



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

think beyond the possible

2015 ANNUAL DIVERSITY REPORT

OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY



ADVANCING
DIVERSITY





Featured on the cover:

Dedra D. Hanna-Adams, financial aid director, Frances Payne Bolton School of Nursing and one of several staff members who have been trained to facilitate Diversity 360 sessions; Anton Spencer, a CWRU senior and recipient of the Louis Stokes Congressional Black Caucus Foundation Scholarship, who assisted in Diversity 360 training for students during fall orientation; and Jeffrey L. Duerk, PhD, dean of School of Engineering, who co-facilitated at the first official Diversity 360 session held for the President's Council, which included the university president, vice presidents and deans.

Credits: Cover photo by Russell Lee. Other photos by Russell Lee, Eric Benson, Daniel Milner, Randy Blackford, Shelby Mitchell and Valerie Szepiwdycz.

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.

From the President



Diversity and inclusion continue to be the subject of important conversations on our campus and across our nation. I am proud of Case Western Reserve University's faculty, staff and students for their unwavering commitment to engage in constructive dialogue and to work together to improve our own campus climate and to discuss and reflect on what is occurring elsewhere. While our own work is far from finished, the following pages of our 2015 Annual Diversity Report provide an update on our progress toward a more diverse and inclusive campus. It is a dynamic process that includes new programs initiated as a result of input from our own community, as well as the continuation of many initiatives that are already delivering results.

Our Office for Inclusion, Diversity and Equal Opportunity works to promote diversity and inclusiveness through programs and partnerships. Notable progress in the past year includes 2,677 faculty, staff and students participating in Diversity 360, our new comprehensive diversity education program. Our undergraduate students formed the

Undergraduate Diversity Collaborative to advocate for student cultural groups. We persisted in increasing the pipeline of underrepresented minority high school students who will pursue degrees in STEM fields. In October 2015, we began working with six Ohio universities to increase the number of underrepresented minority students who pursue doctoral degrees in STEM fields.

I am truly grateful to the strong, passionate, and dedicated faculty, staff and students who are committed to working together to enhance inclusion, diversity and equal opportunity at Case Western Reserve.

Sincerely,

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

Barbara R. Snyder

President
Case Western Reserve University

From the Vice President for Inclusion, Diversity and Equal Opportunity



This annual report is an opportunity to review new programs and initiatives and to reflect on the ongoing efforts that have made a difference on our campus. Beginning with the pilot phase during the spring of 2015 and the official launch on August 4, 2015 with President Snyder and her senior leadership team, the Diversity 360 education program, featured both on the cover and inside this report, was one of the most significant developments of the past year.

The campus-wide program emerged out of concerns voiced by students in our Sustained Dialogue program, articulated in an "I TOO AM CWRU" video, and embodied in the #webelonghere movement. As faculty and staff shared their related concerns, it became clear that a program designed to engage the entire campus community in learning more about unconscious/implicit bias, microaggressions, and identity issues across the broad spectrum of difference would be a meaningful response. The program has been well received.

This report also reflects on other new diversity initiatives that are having an impact on our campus, such as the Undergraduate Diversity Collaborative, the new course on acclimating international students to the United States

and to CWRU, and the African American Society's decision to present its first Lifetime Achievement Award to the family of the late Congressman Louis Stokes.

Surely one of the highlights of the year was the Social Justice Institute's third biennial intergenerational Think Tank with keynote speaker Angela Davis. The success of the event is a testament to the leadership and to the collaborations that made it happen. Throughout this report, the ways in which individuals from the schools, departments and offices collaborated give us reason to celebrate even as we soberly and resolutely remember there is still much more to do. I hope you discover in these pages new ways to join the effort.

Sincerely,

A handwritten signature in black ink that reads "Marilyn S. Mobley". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Marilyn S. Mobley

Vice President
Inclusion, Diversity and Equal Opportunity

“Diversity 360 has the potential to be transformative for our campus. It will provide a deeper understanding on important concepts related to inclusion and diversity”

Marilyn S. Mobley, PhD, *Vice President for Inclusion, Diversity and Equal Opportunity*

UNIVERSITY IMPLEMENTS CAMPUS-WIDE DIVERSITY EDUCATION PROGRAM

A new campus-wide program is increasing awareness and dialogue on diversity and inclusion issues at Case Western Reserve University. The initiative, Diversity 360, is a comprehensive, education program that was launched in fall 2015.

The three-hour training provides students, faculty and staff with an understanding of the importance and impact of diversity and demonstrates how bias, privilege and microaggression negatively affect the campus climate.

Diversity 360 was developed and is being implemented by the Office for Inclusion, Diversity and Equal Opportunity in conjunction with the Division of Student Affairs and the Office of Multicultural Affairs.

