Vicki Hines-Martin
Provost- Interim (Chair)	Gerry Bradley
Speed School of Engineering	Olfa Nasraoui
School of Public Health and Information Science	Trinidad Jackson
Student Government Association	Katie Hayden
VP Advancement	Jonathan Israel
VP Athletics	Derek Cowherd
VP Community Engagement	Doug Craddock
VP Institutional Equity (Chair)	Lee Gill
VP Faculty Affairs	Cherie Dawson-Edwards
VP Finance	Cynthia Clemons
VP for Research and Innovation	Laura Savatski
VP Health Affairs	V. Faye Jones
VP Human Resources	Donna Ernst
VP Information Technology	Sara Northerner
VP Institutional Research and Planning	Krista Young
VP Risk Management	Melissa Brown
VP Student Affairs	Danielle Lavender
AVP Inclusive Excellence and Belonging, Institutional Equity	Marian Vasser
AVP Strategic Initiatives, Institutional Equity	Diane Whitlock
Executive Assistant, Institutional Equity	Daquarius Mahone

EXTERNAL ORGANIZATIONS

- › Americana World Community Center
- › Asia Institute Crane House
- › Fairness Campaign
- › Jewish Family and Career Services
- › La Casita Center
- › NAACP
- › The Louisville Urban League



STUDENT ORGANIZATIONS

The University of Louisville proudly fosters a vibrant campus community through its diverse and inclusive range of over 50 student organizations. These groups provide students with many options to explore and engage in various interests, ensuring that there is a welcoming space for everyone. Whether focused on cultural, academic, or recreational pursuits, these organizations contribute to a sense of belonging and offer valuable opportunities for students to get involved in campus life. The university's commitment to diversity is exemplified through these student-led initiatives, promoting a rich and inclusive environment that encourages students to connect, learn, and thrive together.

- African Student Union (ASU)
- Alpha Kappa Alpha Sorority, Inc
- Alpha Phi Alpha Fraternity, Inc.
- American Association of University Women at UofL Student Group
- American International Relations Club (AIRC)
- Asian Pacific American Law Association
- Association of Black Students (ABS)
- Bangladesh Student Association
- Black Diamond Choir (BDC)
- Black Law Student Association (BLSA)
- Black Student Nurses Association (BSNA)
- Bosnian Student Association
- BourGeoiSie Modeling and Fashion Troupe
- Brothers United (BU)
- Cardinal Bhangra
- Caring of New Students Experiencing College Transition (CONNECT)
- Curly Connection
- Delta Sigma Theta Sorority, Inc.
- Empowering Ladies Together (ELT)
- Iota Phi Theta Fraternity, Inc.
- Indian Student Association
- Iranian Student Foundation
- Japanese Club
- Kappa Alpha Psi Fraternity, Inc.
- Korean Student Association
- Latin American and Hispanic Student Organization (LAHSO)
- Latin American Latino Students (LALS)
- Louisville International Family Enrichment (LIFE)
- Multicultural Association of Premed Students (MAPS)
- Multicultural Law Student Association
- National Pan-Hellenic Council (NPHC)
- Native American Student Organization (NASO)
- National Association for the Advancement of Colored People (NAACP)-UofL Chapter
- National Association of Black Accounts-UofL Chapter (NABA)
- National Society of Black Engineers (NSBE)-UofL Chapter
- Nepalese Student Association
- Omega Psi Phi Fraternity, Inc.
- Phi Beta Sigma Fraternity, Inc.
- Pan African Graduate Student Association (PGSA)
- Sigma Gamma Rho Sorority, Inc.
- Society of Hispanic Professional Engineers (SHPE)
- Society of Women Engineers
- Soka Gakkai International
- Spanish Club
- Student African American Brotherhood (SAAB)
- Student Athletes of Color Combining Opportunity and Responsibility for Excellence (SCORE)
- Students for Students
- Student Parent Association
- United Nations Association (UNA)-Women
- Veterans for Peace Chapter 168 Louisville
- Vietnamese Student Association of Louisville
- Woodford R. Porter Scholars
- Women 4 Women Student Board
- Women's Veteran Support Group
- Zeta Phi Beta Sorority, Inc.

The University of Louisville does not discriminate on the basis of race, sex, age, color, national origin, ethnicity, creed, religion, genetic information, sexual orientation, gender, gender identity or expression, marital status, pregnancy or disability of an otherwise qualified individual in educational programs and activities. Accordingly, while a program or activity may be focused on the needs or issues of a particular group, they are intended to be inclusive of all and any participant may benefit from attendance or participation in these programs and activities.



