



Diversity and Equity Annual Report

2019-2020

Table of Contents

Letter from Faye Jones 3

Cultural Center 4

Diversity Education 8

LGBT Center 10

Muhammad Ali Institute for Peace & Justice 14

Women's Center 18

Letter from the Senior Associate Vice President for Diversity and Equity:

To the University Community,

I am pleased to provide our 2019-2020 Annual Diversity Report. In a year filled with so many highs and lows, unique opportunities arose as we transitioned from in-person engagement to a virtual world. Similar to the rest of the world, our community engaged in the battle of dual pandemics highlighting the inequities of COVID-19's impact on persons of color, coupled with the racial injustices in the judicial system underscored by the killing of George Floyd and Ahmaud Arbery and within our own community Breonna Taylor, as well as, many more unrecognized individuals. The year has been filled with unresolved trauma that continues to change how we view the world and our institution. It has caused us to reevaluate what we do and how we do it. Still, through all the turmoil, we continue to press forward in our work and demonstrate our resilience as a campus community.

This report highlights the continuation of programs and activities providing support for our students, faculty, and staff. It also offers a glimpse of new initiatives introduced this year to enhance a sense of belonging for our community as we find our way during a turbulent period in our nation. More importantly than ever is the need to reflect on our Cardinal Principles, particularly on our belief that we are a "Community of Care- Care for self, care for one another as the Cardinal Family and care for the community beyond."

As always, the report is not all-inclusive and illustrates where we are in this moment and highlights areas of opportunity moving forward. Opportunity is what will drive our direction. Opportunities that will inspire us to dream of our future in ways we had not envisioned before and push us to take the steps to make those dreams into reality. In the words of Vice President Kamala Harris, "Dream with ambition, lead with conviction, and see yourselves [our university] in a way that others may not, simply because they haven't seen it before."

Best regards,



V. Faye Jones

Senior Associate Vice President
for Diversity and Equity

Associate Vice President
for Health Affairs/Diversity
Initiatives

Professor of Pediatrics

Cultural Center

Mission



One of the five critical areas of the University of Louisville's 2020 Plan is Diversity, Opportunity, and Social Justice. U of L is committed to creating a challenging intellectual climate enhanced by our many human differences, and this serves as the foundational objective of the programs and services provided by the Cultural Center.

The Cultural Center creates educational opportunities for members of the university community to critically think about their beliefs, values and assumptions as it relates to culture. To fulfill our mission, we support and offer co-curricular and extra-curricular programs that acknowledge and reflect the experiences of under-represented populations. We also provide educational opportunities for all members of the campus community to examine their individual and group experiences within a culturally diverse society. The underlying goals of these two endeavors are:

Advocacy

for our students while maintain a level of expertise regarding the needs of under-represented students

Celebrate

the diverse cultures of the campus community

Engage

students in social justice issues

Scholarship & Retention

Support UofL students

Points of Pride

- **Black Diamond Choir** performed "Lift Every Voice and Sing", the Black National Anthem at the Men's Basketball game against North Carolina Central.
- **Joey Breckenridge Jr.**, a senior Porter Scholar with a major in Bioengineering, was voted Homecoming King by the student body & **Kendra Ford**, a senior Porter Scholar with a major in Chemical Engineering, received the Ms. Cardinal Award.
- Six Woodford R. Porter Scholars received the 2020 Commonwealth Credit Union (CCU) Outstanding Student awards at this year's University of Louisville Annual Student Awards.
 - Outstanding Sophomore: **Ugonna Okorie**;
 - Outstanding Junior: **Julie Nwosu** and **Kayla Payne**;
 - Outstanding Senior: **Rita Ackah** and **Cheyenne Richardson**;
 - Outstanding Metropolitan College Student: **Jackson Jones IV**
- Assistant Director, **Brandyn Bailey**, was awarded the JV Educational Leadership award for his work with Black males in higher education. The award is distributed by JV Educational Consultants.
- Three Woodford R. Porter Scholars were among students selected for prestigious academic awards.
 - **Niara Wakaba** received Fulbright English Teachings Assistantship (ETA).
 - **Abigail Posey** received the English Speaking Union award and
 - **Sidney Garner** was awarded the Moore Undergraduate Research Apprentice Program award.

Signature Events & Programs



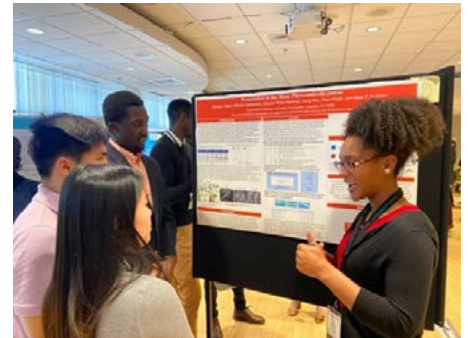
Cultural Center Graduation Celebration

is an opportunity for the university to acknowledge the achievements of underrepresented students and the support of their families, friends, faculty, and mentors. This annual event provides an opportunity for the university to acknowledge the achievements of more than 400 underrepresented students and for graduates to thank those that have contributed on their journey to success. This year's celebration featured alumni keynote speaker **April Riley**.

Welcome Events

Early Arrival Program

The Early Arrival Program (EAP) and Latinx Student Welcome events assisted more than 100 incoming Black students in their transition from high school to college. Through a series of discussions, event & networking activities, the goals of EAP are to build a sense of belonging to the campus community, increase knowledge of campus resources and connect participants to current students. Twenty-one students and families joined the Hispanic/Latinx Initiatives (HLI) for an evening of food, connections, information-sharing, and community.



Student Success

The Cultural Center Retention Program provides supplemental support for under-represented students at the University of Louisville. Students are invited to participate in a year-long program that includes individual coaching, personal/professional development focused programming and referral to campus services and resources. During the 2019-2020 academic year, there were 1,913 interactions both in person and virtually (contacts made by phone, email, text, and appointments) with African American and Hispanic/Latino students. Of the 1,913 students identified as prospective participants, Cultural Center staff coached 657 students.

