

2014

annual diversity report



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

think beyond the possible™



INCLUSION
DIVERSITY
EQUAL OPPORTUNITY

THE OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

VISION STATEMENT

Case Western Reserve University values excellence by advancing diversity through inclusive thinking, mindful learning and transformative dialogue.

Featured on the cover: First photo – Chris Beyer, assistant director of Residence Life, First Year Experience and Sylvia Marrero, assistant director for Student Outreach, Career Center. Second photo – CWRU freshman Monroe Chen, psychology and cognitive science major; senior Hiram Cortez, economics major and minor in business management; and Precious Amoako, senior, nursing major. Third photo – T.J. McCallum, PhD, associate professor of psychology and Damaris Punaes-Alpizar, PhD, assistant professor, Department of Modern Languages and Literatures, Ethnic Studies Program.

Credits: Cover and main story photos by Russell Lee; other photos by Eric Benson, Randy Blackford and Daniel Milner.

DIVERSITY STATEMENT

Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university. As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/expression, political affiliation and ability. We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.

MISSION STATEMENT

The mission of the Office for Inclusion, Diversity and Equal Opportunity is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life.

The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

Ultimately, the office supports the university's mission by providing strategic leadership in the development of policies, procedures and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students and others.

FROM THE PRESIDENT

To the Case Western Reserve Community,

This annual report arrives at a unique moment for our country and our campus. Events involving police and race in Ferguson, New York City and Cleveland have propelled these subjects to the center of national conversations. At the same time, our university has engaged actively on those issues as well as other difficult subjects within our own community. Questions of identity and assumptions, aspirations and acceptance have no easy answers, but the very act of asking expands perspectives and opens paths to understanding.

The events of 2014 illustrate the essential importance of ongoing conversation and reflection. Our Office for Inclusion, Diversity and Equal Opportunity plays a pivotal role in encouraging and even sponsoring such activities, but this work cannot be limited to any single administrative unit or set of initiatives. As you see in the pages that follow, organizations and individuals across Case Western Reserve contribute in myriad meaningful ways. Particularly inspiring are the number of new efforts detailed here, from the fall's #webelonghere student movement to an Asian-American organization for female faculty. The Weatherhead School of Management launched a leadership program for women in STEM fields, while the medical school unveiled a Safe Zone program to enhance health professionals'



understanding of issues of importance to members of the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community.

These are just a few of the many examples detailed in this report; we look forward to witnessing the impact each will have on our community.

For now I want to thank everyone who has taken part in any of the organizations included in this report, as well as those who advanced principles of diversity in less formal ways. We have much more to do and your involvement matters immensely. I hope you remain engaged, and continue to draw others to the conversations.

Sincerely,

A handwritten signature in black ink that reads "Barbara R. Snyder". The signature is written in a cursive, flowing style.

Barbara R. Snyder

President

Case Western Reserve University

FROM THE VICE PRESIDENT FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

As we begin the final semester of Case Western Reserve University's three-year Diversity Strategic Action Plan (DSAP), we have many accomplishments of which to be proud. As we contemplate the best way to achieve the remaining goals of the plan, we have tremendous pride in having achieved significant goals related to the three DSAP focus areas: campus climate, retention and recruitment and resource development.

The Sustained Dialogue program has had meaningful and positive impact on campus climate. The program, which encourages cross-cultural engagement, has provided an opportunity for participants to present thoughtful recommendations aimed at enhancing the experiences of the entire campus community.

Through its activities, the new employee resource groups—the Alianza Latina/Latino Alliance and the African American Community Resource Group—have advanced our recruitment and retention efforts. Additionally, our Diversity Champion Annual Fund continues to provide a vehicle for alumni, corporate and external partners to contribute to our diversity efforts. We also welcomed Elfreda "Alfie" Chatman-Walter as our new Director of Diversity and Corporate Relations.

Our commitment remains steadfast as we launch one of our most important initiatives to date—Diversity 360, a comprehensive diversity education initiative. Diversity 360 is expected to foster greater understanding and sensitivity about diversity and assist the campus in



moving beyond simple awareness to changed behavior, improved interactions and measureable outcomes for all aspects of diversity.

This year's annual report highlights a number of our successes. We are pleased that for the third consecutive year, CWRU was the recipient of the national Higher Education Excellence in Diversity award. Our diversity efforts were also recognized by the Commission on Economic Inclusion of the Greater Cleveland Partnership. In addition, the increase in student activism on campus has heightened attention and dialogue about campus and national race issues and many of our women faculty and staff have identified new programs to address their concerns.