Approximately, 2,600 students, staff and faculty completed Diversity 360 sessions in fall 2015. The program was required for incoming students and newly hired faculty. In addition, a number of offices and schools requested the program for their staff. Members of the President's Council, which includes the university president, vice presidents and deans, completed the program. Members of the Board of Trustees also participated in Diversity 360 sessions.

“Diversity 360 has the potential to be transformative for our campus,” said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. “It will provide a deeper understanding on important concepts related to inclusion and diversity.”

Diversity 360 is the result of recommendations from student groups that called for campus-wide training to increase knowledge and awareness about diversity issues.

A student shares his perspective during a student Diversity 360 session.



“UDC is important because we need an avenue to collectively voice concerns so we can....work together to bring about positive changes on campus.”

Brittany Chung, UDC President

NEW STUDENT ORGANIZATION GIVES VOICE TO CAMPUS CULTURAL AND DIVERSITY GROUPS

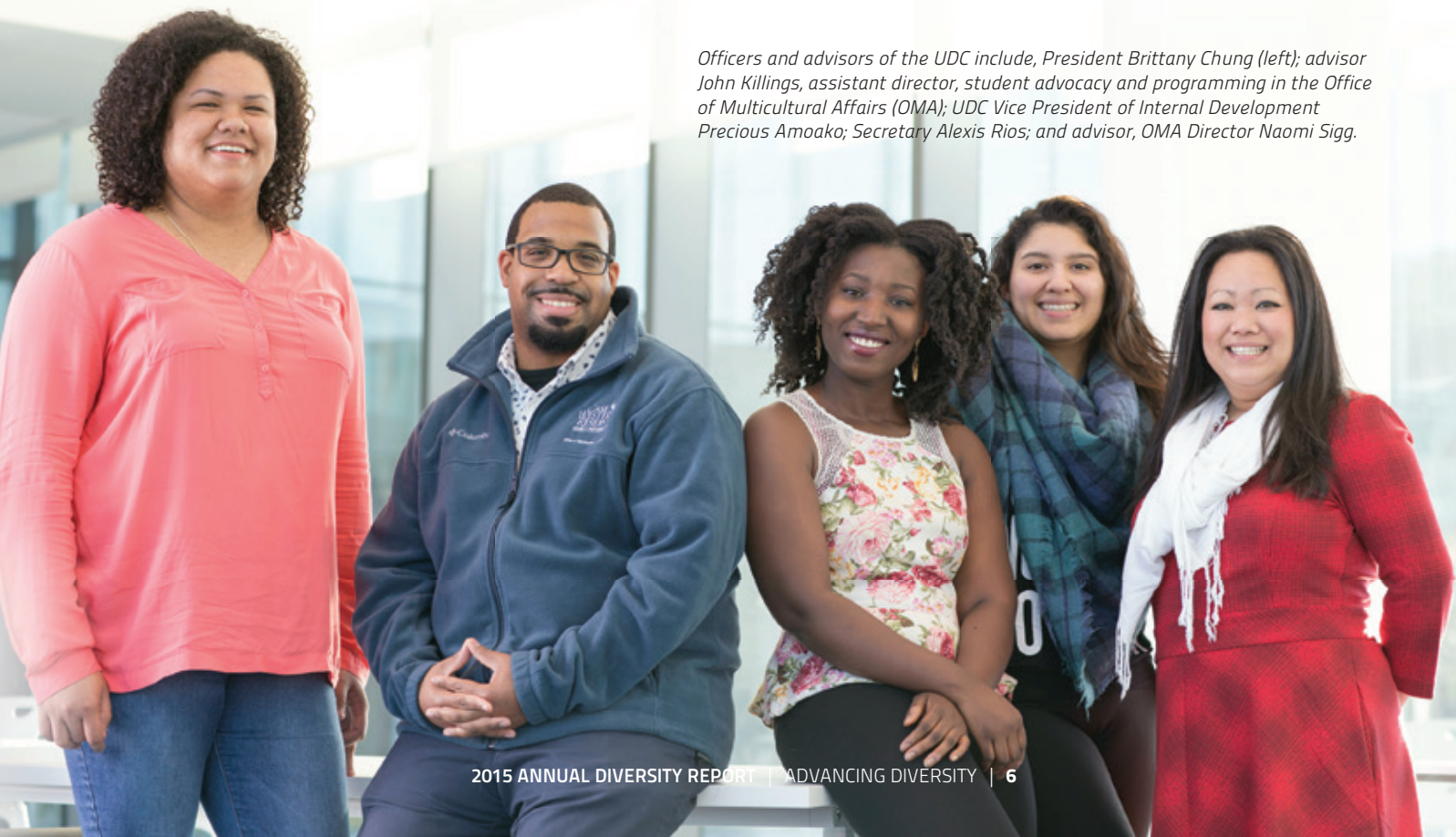
A new student government organization at Case Western Reserve University is bringing more attention to campus diversity and inclusion issues by serving as the voice of cultural student groups.