Black Male Initiative (BMI) and Living Learning Community

BMI seeks to increase the retention, graduation, engagement and overall success of African American males by addressing various scholastic and social challenges, through academic engagement, mentoring, peer connection, and student involvement. BMI hosted 5 events with more than 80 attendees. Twelve students participated in the BMI LLC and were connected to the Wise Council, 10 faculty and staff members.

Quilt Project

BMI was honored to partner with world recognized quilt maker, Joe Mallard, also known as Sunshine Joe, to host an 8-week collective art project for male students of color. A research component was incorporated to study how the concept of belonging and comradery of the participants at a PWI, can be established through art. Twenty four students began the project, 12 completed. Although this was a pilot program, positive outcomes were noted, including improved GPA and retention rates of the cohort group.

Hispanic & Latino Initiative (HLI)

HLI builds strong support systems for Latino students at UofL through programs and events that explore identities, leadership development, provides coaching and mentoring, and builds community.

HLI hosted 4 signature events during the 2019-20 academic year with more than 150 attendees: Borders & Movement, El Baile, Noche de Familia y Amigos/Night of Friends and Family, and Cafecitos.



Student Success



BY THE NUMBERS—2019-20	
35	Monthly programs hosted by the LSAMP program
3	Partnerships developed within student affairs & academic units
3.26	Fall 2019 mean cumulative grade point average for participants
74	Undergraduate URM student participants in the program
427.23	Community service hours completed by participants
7	Participants selected for full-time summer research programs
49	Professional development workshops attended by participants
3.36	Spring 2020 mean cumulative grade point average for participants
3	Participants served as LSAMP Ambassadors
261.98	Training & supplemental instruction hours completed
10	Participants completed academic-year internships in STEM areas
6	Participants completed academic-year faculty mentored research
1	Participants selected to present at the NSF REU program in Costa Rica

Woodford R. Porter Scholarship Program

The largest African American scholarship organization at the University of Louisville. Through its foundational four pillars, the program provides academic and personal/professional developmental support to Porter Scholarship recipients. There were 583 degree-pursuing scholarship recipients enrolled: 153 freshman, 125 sophomores, 129 juniors, and 170 seniors. Average cumulative GPA: 3.14. Six events were held, serving more than 200 scholars. Event topics included resume building, strategies to be academically successful, financial wellness and developing a professional profile.

Louis Stokes Alliance for Minority Participation Program

A National Science Foundation initiative aimed at increasing the quality and quantity of students successfully completing science, technology, engineering and mathematics (STEM) baccalaureate degree programs, and increasing the number of students interested in, academically qualified for and matriculated into programs of graduate study. Program activities and resources focus on outreach, academic support, peer connections, undergraduate research experience, research presentation and conference attendance opportunities. Seventy-four STEM majors participated.

Student Engagement



Black Diamond Choir (BDC)

BDC serves as a pillar for Black Students on campus. Celebrating 50 years in existence, BDC educates campus and community partners on gospel music and performance around the Christian faith. BDC has contributed to diversity through student engagement via practices/class, performances, and concerts. BDC serves as a safe space for all students to gain understanding and training as it relates to the Black gospel experience. BDC uses music to foster supportive and diverse spaces for its participants. BDC received invitations to perform at seven engagements including the University of Louisville Alumni Awards and a segment filming for season 2 of Breaking Dad TV show.



Black Student Union (BSU)

The mission of the Black Student Union (BSU) is to stimulate and promote the intellectual, political, social, and cultural health of the campus community, with a focus on the issues impacting African American students and other underrepresented groups. BSU is the “umbrella” organization of African American student & organizations, which provide a resource clearing house for the social, financial, cultural, and advocacy needs on campus.

BSU hosted 19 events including a collective art project with the Muhammad Ali Scholars, a skating party with the Society of Porter Scholars, and a Black History Month movie series featuring seven films.



Brothers United (BU)

BU focuses on brotherhood, scholarship, community service, and increasing the success of men of color. BU accomplishes its goals by providing a “home base” for its members, providing them with social and academic support, and helping brothers navigate college services and resources. BU hosted 4 events including a 3-on-3 basketball tournament, discussion on challenges for Black males at a predominantly white institution (PWI), a viewing and discussion of the film “When They See Us” and collaborated with Empowering Ladies Together and Phi Beta Sigma Fraternity, Incorporated on the 10th Annual Women’s Empowerment dinner.

Student Engagement



Latinx Student Union (LSU)

empowers and advocates for the Latinx student community through celebrating Latinx culture. LSU serves as a platform for Latinx students to develop their leadership skills, be involved in the community, and actively function within a decolonized mindset. LSU is rooted in ancestral responsibility, social justice, and progressive values that serve not only our community but all who suffer from discrimination and injustice in the world. LSU aims to cultivate a sense of belonging for Latinx students where these students not only attain their degrees but also celebrate and learn about their culture at the University of Louisville. With over 90 participants, LSU hosted 3 signature events including Dia de Celebracion, an event celebrating the traditions of Day of the Dead, Fiesta del Sol commemorating the traditional “carnaval”.



NAACP-UofL Chapter

informs youth of problems affecting African Americans and other racial/ethnic minorities in areas related to education, social and political status. The chapter is led by a leadership team of 7 undergraduate students, with 32 members. NAACP-UofL engaged more than 100 attendees at 18 events including a clean-up, general body meetings, Let's Get Counted census awareness, a black student unity festival, Black History Month at the Kentucky Capitol, and a series in collaboration with the New Albany Youth Detention Center where college students led discussions with youth on topics including decision-making and college-prep.



Society of Porter Scholars

is the largest African American student organization supporting scholarship recipients at UofL. The society encourages high academic standards, enhances leadership development and provides support to its members in an effort to support their retention and graduation. The organization was led by a team of 9 undergraduate students. The organization's monthly program topics most often fall within its four pillars (scholarship, leadership, service and heritage) and are implemented through a diversity lens. The goal of all programming is to provide academic support and promote academic success for students of color with a focus on African American and Black students. Engaging over 350 attendees, the organization hosted 26 events including clean-ups in the local Louisville area, study sessions, and discussions on topics that impact students of color. Conversations on colorism, graduate school, study skills, mental health, racial identity development, self-care, networking, keys to academic success and campus involvement. For their collaboration with the Black Students Nurses Association, the Society of Porter Scholars was awarded the Collaboration Award for Two or More Student Groups at this year's university Annual Student Awards.