While we have accomplished much, there is more to be accomplished. This report demonstrates that CWRU's commitment to creating a campus culture of inclusion is stronger than ever.

Sincerely,

A handwritten signature in black ink that reads "Marilyn S. Mobley". The signature is fluid and cursive.

Marilyn S. Mobley

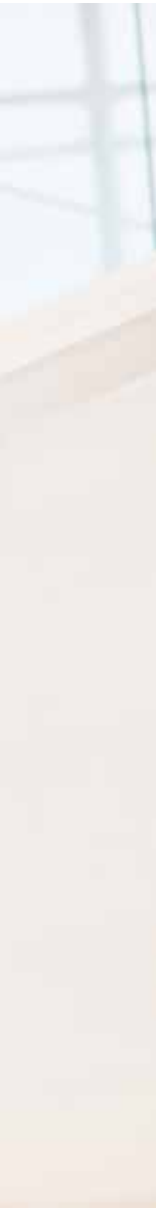
Vice President

Inclusion, Diversity and Equal Opportunity



ADVANCING DIVERSITY THROUGH IMPROVED CAMPUS CLIMATE

Members of the student movement #webelonghere include (l to r),
Makela Hayford, Destinee Henton, Samuel Tate and Jazmine Kirkland.



Increased awareness and dialogue about race relations on campus, in the surrounding communities and the nation is a significant and welcomed byproduct of the Case Western Reserve University student movement #webelonghere. The activist group, formed in fall 2014, staged campus protests and flash monologues, participated in nationally and locally-organized protests related to race and police brutality, engaged in discussion forums and motivated campus student groups to focus on diversity issues.

Since its inception, a number of campus student groups have reached out to #webelonghere to discuss diversity and inclusion issues and talk about possible collaborations and programs, including the Resident Hall Association, student cultural groups and fraternities, said Makela Hayford, a second-year CWRU sociology major and a member of the activist group.

“Our group increased awareness and opened doors to make students want to get involved,” said group member Destinee Henton, a fourth-year political science major. There was always a core group of students involved on campus but since #webelonghere more students are actively engaged, said Jazmine Kirkland, a junior and member of the group.

The activist group is a bit unconventional in that it does not have officers. Instead anyone who wants to help plan group activities is welcome to attend a planning meeting and provide input and suggestions. About 300 students are on the group’s email

list but typically about ten or so students attend planning meetings, Henton said.

#webelonghere was formed in response to some disparaging remarks made by an outside consultant who conducted a student focus group on campus. The consultant suggested that individuals, particularly people of color, were viewed as belonging or not belonging on campus based on their attire. Additionally, he encouraged students to get to know campus police officers so they would not be targeted. Students and others on campus took offense to the remarks. As a result, a group of African-American students organized to stress that they and other students of color certainly do belong on campus.

#webelonghere seeks to “change mindsets and the campus culture as it relates to race,” Henton said. The group also wants to get people talking to one another, said Samuel Tate, a fourth-year sociology major. “People are scared to talk openly about race,” he said.

The group has had a positive impact on the campus and its members have discussed inclusion issues with President Barbara R. Snyder and other university administrators. The movement has been supported in its efforts by the Office for Inclusion, Diversity and Equal Opportunity, Office of Multicultural Affairs, Social Justice Institute and the Flora Stone Mather Center for Women.

ADVANCING DIVERSITY

Individuals involved in the inaugural faculty/staff Sustained Dialogue group include (l to r), Nathan Fein, first year coordinator, Residence Life & Services; Camille Warner, PhD, assistant professor, School of Nursing; Diana Fox, student services specialist, Weatherhead School of Management; Edwin Mayes, director, First Year Experience and Family Programs; Sueji Smith, first year coordinator, Residence Life & Services; and seated in front, Felicite Chatel-Katz, coordinator, Multicultural Programs, School of Medicine.



Officers of the African American Community Resource Group include, (l to r) Bridget Chapman, assistant director of student success and retention, Office of Multicultural Affairs; Denise Douglas, PhD, associate dean, executive education, Weatherhead School of Management; and Elfreda "Alfie" Chatman-Walter, director, diversity and corporate relations. Not shown is David Miller, associate professor, Jack, Joseph and Morton Mandel School of Applied Social Sciences.