PROGRAMS & CENTERS



ACADEMIC PROGRAMS

AFRICAN AMERICAN THEATER PROGRAM

- › African American Theatre (Minor)
- › Graduate Certificate in African American Theatre (GCAAT)

AMERICAN SIGN LANGUAGE

- › Bachelor of Science (BS) in American Sign Language Interpreting Studies

ASIAN STUDIES PROGRAM

- › Bachelor of Arts (BA) in Asian Studies
- › Asian Studies (Minor)
- › Chinese Studies (Minor)
- › Graduate Certificate in Asian Studies

DIVERSITY LITERACY

- › Graduate Certificate in Diversity Literacy

LATIN AMERICAN AND LATINO STUDIES PROGRAM

- › Bachelor of Arts (BA) in Latin American and Latino Studies
- › Latin American and Latino Studies (Minor)
- › Graduate Certificate in Latin American and Latino Studies

DEPARTMENT PROGRAMS

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:

MULTICULTURAL TEACHER RECRUITMENT PROJECT (MTRP)

The MTRP (Minority Teacher Recruitment Program) is a collaborative effort between the University of Louisville College of Education and Human Development, Jefferson County Public Schools and the Ohio Valley Educational Cooperative. This program aims to address the shortage of minority teachers in the nation's classrooms. By offering financial and academic assistance, along with professional development, to minority undergraduate and graduate students, MTRP seeks to improve the accessibility of quality teacher preparation. The goal is to alleviate teacher shortages at all levels and increase the representation of minority teachers in response to the evolving diversity of the nation, Kentucky and the Louisville metropolitan area.

ATHLETICS DEPARTMENT:

CARDINALS S.O.A.R. (STRATEGICALLY ORGANIZING AGAINST RACISM)

The Athletics department, through collaborative sessions with staff, student-athletes, and community partners, established the Cardinals S.O.A.R. (Strategically Organizing Against Racism) Committee. Comprising 14 members the committee focuses on fostering diversity, equity and inclusion within the department. It dedicates time to listening, learning and implementing individual action steps to create sustainable changes. The S.O.A.R. committee aims to provide educational opportunities, safe spaces and initiatives supporting underrepresented and historically marginalized groups in the Athletics community.

PAN-AFRICAN STUDIES PROGRAM

- › Bachelor of Arts (BA) in Pan-African Studies
- › Bachelor of Science (BS) in Pan-African Studies
- › Pan African Studies (Minor)
- › Master of Arts (MA) in Pan-African Studies
- › Doctor of Philosophy (Ph.D.) in Pan-African Studies
- › Graduate Certificate in Pan-African Studies

WOMEN & GENDER STUDIES PROGRAM

- › Bachelor of Arts (BA) in Women & Gender Studies
- › Bachelor of Science (BS) in Women & Gender Studies
- › Bachelor of Arts (BA) in Women and Gender's Studies
- › Accelerated Track to Law Bachelor of Science (BS) in Women and Gender's Studies
- › Accelerated Track to Law Race in Gender Studies (Minor)
- › LGBTQ Studies (Minor) Women and Gender's Studies (Minor)
- › Master of Arts (MA) in Women's and Gender Studies
- › Graduate Certificate in Women's and Gender Studies
- › Dual Degree: Master of Arts in Women and Gender Studies and Master of Science in Social Work (Kent School of Social Work)

BIOINFORMATICS & BIostatISTICS

- › Joint BA-MS Program with Kentucky State University



CULTURAL AND EQUITY CENTER

The Cultural and Equity Center takes a holistic approach to student services and support. The center's purpose is to lessen the disparate impact that our university community members faced in the past when seeking support for their numerous intersecting identities. We have achieved this by housing all our Diversity & 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.

BELKNAP CULTURAL & EQUITY CENTER STAFF:

CULTURAL CENTER

Brandyn Bailey, Assistant Director

Leondra Gully, Executive Director, Diversity and Equity

Kennedy Frye, Program Coordinator, Black & Multiracial Initiatives

Ruth Meers, Administrative Associate

Marcos Morales, Hispanic, Latinx & Indigenous Initiatives Program Coordinator

Mónica Negrón, Director, Hispanic, Latinx & Indigenous Initiatives

LGBT CENTER (BELKNAP CAMPUS)

Goldie Latta, Administrative Assistant

Byron Terry, Director

MUHAMMAD ALI INSTITUTE

Sherry Durham, co-Director

Marian R. Vasser, co-Director

WOMEN'S CENTER

Jabani Bennett, Director

Jamieca Jones, Program Coordinator

Patsy Russell, Administrative Assistant

Phyllis Webb, Program Coordinator

DIVERSITY EDUCATION & INCLUSIVE EXCELLENCE

Marian R. Vasser, AVP for Inclusive Equity and Belonging

THE OFFICE FOR DIVERSITY EDUCATION AND INCLUSIVE EXCELLENCE

The Office for Diversity Education and Inclusive Excellence (DEIE), established in July 2016 based on recommendations from the 21st Century Culture of Excellence and the President's Diversity Steering Committees, is a functional area designed to support campus and community-wide diversity education and training. This unit serves as a focal point for driving and advancing the University of Louisville's commitment to inclusive excellence. DEIE is tasked with educating the entire campus and community partners on the scholarship and best practices pertaining to diversity, inclusion, equity and social justice. Innovation occurs when diversity is reflected in thought, perspective and experience. To this end, this unit is committed to fostering a community that strives towards inclusion and equity. DEIE offers over 30 education opportunities including topics such as Implicit Bias (Two Part), Antiracism (Two Part), Microaggressions, Engaging Difficult Conversations and Power & Privilege.