Diversity Education and Inclusive Excellence Mission

Created in July 2016, based on recommendations from the 21st Century Culture of Excellence and the President's Diversity Steering Committees, the Office for Diversity Education and Inclusive Excellence is a functional area designed to support campus and community-wide diversity education and training. This unit serves as a focal point for driving the University of Louisville's commitment to equity, diversity, and inclusion; which fundamentally advances our mission of achieving preeminence as a nationally recognized metropolitan research university. 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 by:

- 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

Programs and Services:

Critical Cardinal Conversations (CCC)

This initiative is designed to foster courageous spaces for the entire campus community to explore various issues and topics concerning diversity, inclusion, and social justice, both locally and nationally. Within this initiative, we also facilitate various book studies. Our 2019-20 book study focused on Robin DiAngelo's *White Fragility: Why It's so hard for White People to Talk About Race*. A cohort of 22 staff and faculty participated in a year-long experiential opportunity designed to increase understanding and application of the concept of White Fragility. Participants were encouraged to explore areas outside their comfort zone. For example, participants were encouraged to visit grocery stores in different areas in the city and document their experience with preconceived notions, while also observing disparities that exist in the neighborhood. Participants regularly engaged in difficult and courageous dialogues designed to expose, challenge and grow from their own fragility. Participants are currently developing action plans designed to implement what they've learned both professionally and personally.

“When I joined the *White Fragility* book study group, I admittedly had already read the book for a personal book club with friends. This familiarity with the book's contents incorrectly led me to show up with the notion that I was already well on my journey towards anti-racism and dismantling internalized racism. As our meetings progressed, I realized how little I actually knew or how little I was truly challenging myself and those around me. While the book helped me along, it was Marian and our fellow participants who made the most impact on my understanding of white fragility and my own white racial identity. I began, and continue, to re-examine my relationships, my memories, and my life narrative around my whiteness; whiteness that the system has taught me from birth not to see, because it's “the norm” and everyone else is “other.” In particular, this year-long discussion has revealed how I've enacted harm, either intentionally or unintentionally, and how to train myself to see that harm, whether from myself or others, and how to combat it.”

- **Rebecca Pattillo, Libraries staff**



Highlights

- Conducted 182 sessions focusing on Antiracism, Implicit Bias, Microaggressions, Power & Privilege, and Engaging in Difficult Dialogue
- Offered coaching and resources designed to promote inclusive and equitable environments.
- Provided Implicit Bias workshops in 47 incoming and transfer undergraduate courses, as well as student organizations at UofL.

Outcomes

- Eighty-nine percent of evaluation respondents indicated a commitment to taking enhanced/new action as a result of attending sessions.
- Approximately 89% of respondents demonstrated increased awareness as a result of attending sessions

“I am realizing how inadequate simply being nice is. I have to use my privilege to make this world a better place for my black and brown colleagues. I am committed to using my voice and speaking up more against microaggressions and inequitable practices.”

- *Becoming an Antiracist participant*

“I never realized how many biases I hold. This session was so eye-opening.”

-*Implicit Bias workshop participant*

Implicit Bias Train-the-Trainer Program

This program was designed to expose a cohort of 16 staff and faculty members to the scholarship and best practices concerning Implicit Bias. Participants were trained over a course of one year to conduct 50 min presentations on Implicit Bias, with the goal of expanding sessions across campus, particularly for all incoming and transfer students. Participants are in the process of presenting final presentations in order to receive certificates of completion.



This program is still in progress, therefore post-assessments have not been conducted.

LGBT Center - Belknap Campus Vision and Mission

The LGBT Center works to strengthen and sustain an inclusive campus community at the University of Louisville, one that welcomes people of all sexual orientations, gender identities, and gender expressions through support, educational resources, and advocacy. The Center works in partnership with other diversity efforts on campus supporting the Senior Associate Vice President for Diversity and Equity.

The LGBT Center at the University of Louisville is a resource for all students, faculty, staff, alumni and guests and aims to create a safe, inclusive community for everyone regardless of sexual orientation or gender identity/expression.

The LGBT Center offers support services, programs and trainings to students, faculty, staff and the broader community.

We accomplish this by:

- Maintaining a “safe zone” gathering space where students, faculty and staff—regardless of their identity or orientation--can make positive connections with staff and peers
- Providing a hub for LGBT student organizations
- Promoting student/employee retention and success through personal support, advising, and by connecting them with services and resources
- Developing and facilitating education and training for the campus community
- Reaching out to prospective and new students, faculty, and staff to make them feel welcome and connected to campus
- Fostering collaboration with campus and community organizations that support LGBT people and issues, and those that address intersectional aspects of social justice.

NATIONAL RECOGNITION

- **Campus Pride** –University of Louisville named **Best of the Best**, Top-40 LGBTQ-friendly college ranking by Campus Pride Index. UofL has been one of the organization’s top schools for the last five years, earning five out of five stars on the index.



LOCAL RECOGNITION

- **“Best of the Best” Louisville Magazine** - Lisa Gunterman, LGBT Center Director, named, *Proud before Pride was Cool*, for service to Louisville’s LGBTQ+ community.



SIGNATURE EVENTS & PROGRAMS



Welcome Week Open House

- Secured partnership with SAB to both underwrite event costs and co-facilitate program.
- Event welcomed approximately 150 first-year students to campus

Pride Month

- Grew event from “Pride Week” to “Pride Month” with 22 programs or events and 79 partnerships between Belknap and HSC campuses and nearly 3,000 students, faculty, staff and community members participating
- 600+ students, faculty, students, staff and community members attended keynote, featuring Dominique Jackson, trans activist from the hit series, POSE.
- 1,200 Pride T-shirt given away to students, faculty and staff
- 38 sponsors investing \$34,501

UofL DAY OF GIVING

- Raised \$2,025 from 33 donors through one-day social media campaign.