ADVANCING DIVERSITY THROUGH INCREASED RETENTION AND RECRUITMENT OF UNDERREPRESENTED MINORITIES

Enriching, enlightening and transformative are some of the words used by faculty and staff to describe their experience in Case Western Reserve University's Sustained Dialogue Campus Network program.

Under the program, participants meet weekly to discuss diversity and campus issues of concern. Dialogue groups are encouraged to identify a campus issue or challenge and develop recommendations for resolving the concern. The recommendations are then presented to the university president and vice presidents. A pilot version of the program began on campus in spring 2014 and was expanded the following semester.

Nearly 40 employees and 60 students have participated in the university's Sustained Dialogue program, which is co-sponsored by the Division of Student Affairs and the Office for Inclusion, Diversity and Equal Opportunity.

The Sustained Dialogue program, along with the newly created campus community resource groups, is expected to have a positive impact on campus climate and retention and recruitment efforts.

The national Sustained Dialogue program is primarily a student initiative aimed at enhancing student engagement, promoting cross-cultural dialogue and providing opportunities to make positive change on campus. Sponsors of the CWRU program believed it could be beneficial to students, faculty and staff. Feedback from the dialogue groups has exceeded expectations.

"Sustained Dialogue has been enriching and enlightening to me on professional and personal levels," said Camille Warner, PhD, assistant professor in CWRU's Frances Payne Bolton School of Nursing. "It was an opportunity to meet new people, discuss experiences and have an impact," added Sueji Smith, first year coordinator, Residence Life & Services.

Sustained Dialogue participants have reported being more engaged on campus and developing new relationships and support systems. Similarly, members of CWRU's campus community resource groups have reported feeling more connected and engaged. In general, these types of affinity groups have a positive impact on an organization's retention and recruitment efforts.

The latest CWRU resource group established is the African American Community Resource Group, which was launched in June 2014. A Latino group was formed in September 2013.

The African American group is interested in highlighting professional development opportunities for employees, developing a community outreach initiative and working to make the campus more welcoming and inclusive, said Bridget Chapman, one of four officers of the group and assistant director of student success and retention in the Office of Multicultural Affairs.





ADVANCING DIVERSITY THROUGH ENHANCED LEVERAGING AND DEVELOPMENT OF RESOURCES

The university's student chapter of the National Society of Black Engineers (NSBE) and the Society of Women Engineers (SWE) have benefited from the generosity of corporate partners. Pictured here are representatives from both groups (l to r): sophomore Nia Simmonds and senior Uchenna Osegbu of NSBE and junior Ania Gawlik, sophomore Mary Clare Flaherty and junior Elizabeth Young of SWE.



Corporations today realize that they must build a workforce that reflects and supports an ever increasing diverse consumer base. Case Western Reserve University has developed a multitude of corporate partners and these partnerships enable companies to promote their brands to students and recruit employees. In addition, these partnerships provide cross promotional opportunities to market mutual core values. Diversity is one such value.

At CWRU, corporate philanthropy has played a pivotal role in furthering campus diversity and inclusion initiatives. Alcoa, through its Campus Partnership Program, has provided support for the CWRU National Association of Black Engineers chapter, the Society of Women Engineers chapter and for undergraduate research. The partnership is a higher education program that supports the company's inclusion, diversity and global perspective goals.

Alcoa supports undergraduate research for students of color through the campus Support of Undergraduate Research & Creative Endeavors program (SOURCE). The SOURCE office assists and prepares students to engage in research,

inform students about research and creative project opportunities and provide educational seminars and information sessions.

Another corporate partner, Anthem Blue Cross and Blue Shield, was a major sponsor of the fall symposium, "Advancing Diversity in the Biomedical Sciences: New Collaborations for Building Capacity," hosted by CWRU in conjunction with the Association of Underrepresented Minority Fellows (AUMF). The national symposium highlighted challenges and accomplishments of minorities in the biomedical science disciplines. Additionally, it showcased CWRU's commitment to increase participation of minorities within the science, technology, engineering and mathematics (STEM) fields. More than 125 minority scientists, representing such colleges and universities as CWRU, Harvard, Stanford and Duke attended the fall symposium.

In addition, the university received generous support from Parker Hannifin, which provided funds to support research of female faculty members in the CWRU School of Engineering.



Weatherhead Launches Professional Development Program for Women in STEM Fields

The Weatherhead School of Management has launched a professional and leadership development program for women in science, technology, engineering and mathematics (STEM) industry positions and academic programs.