PROGRAM HIGHLIGHTS:

- › Consulting individuals, departments/units, university leaders regarding best practices concerning diversity and inclusion.
- › Providing resources to campus and community constituencies
- › Offering leadership and training opportunities to campus and community constituencies
- › Conducting workshops and training sessions regarding diversity, inclusion, and equity
- › Inclusive Excellence and Belonging Certificate

INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

The Intercultural Development Inventory (IDI) is a widely used and effective cross-cultural assessment for building cultural humility. The Intercultural Development Inventory® (IDI®) is a theory-based, developmental psychometric instrument grounded in a comprehensive, cross-culturally validated theory of intercultural competence – the Intercultural Development Continuum. This instrument is an assessment tool that measures an individual or groups progression along a developmental path of increasing complexity in making sense of and responding to cultural differences. The following campus partners successfully completed a three-day certification process and will serve as Cardinal Qualified Administrators in 2023-24.

IDI CARDINAL QUALIFIED ADMINISTRATORS:

Asma Addarrat, Development

Ryan Simpson, HSC Office of Diversity and Inclusion

JaBani Bennett, Women's Center

Nakia Strickland, Alumni Relations

Shirin Bolhari, Procurement Systems

Thomas Teague, Education and Human Development

Mary Chiavaroli, Arts & Sciences

Byron Terry, Belknap LGBT Center

Fannie Cox, Libraries

Marian R. Vasser, Institutional Equity

Yolanda Demaree, Arts & Sciences

Annie Wadley, College of Business

Kiana Fields, HSC Office of Diversity and Inclusion

Sherri Wallace, Arts & Sciences

Trinidad Jackson, Public Health

Aaron Weathers, HSC LGBT Center

Monica Negron, Hispanic, Latinx & Indigenous Initiatives

Deme Wharton, A&S - Anne Braden Institute

Latisha Reynolds, Libraries

Brianna Williams, Student Senator

Ishwanzya Rivers, UofL Health

Krista Young, Academic Planning and Accountability

BY THE NUMBERS:

128

CONSULTING/COACHING HOURS
SPENT TOWARD FOSTERING
MORE EQUITABLE & ANTI-RACIST
LEARNING & WORK ENVIRONMENTS

79

WORKSHOPS

83

% OF PARTICIPANTS
REFLECT A COMMITMENT
TO TAKE ACTION FOR A
MORE INCLUSIVE SPACE

88

% OF PARTICIPANTS
REFLECT A COMMITMENT
TO TAKE ACTION FOR A
MORE INCLUSIVE SPACE

CULTURAL CENTER

The mission of the University of Louisville's Cultural Center is to support the development of an inclusive, hate-free and diverse campus community where students, staff, teachers and alumni collaborate to improve the local community. In pursuit of this goal, the Cultural Center provides co-curricular and extracurricular activities that recognize and express the realities of our marginalized communities. The center offers educational programs that encourage everyone on campus to reflect on their experiences as individuals and as a community within a multicultural society. The center strives to support students, recognize the diversity of our campus community and engage in social justice issues.

PROGRAM HIGHLIGHTS:

- › Heritage and Identity Celebrations
- › Fall Festival Multicultural Expo
- › Graduation Celebration
- › Cultural Conexiones
- › Melanin Mondays
- › Graduation Celebration

STUDENT SUCCESS INITIATIVES:

- › Black Male Initiative
- › Hispanic, Latinx and Indigenous Initiative
- › Black and Multicultural Initiative
- › Early Arrival Program
- › Woodford R. Porter Scholarship Program
- › Parish Living Learning Community
- › Louis Stokes Alliance for Minority Participation Program (LSAMP)

BY THE NUMBERS:

6021

TOTAL STUDENT CONTACTS

\$49K

DISTRIBUTED FOR
STUDENT SUPPORT

\$80000

RAISED DURING THE 2022
RAISE SOME L CAMPAIGN

1768

TOTAL NUMBER OF
COACHING MEETINGS

1147

STUDENTS REACHED IN
GROUP OUTREACH EVENTS

*2022-23 Academic Year



LGBT CENTERS (HSC CAMPUS AND BELKNAP)

The University of Louisville LGBT Center provides a safe space, educational opportunities and advocacy for students of all sexual orientations, gender identities, and gender expressions. The centers collaborate with existing campus diversity programs and are located on both HSC and Belknop Campuses. Dismantling cisheteropatriarchy and other oppressive structures is a top priority for the LGBT Center at the University of Louisville. Through an anti-racist lense grounded in social justice and intersectionality, the center aims to affirm LGBTQ+ students, staff and faculty. The University of Louisville LGBT Center welcomes ALL who are dedicated to collective liberation, centering the experiences of those who have been most marginalized.