In spring 2015, a CWRU student referendum approved a proposal to add the new group, Undergraduate Diversity Collaborative (UDC), to the Student Executive Council, which oversees how student activity fees are spent.

UDC is the umbrella organization for student groups that advocate for or serve groups associated with the diversity “Big 8” social identities – age, ability, race/color, ethnicity, gender & sex, religion, sexual orientation and socioeconomic status. Twenty-one campus student groups are associated with UDC.

“There was no board that represented minority groups...before UDC,” said UDC President Brittany Chung. “Therefore, there were voices that were not being heard. UDC is important because we need an avenue to collectively voice concerns so we can plan and work together to bring about positive changes on campus.” Chung, a senior chemistry and history major, was instrumental in developing the collaborative.

Officers and advisors of the UDC include, President Brittany Chung (left); advisor John Killings, assistant director, student advocacy and programming in the Office of Multicultural Affairs (OMA); UDC Vice President of Internal Development Precious Amoako; Secretary Alexis Rios; and advisor, OMA Director Naomi Sigg.



“We had individuals beginning to change their thinking and impact their individual areas on campus.”

Lisa J. Board, Professional Development and Learning Manager

NEW SERIES EXPLORES IMPLICIT BIASES

A new professional development series provides an opportunity for members of the Case Western Reserve University community to discover their personal biases and discuss ways to be more inclusive in their actions and thinking. The Implicit Bias series was started in January 2015 and is modeled after the Harvard University Project Implicit, which allows individuals to assess their conscious and unconscious biases through a series of online tests on such topics as race, sexuality and gender.

Under the CWRU series, lunch hour presentations and discussions were held on topics explored in the Project Implicit tests. Staff and faculty were able to sign up for all or some of the sessions and encouraged to take the corresponding online tests prior to the sessions. CWRU staff and faculty with expertise in various areas of diversity led discussions. A total of 13 sessions were held during spring term 2015, with more than 100 individuals attending one or more of the sessions.

“We had individuals beginning to change their thinking and impact their individual areas on campus,” said Lisa J. Board, professional development and learning manager in CWRU’s Professional Development Center. Board created the series after discussions with diversity leaders across campus.

Some of the topics covered in the inaugural series included weight, skin tone, race, religion, sexuality and gender issues in the workplace and in the sciences.

The series will be expanded in 2016 but with a few changes. It will be open to students as well as faculty and staff. During the inaugural series, some issues discussed had direct impact on students so including students is a natural extension for the program, Board said. In addition, new topics are being considered as well as a new format, which would include discussions and encourage participants to formulate action steps to address concerns and issues surrounding the topics.

CWRU staff members discuss diversity issues during a campus professional development program.



"I feel that after taking these sessions, I will be more confident amongst American students."

Comments from a student who completed the culture seminar

NEW COURSE ACCLIMATES INTERNATIONAL STUDENTS TO AMERICAN AND CAMPUS CULTURES

Some Case Western Reserve University international students are finding it easier to adjust to life in the United States and at CWRU thanks to a new six-week seminar that focuses on daily life issues and culture. The course, Seminar in Culture and Communication, is offered and developed by Educational Student Services (ESS).

Topics in the summer/fall 2015 courses included food and restaurant culture, idioms and humor, United States history, diversity issues, campus social interactions, the U.S. educational system and campus resources. In 2016, the course will be offered with different topics so students that previously took the course can enroll and enhance their knowledge about U.S. and CWRU cultures.

The course was developed after the ESS staff noticed that many international students were asking questions about daily life and culture, said Elise Geither, PhD, who conducts the seminar and serves as ESS's associate director for Spoken English Programs. Sarah Dellinger, assistant director for ESS's Spoken English Programs, developed the first seminar.

The course is popular among students. In addition, some departments have requested seminars exclusively for their students. Course evaluations indicate that students are benefitting from the course. "I feel that after taking these sessions, I will be more confident amongst my American students," wrote a student on the course evaluation form.

The Frances Payne Bolton School of Nursing requested a culture seminar specifically for nursing students. Pictured here are members of that seminar, which included seven students from five different countries. Pictured with the students are front row, left, Elise Geither, ESS associate director for Spoken English Programs, who conducts the seminar and, right, Samira Hussney, director of the International Health Programs in the School of Nursing.



“The black experience at a predominately white institution is complex. Who better to support [an African American] male than someone facing similar circumstances?”

Marven Cantave, *CWRU student and Brotherhood member*

NEW CLUB SEEKS TO SUPPORT AFRICAN AMERICAN MALES AND LOCAL COMMUNITIES

African-American males supporting one another and their communities are the main objectives of The Brotherhood, a recently established student social club at Case Western Reserve University.