The program, Leadership Lab for Women in STEM, is a six-day immersion experience based on pioneering research from faculty in Weatherhead's Organizational Behavior Department. The program provides educational input around women in the STEM workforce, evaluation and assessment and information on leadership development and career advancement skills. It is aimed at helping women succeed and remain in STEM positions. In 2014, the program's inaugural year, 15 women from local companies participated in the program.

School of Medicine Seeks to Increase Sensitivity And Knowledge About the LGBTQ Community

The School of Medicine (SOM) last spring launched a Safe Zone Professional program, similar to Safe Zone training but geared to health professionals. The program emphasizes situations that could arise in clinical practice and in research with patients, families, colleagues and communities.

Safe Zone is a national training program that seeks to create inclusive and supportive environments for members of the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community. The SOM program strives to make health professionals more sensitive and informed about the community. Thus far, training has been provided to the school's leadership team.



Professor Explores Issues Related to Contemporary Racism

The Department of Sociology, in the College of Arts and Sciences, in 2014 welcomed assistant professor of sociology Cassi L. Pittman, PhD. Pittman, a native of

East Cleveland, received a PhD in sociology from Harvard University and is a former Ohio State University professor.

Pittman's research focuses on how racial minorities, particularly African Americans, manage contemporary forms of racism. Her scholarship will contribute to questions concerning the significance of race and racial equality and raise new questions about the intersectionality of race and class.

School of Nursing Continues to Support Mentoring Program for East Cleveland Youth



The Frances Payne Bolton School of Nursing continues to support the Provost Scholar’s program, a mentoring program aimed at improving student’s academic achievement and promoting postsecondary education. Embarking on its third year, the program annually pairs 20 East Cleveland middle school students with university faculty and staff. University mentors volunteer their time and expose students to college life and their specific campus work and/or research.

“The program helps students by trying to keep them from dropping out, improve their grades and advance the notion that the possibility of college exists for them,” said Faye Gary, EdD, who leads the program and is the Medical Mutual of Ohio Kent W. Clapp Chair and Professor of Nursing at CWRU’s School of Nursing. The program is an investment in the future of the local community as well as the nation, she said. Also involved in the program is CWRU Provost William “Bud” Baeslack, III, who helped to develop the program along with East Cleveland City School District Superintendent Myrna Loy Corley.

Law School Honored for Support of “Pipeline” Organization



In September 2013, the CWRU School of Law was recognized by CLEO, the Council on Legal Education Opportunity, as a William A. Blakey Diversity Pipeline Architect. This award honors the law school’s longstanding commitment to CLEO, an organization devoted to diversifying the legal profession by expanding legal education opportunities to minority, low-income and disadvantaged groups.

The law school has shown its commitment to diversity through pipeline initiatives designed to encourage underrepresented minorities to consider legal careers, such as the Law and Leadership Institute and the Stephanie Tubbs Jones Summer Legal Academy. The institute is a four-week summer program for Cleveland area high school students. During the program, students hear from lawyers and judges, take college tours and serve in internships at local law firms. The program is a partnership with the Ohio State Bar Association, Ohio law schools and others. The summer legal academy is a two-week intensive law institute teaches high school students how to prepare for and conduct trials and allows them to observe real court proceedings, meet prominent lawyers and judges and participate in a mock trial.

The Blakey award was named in honor of a former CLEO council chair who dedicated his life to ensuring that the educational pipeline was accessible to all students. CWRU was among the inaugural group of recipients of the award.



Spoken English Seminar Provides Academic, Social Support to International Students

The Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) and the Educational Services for Students (ESS) each fall sponsor a seminar aimed at helping international graduate students overcome language barriers, adjust to U.S. academic requirements and become more comfortable participating in class. In 2014, 15 international students participated in the seminar – largest number of students in recent years. The non-credit, seminar focuses on spoken English and tools needed to be successful academically and socially.

“The program provides an environment where students can feel safe and comfortable and [talk about] the challenges they face,” said Soad Mansour, director of International Affairs at MSASS, who leads the program with assistance from Christina Nedelcu and Varsha Balachandran, English program graduate assistant.