PROGRAM HIGHLIGHTS:

- Bayard Rustin LGBT and Social Justice Themed Living Community
- Gender Inclusive restrooms on campus
- To date, UofL has been recognized multiple times as one of the most LGBT-welcoming campus in the country by Campus Pride, and the highest ranked public university in the South.

SIGNATURE PROGRAMS & INITIATIVES:

- Cardinal OUTlook Day
- UofL Pride Month (HSC and Belknop)
- PINK!
- Lavender Graduation

TRAINING & RESOURCES:

- LGBTQ+ Affirming Healthcare Series (HSC LGBT Center Campus)
- Safe Zone Training Project
- Power of Pronouns video



BY THE NUMBERS:

703

ATTENDEES THROUGHOUT
26 TRAININGS

40

UOFL NAMED BEST OF
THE BEST, TOP 40 LGBTQ
FRIENDLY COLLEGE
RANKING BY CAMPUS

108

STUDENTS TESTED FOR HIV
THROUGH COLLABORATION
WITH THE UNIVERSITY
OF KENTUCKY & HEALTH
PROMOTIONS

29

RUSTIN COMMUNITY
STUDENTS SERVED IN
MONTHLY PROGRAMMING

56

RAINBOW CORDS
PRESENTED TO
LGBTQ+ GRADUATES

22

CAMPUS PARTNERS

1800

STUDENTS, STAFF, FACULTY,
COMMUNITY MEMBERS
PARTICIPATED IN CENTER
PROGRAMMING

26

LGBT SPECIFIC
TRAININGS FOR STUDENTS,
STAFF & FACULTY

*2022-23 Academic Year



MUHAMMAD ALI INSTITUTE FOR PEACE AND JUSTICE

The University of Louisville Muhammad Ali Institute (MAI) for Peace and Justice aims to advance the work, study, and practice of peace building, social justice, and violence prevention through the development of innovative educational programs, trainings, service and research. The MAI's approach to peace-building, social justice and violence prevention are guided by Ali's Six Core Principles: Confidence, Conviction, Dedication, Giving, Respect and Spirituality.

Inspired by the Greatest of All Time, the Ali Scholars two-year undergraduate program fosters the growth of social justice leadership, academic research, community engagement and service. Scholars host campus and community events, contribute to the collaborative work of the Muhammad Ali Institute for Peace and Justice and the Muhammad Ali Center, and work with practitioners to learn how to promote positive change through community action.

MAI's innovative educational programs, research, training and service initiatives further peace and justice by promoting respect for human dignity, fostering social responsibility, and seeking to reduce violence in local, national and international arenas.

BY THE NUMBERS:

3.54

AVERAGE FALL GPA FOR
MAI SCHOLAR PROGRAM

3.60

AVERAGE SPRING GPA FOR
MAI SCHOLAR PROGRAM

225

ATTENDEES THROUGH
OUT 10 EVENTS

158

STUDENT CONTACTS FOR
MAI ASSISTANT DIRECTOR

*2022-23 Academic Year

PROGRAM HIGHLIGHTS:

- Muhammad Ali Scholar Program
- Social Justice Research Projects
- Campus Programs
- Muhammad Ali Center Partnership
- Service for Social Change Toolkit

WOMEN'S CENTER

The Women's Center is committed to challenging and working to dismantle patriarchy, and other systems of oppression through collectively building a gender-equitable campus and greater community. Applying an intersectional and anti-racist feminist framework, we aim to enhance a sense of belonging and empowerment among women, femmes and gender non-conforming students, staff and faculty. The Women's Center is committed to advocacy, education, empowerment and action, and is a place where ALL are welcomed to engage in achieving gender-equity and social justice.