Alternative Thanksgiving

Established in 2007, this dinner is open to all students, faculty, staff and guests and is intended to create a safe and affirming space for LGBTQ students who may not otherwise have a place to go for the holidays.)

- Event sponsored by ADP and served approx. 125 students

Spring Keynote - Partnership with Student Activities Board

- Partnered with SAB with 635 students, faculty, students, staff and community members attending the keynote presentation, featuring Karamo, from the hit show, Queer Eye

PINK

Established in 1998, this student-produced drag show fundraiser to fund student programs and scholarships.

- Secured ELSB as underwriting event sponsor and volunteers, representing a savings of approx. \$7,000 for LGBT Center

Lavender Graduation

Our opportunity to honor and celebrate LGBTQ graduates.

- Honored a record number of 21 Spring 2020 graduates virtually

Leadership Award

- Awarded 8 graduating students with the **Katy Garrison** LGBTQ Student Leadership Award. This included a student who graduated from UofL Medical School, the first student from this program to receive the leadership award.

LGBT Center Ally Award, Belknap Campus

- The 2019 LGBT Center Ally Award for the Belknap campus was presented to **Dr. Kaila Story**. Student who nominated Dr. Story lauded her efforts in mentoring LGBTQ+ students; staying engaged in the broader community through various lectures and events; proctoring multiple independent studies for students exploring the realm of Black Queer Studies; creating several courses that center the black queer experience (a first at UofL!); and serving as co-host of the award winning podcast #StrangeFruit. One student nominator had this to say...

“She centers herself through her research while using her privilege to echo the voices of the most marginalized in our community. She often goes above the call of the academy to create mentorships with her students.”



AWARD PRESENTATIONS



NEW FOR 2019

INAGURAL BASS FAMILY FUNDRAISER

- Over 100 guests participated in the event with \$51,250 raised and additional gifts pledged



TRAINING & PRESENTATIONS

LGBT Center staff are continuously engaging in training and educational programs to support the faculty, staff, and students within the university and the community at large university to enhance skills and increase knowledge to be effective advocates for LGBT people.

LGBT Center, Belknap team presented **48 trainings and presentations** to approximately **2,170 participants** during the 2019-20 semester

Highlights

- Developed new partnerships for educational endeavors with Kentucky high schools' Gay Straight Alliances across Kentucky, faculty and staff at University of Colorado at Colorado Spring, Western Kentucky University, and Wilson College through consultation about Safe Zone and other related trainings.
- Provided consultation to universities regarding LGBTQ+ inclusive housing initiatives. This includes development and implementation of the UofL Athletics department's first-ever LGBTQ+ training. Key departmental leadership figures were present at this training.
- Delivered training to all new and returning student mentors in the Peer Advisor program, Cardinal Guides and AVIATORS, as well as the Student Orientation Staff, who lead first-year students through summer orientation.

NATIONAL PRESENTATION

- National Council on Behavioral Health, The LGBTQ+ College-Aged Youth Experience: A Panel of Experts, featuring **Lisa Gunterman**, LGBT Center Director, Belknap campus



STUDENT SUPPORT SERVICES

Student support is a fundamental function of the LGBT Center. Through a variety of initiatives, the staff has advocated for needs and celebrated the multiple dimensions of the students, allies, families, and friends of our students. This includes, but is not limited to coaching and mentoring, as well as crisis intervention and referrals. We also launched a statewide Pen Pal Project with various colleges and universities.

RUSTIN THEMED HOUSING COMMUNITY

Named for famed Civil Rights hero, Bayard Rustin, the Rustin Community provides a themed housing experience for students to explore LGBTQ identity, social justice, and community service. Students participating in the Rustin Community commit to upholding the Principles of Nonviolence that Rustin brought to the civil rights movement; perform ten hours of community service each semester; engage in ongoing mentoring sessions; participate in monthly program meetings; and attend social justice or diversity programs. Thirty students participated in the program.

Rustin Program Highlights

- *Volunteer Service and community dialogue sessions (5)- Rustin students contributed nearly 400 hours of volunteer community service, including contributing to signature events such as Pride Keynote, Alternative Thanksgiving and MLK Day of Service, as well as volunteering with non-profit and social justice organizations across Metro Louisville.*

LGBTQ + House

Launched in 2018 in partnership with Campus Housing, the LGBTQ House provided 8 additional spaces for upper-class and graduate students. These single occupancy units feature private bedrooms and bathrooms, while offering a shared kitchen, outdoor and community space. The LGBTQ house is especially popular among Transgender/Non-Binary students who benefit from both the private accommodations and the and feeling of belonging gained from living in affirming campus housing.

SCHOLARSHIPS

The University of Louisville now administers six scholarships for LGBTQ+ /Ally students.

Highlights

LGBTQ+ Scholarship Awards, announced in summer, 2020, applied to 2020-21 school semesters

- 6 Scholarships (in five years, we've gone from 1 scholarship to 6)
- 14 awards granted to students
- Total of \$19,600 in funds distributed

Campus Community

- Represented the LGBT Center on UofL committees, including: COSW, CODRE, Campus Climate, Cardinal Principles, A&S Free Speech Committee, CODRE Free Speech Committee, UofL Police Department Safety Committee



Muhammad Ali Institute for Peace & Justice (MAI)

Vision and Mission

The Muhammad Ali Institute supports the University's commitment to diversity by advancing the work, study and practice of peacebuilding, social justice, and violence prevention through innovative educational programs, training, service, and research. The Institute, drawing on the vision and work of Muhammad Ali, is dedicated to preparing future leaders to be agents of peace and justice in their communities through the Muhammad Ali Scholar Program. The Institute furthers peace and justice through our work to promote respect for human dignity, to foster responsible citizenship, and to alleviate the influence of violence in local, state, national and international arenas, with a special focus on young people living with violence in urban areas.