School of Engineering Continues its Support & Recruitment of Underrepresented Students

The Case School of Engineering continues to support and recruit underrepresented students. Last year, support from the school enabled a number of students to attend national and regional diversity organization meetings, including 18 members of the National Society of Black Engineering; 10 members of the Society of Women in Engineering and seven members of the Society of Hispanic Professional Engineers. In addition, the school reported an increase in enrollment of underrepresented groups with students of color making up 11% of the entering class and women, 35% of the class – up from 20% a few years ago and more than two times the national average for women.



Alumni and Former Trustee Appointed Dean of CWRU School of Dental Medicine

In July 2014, School of Dental Medicine alumnus and former board member Kenneth B. Chance, Sr. began his tenure as the dean of the dental school.

He credits CWRU with helping him to realize his dream of a career in dentistry, despite

his modest resources. One of his priorities as dean is to provide leadership that allows others to realize their dreams, he said.

After completing an endodontic postgraduate residency in New Jersey, Chance served as health advisor to the state’s senator. In addition, he formerly worked as a professor and chief of endodontics at the University of Kentucky. Chance served on the CWRU board from 2005 to 2014.



University Retreat Provides a Safe Space For Students to Explore Identity Issues

A diverse group of 27 undergraduate and graduate students attended the university’s first PULSE Retreat, held October 2014 at a local state park lodge. PULSE stands for Perspective, Understanding, Leadership and Sustained Exchange and provides an opportunity for individuals to explore issues of identity, inclusion, empathy and leadership. The two and a half day retreat was modeled after the Washington, DC-based Sustained Dialogue Campus Network’s national PULSE retreat.

“It is our hope that retreats like this continue so that our students can continue to have dialogues,” said Nathan Fein, coordinator of First-Year Residence Education, who helped plan and lead the retreat.

The retreat was sponsored by the Office of Multicultural Affairs, the Center for Civic Engagement and Learning and Residence Life & Services.

CWRU Offers Social Justice Minor

After much planning and discussion, the university now offers a minor in social justice. Influenced by and integrated with the CWRU Social Justice Institute’s other initiatives and collaborative approach, the foundation of the newly established minor is SJUS 100,

a cross-disciplinary, team-taught course that introduces students to social justice from a range of perspectives.

Curriculum for the minor will emphasize history; theory; distribution of power, resources and opportunities; and remedies for social injustices.

A planning team began discussing the possibility of a minor in 2010. The effort and planning was led by Rhonda Williams, PhD, Social Justice Institute director and founder and associate professor of History.



Asian Faculty Group Formed to Provide Professional and Personal Support

An Asian female faculty group has been formed and aims to create a forum where members can connect with one another; work to improve their status on campus, including advancement in leadership positions; provide a venue for mentoring and supporting colleagues; and discuss concerns. The group is advised by the Flora Stone Mather Center for Women.

About 30 women are part of the group, which is open to Asian faculty, post docs and doctoral students. The group is led by chair, Michiko Watanabe, PhD, professor, Department of Pediatrics; and co-chairs Hua Lou, PhD, associate professor, Department of Genetics and Genome Sciences; and Jiayanq Sun, PhD, professor, Department of Epidemiology and Biostatistics.

Latino Groups Increase Hispanic Heritage Month Programming

The Alianza Latina/Latino Alliance Community Resource Group significantly increased focus and awareness of Latino culture through expanded programming during the 2014 Hispanic Heritage Month.

The resource group, in conjunction with the student group, La Alianza, the Office of Multicultural Affairs and the Office for Inclusion, Diversity and Equal Opportunity sponsored a number of programs, including an art exhibit featuring the work of local Latino artists; poetry reading with Richard Blanco, inaugural poet for President Obama's second inauguration; a lecture by Anna Santiago, PhD, CWRU professor of community development in the Jack, Joseph and Morton Mandel School of Applied Social Sciences; a cultural dinner; and a networking event for young professionals.



Group Hosts Local Students on Latino Youth Day

More than 20 Latino high school students visited the university, touring the campus, engaging with students and staff and learning about the college experience during a program held in October, as part of Hispanic Heritage Month activities.

The event was sponsored by the student organization La Alianza, in conjunction with the Office of Multicultural Affairs and Esperanza, Inc., a local educational organization that supports Hispanic students.

The event was held to help high school students realize that college is possible for them, said Hiram Cortez, senior, economics major and president of La Alianza.



QGrad officers with transgender actress Laverne Cox (in the middle in back) of "Orange is the New Black" during Cox's visit to CWRU.

