

University of Louisville

Diversity Update for Alumni Board

“Building an Inclusive Community”

Presented by

Dr. Mordean Taylor-Archer

Vice Provost for Diversity and International Affairs

UofL Operational Definition of Diversity

Diversity embraces all human differences while building on the commonalities that bind us together. It serves to eliminate discrimination, marginalization, and exclusion based on race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, disability, religion, national origin or military status.

Diversity focuses on building community through:

UofL Operational Definition of Diversity

- Composition of a diverse faculty, staff and student body
- Curricula and learning experiences that prepare students to live and work in a diverse and global society
- Campus life that allows students to develop leadership skills; civic responsibility and social skills while excelling academically; faculty to teach, serve and conduct research that enhances knowledge and improves the quality of life; and staff to work in supportive workplace environments
- Climate of inclusiveness with principles of mutual respect, fairness and social justice that is conducive for everyone to develop to his/her fullest potential.

Vice Provost for Diversity and International Affairs

- Take the lead in working with deans and vice presidents to advance diversity and globalization
- Increase the number of students, faculty and staff of color
- Increase the number of International students
- Increase the number of students studying abroad
- Improve the campus climate
- Help make UofL a Great Place to Work
- Help ensure students are successful in completing their degree

Vice Provost for Diversity and International Affairs

Units under my administrative purview:

- ❖ Cultural Center
- ❖ International Center
- ❖ Muhammad Institute for Peace and Justice
- ❖ Office of LGBT Services
- ❖ Women's Center

Cultural Center

- Mission: create educational opportunities for members of the campus community to think critically think about their beliefs, values and assumptions as it relates to culture, and examine their individual and group experiences within a culturally diverse society.
- The underlying goals of these two endeavors are to provide **advocacy** for our students, **celebrate** the diverse cultures of the campus community, **engage** students in social justice issues, and support the **scholarship** and retention of U of L students.

Examples of Programs Offered through the Cultural Center

- Porter Scholars
- African American Male Initiative (AAMI)
- Hispanic/Latino Initiatives (Lumina Grant, LAHSO)
- Association of Black Students
- “Let’s Talk” Lunches
- Black Diamond Choir
- Black Family Conference
- Garden Commons
- African American Graduation Celebration

International Center

- 2020 Strategic Plan Goal for Study Abroad
- Study Abroad Office
- International Students and Scholars
- International Affairs Advisory Committee (IAAC)
- Sister Cities Initiative
- Over 100 Agreements with Universities and Organizations outside of the U.S.

Muhammad Ali Institute for Peace and Justice

- Mission: To advance the work, study and practice of peace-building, social justice and violence prevention through the development of innovative educational programs, training, service and research.
- Ali Scholars
- “Just Act” Day
- Peace and Justice Weeks
- Ali Shuffle
- Faculty in Residence and Faculty Resource Group

Office of LGBT Services

- Mission: To strengthen and sustain an inclusive campus community that welcomes people of all sexual orientations, gender identities, and gender expressions through support, educational resources, and advocacy.
- Campus Organizations (commonGround, Faculty and Staff for Human Rights, BlkOut, Health Sciences for Human Rights, Lambda Law Caucus, Straight Against Hate)
- Alternative Thanksgiving Dinner
- Feast for Equality
- Pride Week and PINK

Women's Center

- Mission: build alliances with campus and community groups in order:
 - to promote equality
 - to increase women's self-reliance
 - to heighten the understanding of women's contributions to all societies
- Elizabeth Cady Stanton Luncheon (Keynote: Crit Luellen)
 - M. Celeste Nichols and Mary Kay Tachau Awards
- Women4Women Student Chapter

Council on Postsecondary Education Statewide Diversity Plan

The Council on Postsecondary Education (CPE) has stated that:

Each institution will be assessed according to its implementation of specific strategies designed to achieve, within established constitutional parameters, diverse populations among students, faculty, and staff.

The following areas, at a minimum, are to be addressed in each campus based plan:

Performance Metric and Assessment Implementation

1. **Enrollment of Undergraduate Students**
2. **Enrollment of Graduate Students**
3. **First to Second Year Retention**
4. **Second to Third Year Retention**
5. **Baccalaureate Degrees Awarded**
6. **Employment of Executive/Administrative/Managerial Staff**
7. **Employment of Faculty**
8. **Employment of Other Professionals**

In order to be automatically eligible for new programs, four year institutions must meet six (6) of the eight (8) objectives.

Building an Inclusive Campus

Goal: to increase diversity in the enrollment of students and in the workforce, with emphasis on the target populations indicated below:

- **African Americans**, including those indicating two or more races of which one race is African American.
 - **Special initiatives to focus on African American males**
- **Hispanic/Latinos**
- **All other under-represented groups** (including American Indian and Asian)

The Area of Geographic Responsibility (AGR) for the recruitment of students is Jefferson, Oldham and Trimble counties

Building an Inclusive Campus

Diversity in Student Body Enrollment

In Fall 2011, UofL had 22,249 students enrolled. Of those,

Blacks students = 10.4%

Hispanic/Latino = 2.9%

Other Students of Color = 11.5%

Total Students of Color = 24.8%

resulting in UofL being the **most diverse research university in the state**

Building an Inclusive Campus

Diversity in the Faculty

In 2001, there were 61 African American faculty; in 2011, there were 114

In 2001, there were 32 Hispanic/Latino faculty; in 2011, there were 49

Diversity in the Staff

In 2001, there were 99 African American professional staff; in 2011, there were 245

In 2001, there were 8 Hispanic professional staff; in 2011, there were 37

Building an Inclusive Campus

Diversity Lecture Series

In the past two years UofL has hosted several diversity speakers including:

- Lady Ruby Dee
- Ambassador Atallah Shabazz
- Wes Moore
- Dr. Iyanla Vanzant
- Congresswoman Maxine Waters
- Dr. Michael Eric Dyson

Building an Inclusive Campus

Examples of Other Diversity Programs and Resources

- Commission on Diversity and Racial Equality
- Commission on the Status of Women
- Anne Braden Institute for Social Justice Research
- Center for the Study of Crime and Justice in Black Communities
- Employee Resource Groups (Black Faculty/Staff Association, Faculty and Staff for Human Rights, White Allies for Racial Justice, Hispanic/Latino Faculty and Staff Association)
- Disability Resource Center
- Office of Veterans Affairs
- African American Theater Program
- West Louisville Signature Partnership Initiative
- UofL at The Yearlings Club

Vision for the Future

My vision for the future includes the following:

- A new building that would have adequate space to accommodate all units under my administrative purview as well as space for multicultural student organizations, an auditorium and conference rooms.
- Reach the strategic plan of having 1500 students study abroad each year by 2020. This would require scholarships and other forms of financial support as well being able to use the Cultural Diversity 2 (CD2) for credit.

Vision for the Future (cont.)

- Improve the retention and graduation rates of students of color so they are comparable to white students.
- Create a workplace environment built on mutual respect that values all employees by eliminating all forms of discrimination and inequities so that UofL will indeed be a **GREAT PLACETO WORK**.

Building an Inclusive Campus

What can Alumni do to help?

- ✓ Attend campus events
- ✓ Share comments/concerns with administration
- ✓ Contribute funds to support diversity and globalization
- ✓ Serve as ambassadors to encourage students to attend UofL
- ✓ Serve as mentors and allow students to shadow