SIGNATURE PROGRAMS:

- › Women's History Month Events
- › International Women's Day Event
- › Women's Empowerment Luncheon
- › Kentucky Women's Book Festival
- › Human Trafficking Awareness Initiative
- › Women's Equality Day

INITIATIVES:

- › Feminist Social Justice Leadership Living Learning Community
- › Reproductive Freedom Events
- › Let's Talk: Women of Color Veterans Panel
- › Grandmothers' Power! Panel Discussion
- › Scholarship opportunities



BY THE NUMBERS:

\$33664

SCHOLARSHIPS GIVEN TO STUDENTS

5990

ACCOUNTS ENGAGED ON WOMEN'S CENTER SOCIAL MEDIA & ENGAGE OF UOFL

1700

CAMPUS & COMMUNITY PARTICIPANTS ENGAGED WITH THE WOMEN'S CENTER

250

REGISTERED ATTENDEES AT 30TH ANNIVERSARY WOMEN'S CENTER EVENT

**2022-23 Academic Year*



HEALTH SCIENCES CENTER OFFICE OF DIVERSITY AND INCLUSION

The Health Sciences Campus (HSC) offers a wide range of educational opportunities, including pre-health programs, diversity health education initiatives and mentorship programs for current medical scholars. These programs focus on key areas such as health equity, healthcare disparities, social justice and healthcare innovation, aiming to make a positive impact on underserved and disadvantaged populations. Programs offered by the HSC Office of Diversity and Inclusion emphasize the belief that diversity and inclusion enhance intellectual development, academic enrichment, patient care, research and community engagement. With a commitment to these principles, the campus aspires to be a leader in health equity creating opportunities and fostering innovation.

HSC OFFICE OF DIVERSITY & INCLUSION STAFF:

V. Faye Jones

Associate Vice President for Health Affairs - Diversity Initiatives

Vicki Hines-Martin

Director for Community Outreach

Karen Krigger

Director of Health Equity

Ryan Simpson

Program Director

Barbara Bishop

Business Partner II

Kiana S. Fields

Coordinator, Sr.

Lisa Gunterman

Director, HSC LGBT Center

Janisha Szabo

Executive Administrative Associate

Tonia D. Thomas

Program Director, Post Baccalaureate Pre-Med Program

Shonna Boyd-Wagner

Program Coordinator, Post Baccalaureate Pre-Med Program

Aaron Weathers

Assistant Director, HSC LGBT Center

Craig Ziegler

Biostatistician III



HEALTH SCIENCES CENTER (HSC) PROGRAMS

HSC HEALTH AND SOCIAL JUSTICE SCHOLARS

The Health and Social Justice Scholars Program provides a unique opportunity of educating professional and doctoral students in an interprofessional manner to produce high quality scholarly activities related to health equity, health and healthcare disparities, social justice and healthcare innovation with the goal of benefitting underserved and disadvantaged populations. The program is comprehensive, providing scholars conceptual learning modules, research experience, mentoring, service learning and professional development. The program is managed by the Health Sciences Center (HSC) Office of Diversity and Inclusion (ODI) with high collaboration with Schools of Dentistry, Medicine, Nursing and Public Health & Information Sciences, as well as community partners.

PRE-HEALTH PROGRAMS

MULTICULTURAL ASSOCIATION OF PRE-MEDICAL STUDENTS

The Multicultural Association of Pre-medical Students (MAPS) is an academic support group that motivates, encourages and prepares pre-health students (undergraduates, post-baccalaureate, or graduate students) for applying to health professional schools. Students from minority groups or under-served areas are provided mentors, shadowing opportunities, community service involvement, pre-health professional resource materials and additional academic guidance to enhance them as they become competitive professional school applicants. The goal of MAPS is to increase the number of competitive professional school applicants and to diversify professional school enrollment and the health professional workforce. The Multicultural Association of Pre-Health Students is the associate chapter of the Student National Medical Association. University of Louisville SNMA members provide mentoring and support for MAPS members.

POST-BACCALAUREATE PRE-MEDICAL PROGRAM

The University of Louisville offers a pre-med preparation program designed for career changers who desire to pursue medical school but lack the premed courses and preparation for admissions. The Post-baccalaureate Premedical Program is offered jointly by the School of Medicine and the College of Arts and Sciences.

SUMMER HEALTH PROFESSIONS EDUCATION PROGRAM

The Summer Health Professions Education Program (SHPEP) is a free summer enrichment hybrid program for first and second-year college students interested in exploring a career in the health professions. SHPEP's goal is to strengthen the academic proficiency and career development of students and prepare them for a successful application and matriculation to health professional schools.





HEALTH SCIENCES CENTER (HSC) EDUCATIONAL PROGRAMS

EVERYDAY BIAS WORKSHOP FOR THE HEALTH PROFESSIONS

Everyone has bias. It's part of our human nature, a survival mechanism. The challenge comes when you aren't aware of the impact unconscious bias has on your relationships and interactions with others. The key to practicing conscious awareness is developing your capacity to identify invisible assumptions and patterns of thinking. The Association of American Medical Colleges partnered with Cook Ross Inc. to develop a course on unconscious bias for health professions audiences. Facilitators from the HSC Office of Diversity and Inclusion were trained to deliver this evidence-based workshop to student, faculty, and staff audiences.