New LGBT Group Formed on Campus

A new lesbian, gay, bisexual, transgender and allies (LGBTQA) graduate and professional student organization has been established on campus. The goal of the new group, QGrad, is to unite existing LGBT student groups across campus.

QGrad is committed to representing the diversity of its membership by incorporating the intersections of race, gender expression, religion, socioeconomic status and fields of study into their programming.

QGrad strives to give voice to those in the LGBT community who often feel as though they do not have a voice, said Paul Cheng, president of the group. Becky Schur, vice president, said a graduate and professional group is needed because the needs of these students are different from undergraduates.

UNIVERSITY AND AUMF HOST FALL BIOMEDICAL SCIENCE SYMPOSIUM



Freeman A. Hrabowski, III, PhD, president of the University of Maryland Baltimore County poses with CWRU President Barbara R. Snyder. Hrabowski was the closing keynote speaker at the fall biomedical science symposium.



Gilda Barabino, PhD, dean of The Grove School of Engineering at The City College of New York, was the luncheon keynote speaker at the fall symposium.



Recording artist Oleta Adams performed during a CWRU Homecoming event. Symposium attendees were on campus during homecoming and invited to attend the performance.

More than 125 minority scientists, representing such institutions as Case Western Reserve University and Harvard, Stanford, and Duke universities, attended the fall symposium, “Advancing Diversity in the Biomedical Sciences: New Collaborations for Building Capacity,” hosted by CWRU and the Association of Underrepresented Minority Fellows (AUMF).

The symposium was an opportunity to highlight minorities in the biomedical science disciplines and CWRU’s commitment to increase the participation of people of color in science, technology, engineering and mathematics (STEM) fields. The university is the inaugural academic home of the AUMF – a nonprofit

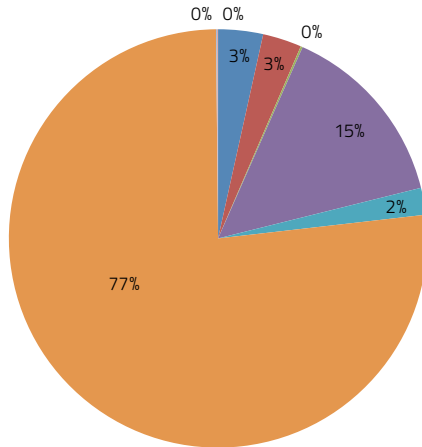
group of 600 professional, African American biomedical scientists and researchers. Emmitt Jolly, PhD, CWRU assistant professor of biology, is co-founder and current president of AUMF.

Keynote speakers during the event included Freeman A. Hrabowski, III, PhD, president of the University of Maryland Baltimore County and chair of President Obama’s Advisory Commission on Educational Excellence for African Americans and Gilda Barabino, PhD, dean of The Grove School of Engineering at The City College of New York and president of the Biomedical Engineering Society.

DEMOGRAPHIC SNAPSHOT

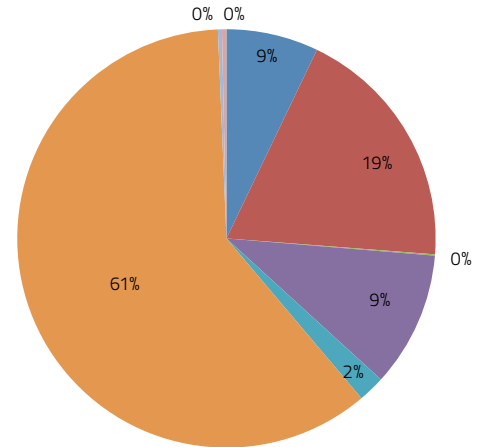
- INTERNATIONAL
- AFRICAN AMERICAN
- AMERICAN INDIAN
- ASIAN/PACIFIC ISLANDER
- HISPANIC/LATINO
- WHITE
- UNKNOWN
- MULTIRACIAL

FULL-TIME FACULTY^a
TOTAL: 1,291



Male: 793 Female: 498

FULL-TIME STAFF
TOTAL: 2,876



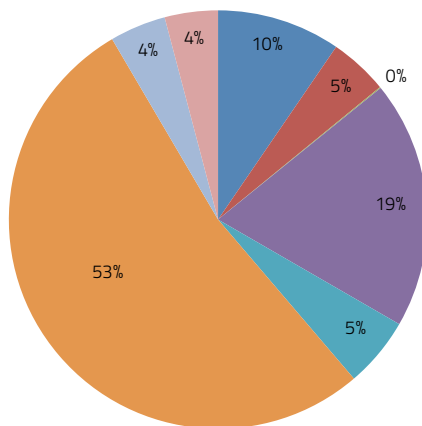
Male: 1,144 Female: 1,732

^a Numbers include only those faculty who are university employees

^b U.S. citizens and permanent residents identified as African American, Native American, Hispanic/Latino, Asian, Native Hawaiian or Other Pacific Islander, or multiracial

