



University of Louisville Cardinal Antiracism Agenda (CARA) - Update

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UNIVERSITY OF
LOUISVILLE®



Definition: Antiracism

- The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably

NAC International Perspectives: Women and Global Solidarity

- “Any idea that suggests the racial groups are equal in all their apparent differences—that there is nothing right or wrong with any racial group”

How to be an Anti-Racist, Ibram X. Kendi



Phase I
Pre-Plan:
Taskforce Composition and Subgroups
and Information Gathering

Phase II:
Develop Draft Report With Strategic
Recommendations

Phase III:
Finalization of CARA

Phase IV:
Create Systemic Implementation Plan
for CARA

Direction for Work : July and August 2020

July - November 2020

December 2020 – June 2021

July 2021 --



6 Priority Areas

- 1. Culture, Policies, Practices, and Procedures**
- 2. Equity in Work, Compensation, Professional Development, and Reward**
- 3. Curriculum and Instruction**
- 4. Images and Communication**
- 5. Recruitment and Retention of Diverse Talent**
- 6. University and Community Relationships**

Priority Areas: Culture, Policies, Practices, and Procedures

Codify the adoption of the University's commitment to support a culture of antiracism as a core institutional value in governance, policies and procedures.

Sample Action Steps:

- Review all policies and procedures (including the Red Book, HR, promotion and tenure, student governance, unit level policies, Board of Trustees policies, and others) using identity-based equity tools to assure that they are absent of provisions that disparately impact any identity group.
- Establish an Advocate Office to centralize the reporting, tracking, advocacy, accountability, and referrals for incidents of bias, racism or race-based discrimination impacting educational and residential experiences.

Priority Areas: Equity in Work, Compensation, Professional Development, and Reward

Ensure equitable distribution of work, compensation, and rewards for all university constituents that allow them to reach their full potential.

Sample Action Steps:

- Re-design criteria for annual workplans giving appropriate weighting for DEI and community engaged work with equivalency with other kinds of teaching, research, and service.
- Invest in professional development, mentoring/coaching and career development sponsorship to ensure all of our workforce no matter their position or identity, have equitable opportunity to reach their potential.

Priority Areas: Curriculum and Instruction

Ensure our campus-wide curriculum supports learning at undergraduate and graduate levels using an antiracism framework.

Sample Action Steps:

- Revise the Cardinal Core to support a more meaningful and required immersion in learning related to racism using an antiracism framework.
- Require an audit or intentional review of all instructional content to, when possible, embed content in support of antiracism.

Priority Areas: Images and Communication

Ensure that the University reflects an anti-racism stance in all images and communication to support its intent to create an inclusive and welcoming space.

Sample Action Steps:

- Establish a framework and implement an environmental audit to review all University images and communications to assure that the intent to create an anti-racist university is not undermined through these mediums.
- Regularly communicate to the University and Louisville community the status of achievement of the Cardinal Anti-Racism Agenda.

Priority Areas: Recruitment and Retention of Diverse Talent

Provide a structured process for recruitment and retention of faculty, staff, administrators, students, residents and post-doctoral trainees, that provides and supports professional development and advancement.

Sample Action Steps:

- Create specific recruitment and retention programs targeting BIPOC populations at all levels
- Invest resources to support placement of spousal hires for candidates who receive employment offers in the faculty or professional staff and administrative positions.

Priority Areas: University and Community Relationships

Fully engage the structures for community engagement to provide learning opportunities for faculty, staff, students, residents, fellows and post-doctoral trainees to help promote anti-racism within our university.

Sample Action Steps:

- Invest in the Anne Braden Institute, CCTSJR, HSC Health and Social Justice Scholar Program and other UofL centers and programs that extend into the Louisville Metro Community and promote antiracism within our University.
- Fully engage the structures of the Signature Partnership to create more university stakeholder learning opportunities through community engagement responsive to community-directed needs.

Metrics- Disaggregate Data

Examples of types of data

- Student Data
 - **Enrollment, Retention, Graduation**
- Total Employment (faculty, staff, administrators)
 - **Recruitment, Retention, Promotion**
- Climate Data
 - **UL Climate Survey**
 - **Great Places to Work Survey**
- Metrics for Diversity
 - **Gender diversity (%)**
 - **Education diversity (%)**
 - **Cultural diversity (%)**
 - **Race/Ethnicity (%)**
 - **Religion (%)**
 - **Language (%)**
 - **Nationality (%)**

Source: Diversity and Inclusion: Strategy Scorecard with KPIs
<https://bscdesigner.com/diversity-and-inclusion.htm>

Create NEW Measures of Inclusion

Measuring Inclusion

- Employee surveys to create an Employee Inclusion Index
- Career path

Proxy metrics for Inclusion:

- Average length of employment (tenure) for diverse talent – the number of years diverse talent stays in the company compared to the company's average tenure
- Promotion rate for diverse faculty and staff (%)

Other metrics to be identified

Source: Diversity and Inclusion: Strategy Scorecard with KPIs
<https://bscdesigner.com/diversity-and-inclusion.htm>



Outcomes

- CARA Report - including action plans for every strategy
- CARA Data Dashboard – making diversity data transparent and accessible
- CARA Cultural Impact – improving the lived experiences of all of our Cardinal family



Question and Comments