HEALTH SCIENCES CENTER POVERTY SIMULATION

Understanding the day-to-day reality of poverty is important for everyone involved in fighting poverty — from policymakers to healthcare providers. The HSC Poverty Simulation is a unique tool that helps people begin to understand what life is like with a shortage of money and an abundance of stress. During a simulation, participants role-play the lives of low-income families, including single parents, people with disabilities and senior citizens on Social Security. The task of each family is to provide for food, shelter and other basic necessities during four 15-minute “weeks.” Families interact with community resources. Although it uses “play” money, fictional scenarios and time limits, the poverty simulation is not a game. It's a simulation that enables participants to view poverty from different angles and then discuss the potential for change within local communities. It's designed to sensitize those who frequently deal with low-income families and to create a broader awareness among healthcare professionals.

LGBTQ+ AFFIRMING HEALTHCARE SERIES

The LGBT Center at the Health Sciences Center (HSC) educates future and current health care providers and health advocates on the evolving body of research and evidence-based approaches to LGBTQ+ affirming care practices, with the goal of improving health outcomes. The center builds community and cultivates connections through programs, training, and signature events, and provides ongoing support to students, faculty, staff and community members.

COMMUNITY ENGAGEMENT

SIGNATURE PARTNERSHIP SCHOOL INITIATIVE — HIGH SCHOOLS

The Signature Partnership is a university initiative aimed at improving the quality of life and economic opportunities for residents of west Louisville. UofL faculty, staff and students work closely with teachers, students, and parents in targeted area schools, such as Central High School Magnet Career Academy and The Academy at Shawnee. The objective is to support students in achieving their best performance, address barriers to learning and ultimately elevate educational attainment levels in the community. The programs implemented are tailored to the specific needs identified by each school.

CENTRAL HIGH SCHOOL MAGNET CAREER ACADEMY PROGRAMS AT-A-GLANCE:

LAW AND GOVERNMENT MAGNET PROGRAM PARTNERSHIP:

- › Brandeis School of Law collaboration since fall 2001.
- › Enrichment activities added in 2006 to foster interest in law.
- › Street Law Program involving law students teaching legal issues.
- › Essay competition, McAnulty Jr., evaluated by law faculty and students.

SPEED SCHOOL OF ENGINEERING:

- › Maker space program, VEX robotics team coaching and competition support.
- › Five annual scholarships for Central High School students meeting admission requirements.

DUAL CREDIT COURSES:

- › University of Louisville offers dual credit courses.
- › Courses include English, Law and Government, Sports Management and Introduction to Business Management 101.
- › Each course counts as three hours of college credit.

SPORTS ADMINISTRATION PROGRAM:

- › Enrichment activities related to sport marketing and event management.
- › Sport marketing case study competition, speakers and instructors from the Sports Administration Department.
- › Central High students visit UofL for job shadowing, industry presentations and hands-on activities.
- › Dual academic credit for completing a class at UofL.
- › Teaching and Learning Career Pathways:
- › Collaboration with the Kentucky Department of Education.
- › Program offered at Central High School.
- › Allows high school students to explore teaching as a career before graduation.

HEALTH MAGNET PROGRAM:

- › Interprofessional collaboration with Dentistry, Medicine, Nursing and Public Health schools.
- › Curriculum facilitated by faculty and students from each school.
- › Aims to enhance academic success and pipeline into professional health careers.

UOFL DAY AT CENTRAL:

- › Introduction to health and other professional fields.
- › Aimed at attracting more minority students to matriculate into these majors.
- › Participation from Schools of Medicine, Nursing, Dentistry, Public Health, Law, Business and Engineering.
- › Non-academic units like Admissions, Financial Aid and Upward Bound also participate.
- › Coordinated by the Office of Community Engagement.





THE ACADEMY AT SHAWNEE PROGRAMS AT-A-GLANCE:

CARDINAL SUCCESS CENTER:

- › Provides behavioral health, prevention and psychological assessment services.
- › Focus on students, teachers, staff, and their families at the Academy @ Shawnee.
- › Involves a comprehensive program evaluation model and accountability data analysis.
- › Services delivered by counseling psychology, clinical mental health, art therapy and school counseling students under faculty supervision.

ART THERAPY FIELD PLACEMENT:

- › Part of the Cardinal Success Program (CSP).
- › Offers a practicum site for art therapy students.
- › Collaborates with educational and counseling psychology students to develop clinical skills.
- › Targets a high school population, particularly under-served children, families, and individuals.

SOCIAL WORK STUDENT FIELD PLACEMENT:

- › Collaboration between the Kent School of Social Work and JCPS.
- › Provides social work practice opportunities for students.
- › Supports the Youth Services Center at the Academy @ Shawnee.

TALENT SEARCH PROGRAM:

- › Federally funded grant serving 500 middle and high school students.
- › Aims to guide students toward college success.
- › Provides academic, personal, and career counseling.
- › Fosters a “college-going culture” and offers resources such as tutoring, career guidance and financial aid.