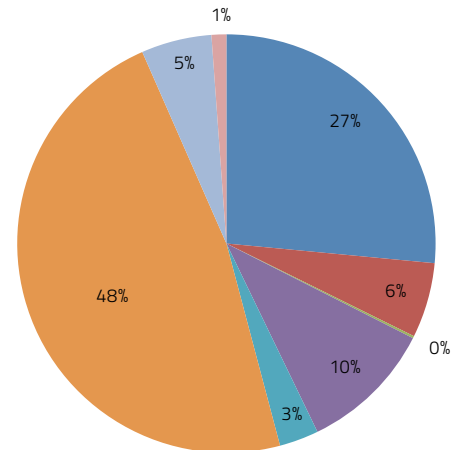
Sources: Faculty Database, Office of the Provost; Human Resources; Registrar

UNDERGRADUATE STUDENTS
TOTAL: 4,911



Male: 2,664 Female: 2,247

GRADUATE & PROFESSIONAL STUDENTS
TOTAL: 5,860



Male: 2,727 Female: 3,133

BY THE NUMBERS

14%

of students in the 2014 incoming class are from underrepresented racial groups.

600

faculty, staff and students participated in the 2014 Case for Community Day, volunteering at a variety of local organizations. Since 2003, an estimated 5,500 members of the university community have invested some 264,000 hours of volunteer service during the annual day event.

3

time winner of the Higher Education Excellence in Diversity (HEED) award, given by the national magazine, *Insight Into Diversity*. The university has received the award every year since the inception of HEED in 2012.

\$8 million

awarded by the university to minority- and women-owned businesses. Since the formation of the CWRU Supplier Diversity Initiative Council in 2002, a total of \$104 million has been awarded to minority- and women-owned businesses.

1

of two universities in Ohio that offer gender affirmative coverage to its employees. Covered services include surgery, hormone therapy and behavioral health and are offered under two of the university's medical plan options. Nationally, CWRU is one of 30 universities and colleges that offer this benefit to their employees.

98

students, faculty and staff have participated in the university's Sustained Dialogue program, which began as a pilot in spring 2014. Under the program, participants meet weekly to discuss diversity and campus issues and develop recommendations for improving the campus environment. The program promotes cross-cultural conversations and campus engagement.

Lecture Series Brings National Thought Leaders to Campus

More than 400 campus constituents and others attended the Office for Inclusion, Diversity and Equal Opportunity's Power of Diversity lectures in 2013-2014.

The series includes two national thought leaders and four CWRU scholars annually and seeks to inspire dialogue, educate and showcase diverse perspectives.

Last year Town Hall of Cleveland, the nation's longest running public lecture program came under the university's management. The new program, Town Hall of Cleveland at Case Western Reserve University, will partner with the diversity series in bringing national speakers to campus.



Mary Frances Berry, former chair of the U.S. Commission on Civil Rights, educator, author and historian, was a Power of Diversity Lecture Series speaker in 2014.



Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, poses with Power of Diversity speaker John Quiñones. Quiñones is anchor of the ABC television series *What Would You Do?* and was the network's first Latino news correspondent.

The Office for Inclusion, Diversity and Equal Opportunity
10900 Euclid Avenue
Adelbert Hall, Suite 315
Cleveland, Ohio 44106-7048
216.368.8877
case.edu/diversity

THE OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY STAFF

Marilyn S. Mobley, PhD

Vice President for Inclusion
Diversity and Equal Opportunity
marilyn.mobley@case.edu

Elfreda "Alfie" Chatman-Walter, MS

Director of Diversity
and Corporate Relations
elfreda.chatman-walter@case.edu

Karyn M. Newton

Executive Aide
karyn.newton@case.edu

Gia M. Adeen

Equal Employment Opportunity
and Diversity Manager
gia.adeen@case.edu

Janetta M. Hammock, MA

Diversity Program Manager
janetta.hammock@case.edu