Programs, Services, and Research

The Institute centered racial justice during 2019-20 in all facets of our work. Racial justice and peacebuilding have been a central focus of our work since 2004 with the creation of the Muhammad Ali Scholar Program, and many other programs. Our current programs and events are included in this report.

Muhammad Ali Scholar Program (MASP):

Established in 2004, develops critical thinking skills, leadership skills, and a network of social justice advocates through the Program's mentorship and specialized curriculum, emphasizing leadership development, Muhammad Ali's legacy, social issues root causes, and MAI's proprietary training process (SeeRedNow). The curriculum includes:

- Summer readings about social justice theory and critical race theory;
- Weekly class meetings with required readings about issues from local, national and global perspectives;
- Completion of a research papers on the social justice interest area of each student;
- An international learning experience focused on social justice issues in a global context; and
- Community engagement through individual and group projects

2019-2021 Muhammad Ali Scholar Social Justice Research Projects are as follows:

- Interceding Child Trafficking Through Marriage with Education and Healthcare
- Black Maternal Healthcare
- Marginalization of Black Women and its Effect on Self-Perception
- Food Insecurity Amongst Young People
- Prison Reform for Incarcerated Women
- Environmental Justice for Low-Income Populations in Louisville
- The School-to-Prison Pipeline
- International Girls Education



Midpoint Outcomes for Muhammad Ali Scholar Program Participants:

Below are quantitative self-ratings for students' understand of various social justice terms at the both the beginning and mid-point of the program. Following you will find qualitative responses from students about program participation:

	Social Justice Self-Rating	Equality Self Rating	Equity Self Rating	Violence Self Rating	Peace Self Rating		KEY:
Pre-Program Assessment	3.625	4.125	3.5	3.75	3.625		No understanding of the term or concept
Mid-Point Assessment	3.714	3.833	4	3.857	3.666		1
							2
							3
							4
							5

Students were asked to rate their level of understanding and knowledge surrounding various themes found when discussing issues of social justice.

- "I have grown in my understanding of problems, how to look at situations more in-depth, how to time manage better, and in my communication skills." [On growth through the program]
- "I have developed better understanding of speaking publicly. This program gives me the confidence to speak in front of groups of people." [On skills gained]
- "Being able to have these justice-motivated conversations as well as just being able to let go of other things I had on my chest provided an immense amount of support during a stressful semester." [On support provided]
- "So far, the scholarship program has proven to be really valuable in the sense that they offer so much emotional support." [Most valuable aspect of the program]

Campus Programming and Events



Events were held during 2019-20 engaging the campus community extensively and expanding the Institute's collaborations with the Muhammad Ali Center. Key events with links to news articles posted on MAI's website:

- **Peace and Justice Week** – a collaboration with the Anne Braden Institute and the Cooperative Consortium for Transdisciplinary Social Justice Research (November 2019). Collaborated with Cultural Center on UofL student event: **Students Speak Out on Racial Justice**.
- Partnered with the Muhammad Ali Center to bring Core Principle Humanitarian Award winners to campus for the first time (September 2019) - **Young Agents of Change Panel**
- **Hammering Hostilities Event** in collaboration with the student Engage Lead Serve Board hosting a guided discussion with students about the themes in the Spike Lee's movie "Do the Right Thing" (Fall 2019).
- Partnered with BSU on **Float like a Butterfly, Sting like a Bee** event about Muhammad Ali's core principles and racial and social justice issues (Fall 2019).
- **MAI Collaborates with the Muhammad Ali Center to support programming for the Muhammad Ali Center Council of Students** (Fall 2019).
- Directed **Alternative Spring Break** in collaboration with ELSB (March 2020), organizing ELSB's first local opportunity providing 7 students with exposure to local grass roots organizations involved in Urban Agriculture and Food Justice, including local practices of cultivating, processing, and distributing food, and the social justice issues that make this process inequitable. We used our **SeeRedNow Service for Change** toolkit to orient participants. The Institute has a longstanding connection to our local urban agriculture movement after partnering with New Roots and Wesley House in 2010-11 to create a six-week participatory educational program promoting healthy eating for families at Wesley House.
- **Define American Conference** (October 2019). Ashleigh Hazley served on the host committee and partnered with Enid Trucios-Haynes to develop original materials for summit participants, creating an inaugural Civil Rights and Immigrant Heritage Tour. **MAI Partners with Define American to Create an Immigrant Heritage Tour**
- **MAI Participates in National Youth Violence Prevention Week Campaign**. Virtual event – educational outreach about National Youth Violence Prevention Week (March 30 – April 3, 2020) by sharing daily posts about gun violence in schools, the harms caused by treating kids as adults in prison, and how gun violence disproportionately affects Black and Brown communities (Spring 2020).
- **Protect Your Peace Instagram Series** - created by Ashleigh Hazley and Marcos Morales, hosting weekly discussions focused on COVID19 experiences of students, faculty and staff with a particular focus on communities of color (Spring –Summer 2020) - <https://louisville.edu/diversity/recent-news/protect-your-peace>.
- Collaborated with Student Involvement to host the Atlantic Coast Conference Leadership Symposium (Spring 2020) – involved MAI, Muhammad Ali Scholars, and Office for Student Involvement.
- Ashleigh Hazley & LaJa Hurt partnered to launched a monthly Heritage Activist Recognition Series on Instagram providing outreach and education regarding a variety of activists (Fall 2019 – to present).



Research and Community Engagement



Advancing Muhammad Ali's Legacy

UofL's Muhammad Ali Institute advances Muhammad Ali's legacy in several ways. The Muhammad Ali Scholar Program inculcates Ali's core principles in young student-scholar-activists. The Institute collaborates with the Muhammad Ali Center on events and programming at both the Center and on campus. In addition, the Institute is dedicated to engaging in research, training, and service related to social justice and peace building.