JCPS ENGINEERING EDUCATION:

- › Project designed to introduce Engineering Education to local elementary and middle schools.
- › Involves classroom visits to science classrooms.
- › Hands-on activities conducted by engineering students and Outreach Director.
- › Middle School students at the Academy @ Shawnee participate in the program.

ADDITIONAL SIGNATURE PARTNERSHIP SCHOOLS:

- › J.B. Atkinson Academy
- › Western Middle School for the Arts
- › Portland Elementary



FACULTY & STAFF RESOURCES

COMMISSION ON DIVERSITY AND RACIAL EQUALITY (CODRE)

The Commission on Diversity and Racial Equity (CODRE), established in 1998 by University of Louisville President John Shumaker, plays a pivotal role in fostering an inclusive campus culture. Serving as the president's policy advisor on diversity issues, CODRE is tasked with making recommendations for initiatives to enhance the university's inclusivity. It collaborates with the Commission on the Status of Women (COSW) to strategize actions for improving learning and working environments. Additionally, CODRE supports dialogues and efforts to reflect cultural values and diverse perspectives in the university. Functioning as a resource, the commission provides assistance and advice to the president's staff, executive cabinet and other units on diversity and inclusion initiatives. CODRE also acknowledges and supports outstanding contributions by staff and faculty to advance diversity, while actively developing and supporting programming to enrich student learning and research experiences.

COMMISSION ON THE STATUS WOMEN (COSW)

The Commission on the Status of Women, (COSW), established in 1994, by former UofL President, Donald Swain, appointed a Task Force on the Status of Women to assess the status of women faculty and staff at the university and recommend changes to improve that status. COSW was created in 1995 to monitor UofL's progress in eliminating gender-based inequities and to serve as Swain's chief policy advisor on gender equity issues. Since its inception, COSW has been instrumental in advocating for numerous policy and procedural changes, which have positively affected University women/femmes/non-binary employees in their faculty and staff roles.

NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY

The University of Louisville is an Institutional Member of the National Center for Faculty Development & Diversity (NCFDD), an independent professional development, training, and mentoring community for faculty members, postdocs and graduate students. The NCFDD has partnered with more than 230 colleges and universities as institutional members. The NCFDD provides professional development and mentoring opportunities.



EMPLOYEE RESOURCE GROUPS

- Asian American Pacific Islander Faculty and Staff Association (AAPI)
- Black Faculty/Staff Association (BFSA)
- Hispanic Latino Faculty and Staff Association (HLFSA)
- LGBTQ+ Faculty and Staff Association
- Older Adult Caregiver Support (OACS) Group
- Parenting Network
- UofL Women's Network
- Young and Emerging Professionals (YEP)

COLLEGE & DEPARTMENT DEI OFFICERS



Cynethia Bethel-Hines
*Associate Dean for the Office of
Community Engagement and Diversity
Inclusion*
**School of Nursing, Health Science
Campus**



Orville Blackman
*AVP Organizational Development |
Chief Diversity Officer*
UofL Health



Brigitte Burpo
*Assistant Dean for Diversity, Equity,
and Inclusion*
**College of Education and Human
Development**



Valerie Clay
*Coordinator for Diversity, Equity,
and Inclusion*
**J.B. Speed School of Engineering
Development**



Crystal Rae Coel
*Assistant Dean for Student Affairs
and Diversity*
Brandeis School of Law



Dwayne Compton
*Chief Diversity Officer and Associate Dean
for Community Engagement & Diversity*
**College of Medicine, Health Science
Campus**



Derek Cowherd
*Associate Athletics Director for Diversity,
Equity, and Inclusion*
Athletics



Marc D. Ellis
*Assistant Director of Procurement
Diversity and Inclusion*
Office of Procurement Services



Audra French
*Assistant Director of Student Affairs
 and Diversity, Equity, and Inclusion*
School of Dentistry



Trinidad Jackson
Assistant Dean for Culture and Liberation
**School of Public Health
 & Information Sciences**



V. Faye Jones
*Associate Vice President for Health
 Affairs / Diversity Initiatives*
**School of Medicine,
 Health Science Campus**



Mark Martinez
*Assistant Director of Diversity
 and Community Engagement*
Brandeis School of Law



Ishwanzya Rivers
Diversity, Equity, and Inclusion Manager
UofL Health



Emma Sterrett-Hong
Associate Dean of Equity and Inclusion
**Kent School of Social Work
 and Family Science**



Nakia Strickland
*Associate Director for Diversity
 Engagement*
UofL Alumni Association



Sherri L. Wallace
*Interim Associate Dean Diversity,
 Engagement, Culture, and Climate*
College of Arts and Sciences

DIVERSITY DEPARTMENTS

ANNE BRADEN INSTITUTE FOR SOCIAL JUSTICE RESEARCH

The mission of the Anne Braden Institute is to bridge the gap between academic research and community activism for racial and social justice. To do so, we stimulate and support initiatives and programs that cultivate dialogue and cooperation between scholarship and activism. Inspired by the work of longtime racial justice organizer, educator and journalist Anne Braden, we focus on the modern African American freedom movement, other modern peace and social justice movements, and the intersections among racial, economic, gender and wider social justice.

