

ARTICLE VII - STANDING COMMITTEES OF THE STAFF SENATE

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g. ~~Committee on Anti-Racism Efforts~~ Cardinals for Action, Resilience, and Education

G. ~~STAFF COMMITTEE ON ANTI-RACISM EFFORTS~~ Cardinals for Action, Resilience, and Education

Section 1. Purpose

~~The Committee on Anti-Racism Efforts (CARE) is responsible for monitoring and contributing to the university's progress toward becoming a premier anti-racist university in accordance with the Cardinal Anti-Racism Agenda and, to that end, facilitating opportunities for Staff Senators and other university staff to participate in this ongoing initiative.~~

In the spirit of the Cardinal Principles, Cardinals for Action, Resilience, and Education (CARE) is committed to fostering an inclusive, informed, and equitable environment at the University of Louisville. Through advocacy, education, and institutional engagement, the committee works to address systemic challenges, promote awareness, and empower individuals to contribute to a stronger and more resilient community.

~~The Committee on Anti-Racism Efforts shall:~~

- ~~1. Enhance existing communication within the Senate and with constituents to increase awareness of racism and anti-racism efforts.~~
- ~~2. Collaborate with the Staff Senate Executive Committee and the other standing committees to equip Staff Senators and their constituents with anti-racism resources (e.g., information, training, support groups) offered throughout the university or by the senate.~~
- ~~3. Work with stakeholders external to the Senate (e.g., Faculty Senate, Student Government Association, Human Resources, the Center for Employee Resources, Office of Diversity and Equity, the Commission on Diversity and Racial Equality, and the Commission on the Status of Women) to encourage staff participation in anti-racism efforts.~~
- ~~4. Consider the creation and implementation of anti-racism programming by the Senate.~~
- ~~5. Promote diverse representation in the Senate; in all Senate standing committees and *ad hoc* committees; and for all university-wide committee representatives appointed by the senate~~
- ~~6. Consider establishing goals related to diversity and inclusion among the Senate body.~~
- ~~7. Act on other matters as may be referred to it by the Staff Senate.~~

The Cardinals for Action, Resilience, and Education Committee shall be responsible for:

1. Fostering a more inclusive, equitable, and supportive environment at the University of Louisville through advocacy, education, community engagement, and institutional accountability
2. Identifying and addressing institutional barriers that hinder inclusivity, fairness, and access while advocating for policy changes that promote equity
3. Developing programs, resources, and initiatives that encourage critical thinking, civic engagement, and proactive learning, equipping the campus community with the tools needed for meaningful change

4. Create opportunities for dialogue, collaboration, and collective action to strengthen campus climate and support faculty, staff, students in collaboration with the Staff Senate Executive Committee, other standing committees, and stakeholders external to the senate (e.g., Faculty Senate, Student Government Association, Human Resources, the Employee Success Center, Office of Institutional Equity, ~~the Commission on Diversity and Racial Equity, and the Commission on the Status of Women~~ and other representative bodies as deemed necessary.)
5. Partnering with university leadership to review policies, recommend improvements, and track progress toward a more responsive and equitable institution, ensuring that commitments are actively upheld and advanced
6. Act on other matters as may be referred to it by the Staff Senate.

Additional guidelines for CARE may be found in the committee's charter. At the beginning of each Senate year, the committee charter will be reviewed by the standing committee. Any edits must be presented to the Executive Committee. If approved, the edits must then be presented to the General Body to be read into the record.

Please refer to CARE Committee Charter for details regarding composition.