Muhammad Ali Center Curriculum:

MAI was awarded a Muhammad Ali Center grant in February 2019 to revamp the Muhammad Ali Curriculum with a transdisciplinary research team of internal and external faculty, UofL staff, UofL student, and a JCPS high school teacher (\$26,000). The team includes: Professor Enid Trucios-Haynes, (Law), Co-PI & MAI Director; Dr. Shelley Thomas, Co-PI (CEHD); Dr. Brandon McCormack (A&S, PAS); Dr. Ahmad Washington (CEHD); Dr. Cate Fosl (A&S, WGS); Dr. Lara Kelland, E. Desmond Lee Endowed Professor in Museum Studies and Community History at the University of Missouri St. Louis; Dr. Robert Fitzgerald, College of Education, Illinois State University; Kaleb Clemmons, UofL CEHD Student Teacher; Erin Biery, Iroquois High School; and Ashleigh Hazley, Assistant Director. This research project is affiliated with the Cooperative Consortium of Transdisciplinary Social Justice Research. The new curriculum will focus on critical consciousness pedagogy and culminate with participants creating an individual social change project using the Institute's proprietary "Service for Social Change Toolkit."

The initial research outcomes were delivered in February 2020. A transdisciplinary faculty, staff and student research team of internal and external members developed the comprehensive Muhammad Ali-centered curriculum (8 separate modules; 12 tiered lessons for 6 modules; an "About Ali" manuscript; and over 50 Backgrounder documents). The team was managed by the Director and Assistant Director. Every part of the curriculum was reviewed and edited by the Director.

This research project provides professional development to faculty members who have deepened their knowledge about critical consciousness pedagogy, and have developed new knowledge applying this pedagogy to curricular development which is designed to enhance cultural competency of group leaders and participants in the new curriculum.

- Submitted presentation proposal about Muhammad Ali Curriculum (accepted) (February 2020) - Advancing Peace and Justice Using Critical Consciousness Pedagogy: Creating a Muhammad Ali Centered Curriculum, 30th Annual Conference of the National Association for Multicultural Education, Advancing and Advocating for Social Justice & Equity (with Dr. Shelley Thomas).
- An ongoing implementation team was created in Summer 2020 including Co-PI Shelley Thomas, Ashleigh Hazley, Ahmad Washington, and Enid Trucios-Haynes.

Collaborations with Central High School -

Throughout 2019-20, MAI worked with Central High School to support the development of CHS's Muhammad Ali social justice program and to pilot the curriculum in 2020-21. Our team includes Ashleigh Hazley, Dr. Ahmad Washington and Enid Trucios-Haynes. We have developed a proposal for a pilot pipeline program to provide instruction about Muhammad Ali and his core principles and mentoring by UofL student ambassadors for CHS students. A graduate intern (CEHD) also conducted research to support the proposal. In addition, MAI was scheduled to provide teacher preparation about Muhammad Ali during two intersession programs. Both aspects of this program have been delayed due to the COVID19 limitations.

In Spring 2020 we began discussions about implementing the Muhammad Ali Curriculum at Central High School in partnership with the Muhammad Ali Center to implement a pilot version of the full curriculum. This will include the creation of teacher preparation materials and presentations. The pilot implementation is scheduled in Spring 2021.

Cooperative Consortium for Transdisciplinary Social Justice Research

MAI's research footprint continues to expand through Professor Trucios-Haynes' co-directorship of the **Cooperative Consortium for Transdisciplinary Social Justice Research** on behalf of the Muhammad Ali Institute with **Cate Fosl**, Director, Anne Braden Institute since in January 2017- <http://louisville.edu/socialjustice>.



2019-20:

- A new social justice research database features the Muhammad Ali Institute. The static site was launched in Fall 2019 and the full database will be functional in 2021.
- Policy Briefs were created to demonstrate the varied impacts of the TDR teams' research (Spring 2020)
- Professor Trucios-Haynes submitted a paper presentation proposal about the Consortium for the **URBAN All-In: Co-Creating Knowledge for Justice Conference** hosted by the University of California at Santa Cruz in April 2020. The title of the paper is "*Advancing Social Justice Through Transdisciplinary Research.*" The conference was cancelled due to COVID19.
- A major grant proposal, in collaboration with the JCPS Office of Diversity and Poverty Programs, was submitted in September 2019 to create a research practice partnership between JCPS and UofL's Cooperative Consortium for Transdisciplinary Social Justice Research to conduct research relevant to practitioners. Professor Trucios-Haynes was the Co-PI on this grant along with Dr. John Marshall, JCPS. The proposal was submitted to W.T. Grant Foundation Institutional Challenge Grant (2020) (\$650,000) (not funded). The majority of the work establishing the collaboration, writing the letter of inquiry and proposal, and assembling a faculty team occurred during the 2019-20 academic year. The UofL faculty TDR team included: Professor Enid Trucios-Haynes, Co-PI (Law), MAI Director; Dr. Cherie Dawson-Edwards (A&S, Criminal Justice); Dr. Emma Sterrett-Hong (Kent); Dr. Ahmad Washington (CEHD); Dr. Shelley Thomas (CEHD); and Dr. Cate Fosl (A&S, WGS), ABI Director.

Cultural Competency Research.

- Professor Trucios-Haynes has led, organized and managed two MAI transdisciplinary research projects: (1) investigating the content and operationalization of "cultural competency" across disciplines as reflected in faculty syllabi; and (2) investigating the cultural competency orientation of senior administrators across business and student affairs operations in a university setting. In 2019-20, these research projects advanced in the following ways:
- Faculty research team developed a survey instrument with questions from a National Survey of Student Affairs Professionals (NSSAP) developed by Dr. Rishi Sriram (Baylor University). Distributed to University of Louisville administrators in coordination with the Office of Institutional Research, University of Louisville in Summer 2019.
- "Cultural Competence" Across a Metropolitan, Research University: A Content Analysis of Course Syllabi" Presentation Proposal submitted for the 2019 American Educational Research Association Annual Meeting (not accepted).
- This research will promote cultural competency by advancing our knowledge about how faculty advance cultural competency in their classrooms, and the extent to which University administrators have adopted culturally competent approaches to their work.