DISABILITY RESOURCE CENTER (DRC)

The DRC provides support for students with documented disabilities by promoting equal access to all programs and services.

OFFICE OF ADMISSIONS-DIVERSITY RECRUITMENT

The website offers information about scholarships, financial aid, high school visits, student ambassadors and more.

OFFICE OF DIVERSITY ENGAGEMENT CULTURE AND CLIMATE (DECC)

DECC supports the College of Arts & Sciences in its efforts to transform the teaching, learning and working environment into one of full inclusion and equity for all.

OFFICE OF MILITARY AND VETERAN STUDENT SERVICES

The mission of the Center for Military Connected Students is to improve how we identify, track and care for military-connected students' academic, financial, physical and social needs. To enable them to connect with campus and community resources and to connect with each other. To enable them to succeed academically and to transition from higher education to a successful, rewarding career.

PREVENTION EDUCATION AND ADVOCACY ON CAMPUS AND IN THE COMMUNITY (PEACC) PROGRAM

PEACC provides confidential advocacy to students, faculty and staff who have been impacted by interpersonal violence, sexual assault and stalking, in addition to providing prevention education.

TRIO STUDENT SUPPORT SERVICES (SSS)

TRIO SSS, funded by the U.S. Dept. of Education and UofL, is committed to helping low-income, first-generation college students and students with disabilities achieve a bachelor's degree. The program's mission is to increase retention and graduation rates by offering academic, financial and personal support.

UOFL AUTISM CENTER

The UofL Autism Center at Kosair Charities unites the region's leading autism resources. This center brings together the Bingham Clinic, Weisskopf Center, and Ky Autism Training Center to provide autism spectrum disorder evaluation and evidence-based treatment and interventions. The center also promotes clinical research on ASD.

UOFL TRAGER INSTITUTE/REPUBLIC BANK FOUNDATION OPTIMAL AGING CLINIC

The clinic works to improve how people age and change the way health care is delivered using advanced methods to help patients, work together on research and teaching health care professionals. They provide medical care, telehealth, therapy and wellness services. FlourishCare™, a holistic health care model, involves a team of health care workers to meet the needs of patients.

DEPARTMENT OF PROCUREMENT SERVICES

SUPPLIER DIVERSITY AND INCLUSION

The University of Louisville is committed to developing mutually beneficial relationships with minority-owned, woman-owned and disadvantaged local business enterprises. Our goal is to engage with the local community to increase awareness of potential opportunities for supplier diversity. We strive to work in association with different units within the University of Louisville to open, develop and maintain communication between current and potential diverse suppliers, build new connections and strengthen existing relationships within the community, and promote awareness of potential business opportunities for minority and women owned businesses by participating in trade shows, conferences, educational seminars and mentoring to the community the university's purchasing policies.

OFFICE OF INSTITUTIONAL EQUITY LEADERSHIP TEAM



Lee Gill

Vice President for Institutional Equity



V. Faye Jones

Associate Vice President for Health Affairs - Diversity Initiatives



Marian R. Vasser

Assistant Vice President for Inclusive Excellence and Belonging



Diane Whitlock

Assistant Vice President for Strategic Initiatives



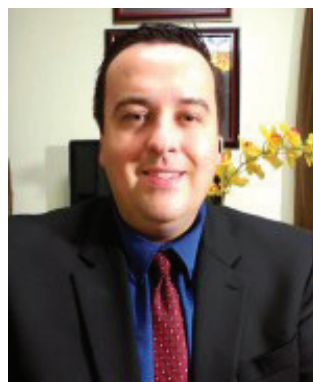
Daquarius Mahone

Executive Assistant to the Vice President for Institutional Equity



Ashley O'Neil

Director of Planning and Assessment



James Orlick

Director of Grant Writing and Innovation for DEI Initiatives



Diandre Glover Thomas

Director of Projects and Communication

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.



OFFICE OF INSTITUTIONAL EQUITY

Grawemeyer Hall, 2nd Floor
Louisville, Kentucky 40208

GET IN TOUCH

louisville.edu/diversity
502.852.9546
diversity@louisville.edu

DEVELOPMENT OFFICE

Valerie Combs
502.852.2335
valerie.combs@louisville.edu

Jonathan Israel
502.852.6910
jonathan.israel@louisville.edu