Additional Community Outreach & Education and Scholarly Presentations of Professor Trucios-Haynes (2019-20)

- In Fall 2019, Professor Trucios-Haynes was elected as the **Chair**, Kentucky Advisory Committee to the U.S. Civil Rights Commission. The Committee is **examining** "whether Kentucky's pretrial release determinations in different courts, districts and before different judges vary so widely that they violate the constitutional rights of poor persons, women, or communities of color in Kentucky. The Committee is also examining the effectiveness of the existing risk assessment system in achieving the goal of diminishing the use of cash bail in favor of pretrial release." (2019-2020)
- Professor Trucios-Haynes was a Co-Presenter, "**Immigration - Then and Now**" organized by Catholic Charities of Louisville at Speed Museum (August 2019)
- Professor Trucios-Haynes gave a community lecture, **DREAMers: How a Youth Movement Challenged Immigrant Rights Orthodoxy**, as part of a short course on "Social Justice Movements: Past and Present" at Louisville Free Public Library (January 2019)
- Professor Trucios-Haynes was an invited speaker to the City of Henderson, KY **Board of Commissioners Working Public Meeting** on a proposed Fairness Ordinance, Panel member representing the ACLU of Kentucky with Chris Hartman of Fairness Campaign, Richard Nelson of the Commonwealth Policy Center, and Josh Hershberger of Church Law Institute (May 2019)
- The 2019 annual INSIGHT Magazine recognizing UofL's receipt of the 2019 Higher Education Excellence in Diversity Award highlighted Professor Trucios-Haynes' law school service project, **Know Your Rights" Presentations to Immigration Detainees** at the Boone County Jail Immigration [ICE] Detention Center. UofL students, faculty, staff and local community members have participated in the project since its inception in 2011. It is a collaboration with National Immigrant Justice Center. <https://www.insightintodiversity.com/2019-need-awards-social-justice-and-activism/>
- **Christianity and the Law Scholarship Workshop of International Scholars**, Presenter, co-sponsored by the Center for the Study of Law and Religion at Emory University and Columbia Theological Seminary (February 7, 2019)
- "**Called Beyond Walls**" Mentoring Dinner and Discernment Practice, Participant in Forum for Theological Exploration, Migration and Border Crossings Conference co-sponsored by Columbia Theological Seminary and Emory University's Center for the Study of Law and Religion (February 8, 2019)
- University of Louisville Today Radio Show discussing the immigration issues facing undocumented youth (March 2019) <https://soundcloud.com/uofl/03-04-19-ult-felton-trucioshaynes>
- **Lecture on Current Issues in U.S. Immigration Law and Policy**, World Affairs Council Kentucky-Indiana, Open World Russia Program of the Open World Leadership Center, U.S. Department of State, (April 2019)

Women's Center Mission

The Women's Center offers support and resources to empower women with the goal of promoting an inclusive and equitable campus community and to develop engaged and compassionate leaders. We do this by offering programs and events throughout the year for faculty, staff, students, and the community. Our work centers empowerment, education & outreach, building community, activism & civic engagement.

Highlights

Know who you are. Know what you stand for. Lead. We are here to support YOU in finding that fire within to establish the next generation of empowered leaders and changemakers who will transform our world.

By the Numbers -

- Over 2,600 students, UofL employees and community members engaged through participation in Women's Center programs
 - Women's Center Facebook reach totaled 57,759
 - Engaged 950 students through the Women's Center Engage portal.
 - Served 27 dependent children of UofL student parents through the Angel Tree Initiative
- Fifteen lactation spaces on campus are now reservable through 25Live. Spaces are viewed on the Women's Center webpage
- Forty-six (46) personal hygiene product vending machines dispensing free products are now installed on campus
- Total cash and in-kind contributions for Women's Center related scholarships, awards, and programs- \$49,540
 - Awarded \$1,000 to students for graduate research
 - Awarded 18 student scholarships, awards, or professional development sponsorship

Empowerment



The PINK Initiative (Procurement INFORMATION you NEED to KNOW)

- 1,000 attendees

- Sponsored in part by the U.S. Army Corps of Engineers, PINK is about women-owned businesses, women-owned small businesses and economically disadvantaged women-owned businesses. The Women's Center served as host and logistical organizer of this event.

14th Annual KY Women's Book Festival

- 150 attendees

- The 14th Annual Kentucky Women's Book Festival had a full slate of author presentations, book signings and opportunities to mingle with fellow book lovers at UofL's Ekstrom Library. The festival's opening speaker was Kaila Story, associate professor of Women, Gender and Sexuality Studies, with a joint appointment in the Department of Pan-African Studies. She holds the Audre Lorde Chair in Race, Class, Gender and Sexuality Studies. She co-hosts an award-winning podcast on WFPL called "Strange Fruit: Musings on Politics, Pop Culture and Black Gay Life." Other speakers included: Courtney "Court" Stevens, Tytianna N.M. Wells, Pam Platt and Kimberly Crum and Bonnie Omer Johnson, editors of "The Boom Project: Voices of a Generation."





17th Annual Women’s Empowerment Luncheon

- 130 attendees

- The 17th Annual Women’s Empowerment Luncheon is designed to foster an affirming and inspiring space for women to explore successes and challenges with being a woman. Our speaker was Shelly Martin, Founder of ShellTalk4U. This event is a Women’s Center fundraiser to benefit student scholarships, emergency funds and programming.
- Recognized recipients of the 2019 Mary K. Tachau Gender Equity Award, the Dr. M. Celeste Nichols Award, and the Tachau Essay Contest.

3rd Annual Grace Hopper Celebration of Women in Computing Watch Party

- 40 attendees

- To celebrate women in the STEM sciences, we empowered students by watching the keynote speakers of the Grace Hopper Celebration of Women in Computing Conference with discussion. The program included local STEM professional women and networking. This event was Sponsored by: UofL Women’s Center, Humana, UofL College of Business, UofL’s Society of Women Engineers, & Salesforce.



Lead Kentucky: University of Louisville

- 40 attendees

- The American Association of University Women (AAUW) at UofL, UofL Women’s Center and Lead Kentucky hosted its 2nd Annual Lead KY: University of Louisville featuring a screening of Knock Down the House and a series of workshops where students learned from Kentucky politicians and leaders, participate in breakout sessions including topics on careers in politics, running for office, activism in the arts, and being a leader overall.

Women’s Center End of the Year Celebration

- 30 attendees

- This event celebrated the members of our student organizations and student staff by hosting a virtual awards ceremony.

Education & Outreach

We offer dialogues, discussions, and conferences to address relevant women issues including sexism, internationality of feminism, gender identity, and oppression. Not only will students be enhancing and learning new concepts, but they will be able to learn skills that are needed in order to truly be successful in the real world

Human Trafficking Awareness Conference - 150 attendees

- The University of Louisville Women’s Center and Women 4 Women Student Board raised awareness of human trafficking in Kentucky by educating students and the community about the complex issue of human trafficking and strategies for prevention. This year’s conference focused on international trafficking including at the border and the U.S.’s response.

United Nations Association - Women Symposium - 90 attendees

- The United Nations Association - Women at UofL and the Women’s Center hosted the 2nd annual symposium focusing on global maternal health. Speakers included: Dr. Ann Wallis (“A Long and Dangerous Journey: Women, Pregnancy & Death”), Dr. Gulali Wali Khan (“Global Maternal Health in Refugee Women in Louisville, KY: A Challenge!”), and Tamarra Weider (“Maternal Mortality and the Global Gag Rule”)

Human Trafficking Resource Fair - 50 attendees

- The University of Louisville Human Trafficking Research Initiative-Project STARR, the University of Louisville Women’s Center and Women 4 Women Student Board hosted the First Annual Human Trafficking Awareness Resource Fair during National Human Trafficking Awareness Month with over 20 vendors.

Critical Cardinal Conversations: Trafficked and Missing Women - 15 attendees

- We discussed trafficked and missing women of color, in Louisville and in the U.S. Sponsored by: UofL’s Women Center, Office of Diversity Education and Inclusive Excellence, Cultural Center, Women 4 Women Student Board and Human Trafficking Research Initiative. Speakers included Marsha Gilmer-Tullis from the National Center for Missing and Exploited Children who is also involved with Black & Missing Foundation Inc., a former LMPD/ULPD Officer, and Dr. Jennifer Middleton from Kent School’s Human Trafficking Research Initiative.



Women’s Equality Day - 300 attendees

- To commemorate the passing of the 19th amendment we celebrated with a resource fair. Over 200 students participated.

SOUL - 10 student attendees

- We hosted 10 incoming Freshmen at La Casita Center where students helped with landscaping and sorting through donated items.



Building Community

Student Organizations



Activism & Civic Engagement



Campus Talk - The Cost of the Vote: Women's Suffrage 100 Years and Beyond - 80 attendees

- A critical conversation to explore the history of the U.S. and Louisville suffrage movement, those left out, specifically women of color, and who still faces barriers to vote today, including transwomen, incarcerated Women, Native American Women and more. Co-Sponsors: Engage Lead Serve Board, MLK Scholars, American Association of University Women at UofL, Women's Gender & Sexuality Studies, Vote Everywhere, SHADES, and Louisville Metro Office for Women.
- Speakers included: Dr. Kaila Story, Dr. Ann T. Allen, Sidney Garner, Dawn Wilson, Shamika Parish Wright & Kenturah Heron.

We build our community by providing a space for students to connect and build relationships across all identities and experiences, providing opportunities to build knowledge and skills, and supporting students in creating counter-narratives.

The Women's Center understands the direct correlation between student involvement and persistence to graduation. In this spirit, we offer multiple ways for students to stay connected and experience sense-of-belonging.

Student Organizations:

- American Association of University Women at UofL
- Student-Parent Association
- United Nations Association - Women at UofL
- Women 4 Women Student Board
- Women Veterans Support Group

HSC Women's Lunch & Trivia - 80

- Supports postdocs and women on the Health Sciences Campus, we host a monthly lunch & trivia where attendees have an opportunity to network with women from other departments.

Student-Parent Visibility Day & Clothing Exchange Project - 30

- Supports UofL student-parents and their children, the Women's Center and the Student-Parent Association hosts a student-parent visibility day in conjunction with a clothing exchange project where students can pick clothing items for their children. Ten vendors from various organizations/units participated.

Women have always risen. Women are rising today. Women will always rise. Step forward as a change agent and use your voices to make a difference. We support students with resources, training and other opportunities to explore activism, build skills and lead social change on campus and beyond. We encourage our students to connect the classroom experiences to real world problems. Thinking about the community around them, students will find ways to begin using their skills to help the community, consider alternative frameworks for judgment and action, and to draw meaning from experiences that push them to connecting with women of all cultures and learn about their history and role in society.

- Freedom to Vote - 20 attendees
- Community Service Projects
 - o SOUL day of service
 - o MLK Day of Service
 - o UNA-Women volunteered at Americana Community Center with their Girls Club
- Professional Development Opportunities for Students
 - o Women 4 Women Annual Luncheon
 - o Metropolitan Women's Political Caucus
- Professional Development Opportunities for Faculty & Staff
 - o UofL Women's Network
 - o Women Influencing Louisville
 - o Kentucky Women's ACE America Council on Education Women's Network
- 100th Anniversary Celebration of the 19th Amendment
 - o In collaboration with What is a Vote Worth? sponsored by the Frazier History Museum, Louisville Metro Office for Women and the League of Women Voters - Louisville, we partnered on several events in commemoration the passage of the 19th Amendment.
 - > Trailblazing Women Project - Like the trailblazing women who fought for women's right to vote, we recognized "Trailblazing" people connected to UofL who have directly made an impact on women.
 - > What is a Vote Worth? Poster Contest - Judge and one of the winners was a UofL student.

**A GREAT PLACE
TO LEARN
TO WORK
TO INVEST**

THE OFFICE FOR DIVERSITY AND EQUITY
CONTRIBUTES MIGHTILY TO ALL THREE

Diversity and Equity Annual Report

2019-2020