The Brotherhood is committed to giving back to local African American communities, and members have served as tutors and mentors to area elementary and middle school students. The club also hosts campus programs and social events.

“The black experience at a predominately white institution is complex,” said CWRU student Marven Cantave, who helped to establish the group. “Who better to support [an African American] male than someone facing similar circumstances?” Imani Scruggs, D’metrius Grier, Terrence Mathis and Aaron Smith also helped to form the club.



CWRU ESTABLISHES GENDER INCLUSIVE HOUSING

Beginning in the 2015-2016 academic year, Case Western Reserve University offered new housing option to students, Gender Inclusive Housing (GIH). This housing option is available to students who are transgender, gender non-conforming, non-binary or exploring gender identity/expressions or allies of the community.

Students in GIH suites, apartments and rooms can live with other students regardless of their gender identity/expression. GIH also seeks to create inclusive and supportive living environments for students through programming, support and education. Based on students’ experiences, input and best practices, the housing option will be further developed next year.

The Office of Residence Life, University Housing, Residence Hall Association and the Lesbian Gay Bisexual and Transgender Center collaborated to make the GIH option possible.

“We have to learn to say what we want. Even if we believe it is impossible to achieve at the moment, because if we do not indicate what we want, we ultimately forget what our aspirations were.”

Dr. Angela Y. Davis, *Activist and Scholar*

THINK TANK HIGHLIGHTS RACIAL, SOCIAL JUSTICE & EQUALITY ISSUES

Nearly 1,000 Case Western Reserve University faculty, staff and students as well as community members and students from area colleges attended various events of the third biennial intergenerational Think Tank of the Social Justice Institute, *Educating for Struggle – Social Justice, Empathy & Social Transformation*.

Held in November 2015, the opening event was a screening of the documentary film *Finding the Gold Within*, followed by a conversation with three of the film’s protagonists, including CWRU senior Imani Scruggs. The following evening, activist and scholar Angela Y. Davis, PhD, inspired the audience with a keynote address. “We have to learn to say what we want,” challenged Davis, “even if we believe it is impossible to achieve at the moment, because if we do not indicate what we want, we ultimately forget what our aspirations were.”



Activist and scholar Angela Y. Davis inspired a standing-room only crowd with a dynamic keynote address during the Think Tank event.



Julia Shearson, executive director of the Council on American-Islamic Relations of Cleveland, challenged the audience with a call to action during her Think Tank address.

During the event, three plenary sessions were held and featured local and national presenters. The wide-ranging conversations during the event examined such topics as empathy and business ethics, the impact of immigration policies, the successes and challenges of grassroots campaigns to challenge inequality in the criminal justice system, Black Lives Matter, LGBTQ marriage equality and racial justice.

The New York-based Chilean hip-hop group Rebel Diaz closed the conference with music and poignant messages addressing issues of urban displacement, racial and class inequality, global development and community power.

Think Tank 2015 was presented with the support of the public service organization ideastream, Ndeda N. Letson, Sisters of Charity Foundation, LGBT Community Center of Greater Cleveland, Olivet Institutional Baptist Church,

Church of the Covenant, the Beamer-Schneider Professorship in Ethics, CWRU’s Office for Inclusion, Diversity and Equal Opportunity, Office for Multicultural Affairs, President’s Advisory Council on Minorities and the Schubert Center for Child Studies.

“The African American Society was inspired by the life and legacy of Louis Stokes.”

Makela Hayford, *Vice President,*
African American Society

AFRICAN AMERICAN SOCIETY HONORS CONGRESSMAN LOUIS STOKES

The CWRU African American Society student organization presented a posthumous Lifetime Achievement Award to the late Congressman Louis Stokes during its 42nd Ebony Ball, held in December 2015.



*Congressman
Louis Stokes*

The Lifetime Achievement Award was the first of its kind for the student group and was given to recognize Stokes' significant contributions to the university and Cleveland during his lifetime. Stokes passed away in August 2015 at the age of 90. His daughter, Lori Stokes, accepted the award at the Ebony Ball on behalf of the family.

“The African American Society was inspired by the life and legacy of Louis Stokes to the extent that we decided to present him with our inaugural African American Society Lifetime Achievement Award,” said Makela Hayford, vice president of the student group.

Stokes was Ohio's first African-American congressman and a CWRU alumnus and faculty member. He served three decades in the U.S. Congress and was a strong advocate for equal rights. In addition, he helped secured millions for CWRU for medical research and other initiatives. The university's biomedical research building and related projects was renamed the Louis Stokes Health Sciences Center in 2012. In addition, at the university's Jack, Joseph and Morton Mandel School of Applied Social Sciences, where Stokes taught, he designed the Louis Stokes Fellowship program for African American and Hispanic professionals. In 2007, the university partnered with the Congressional Black Caucus Foundation to create a scholarship in the congressman's name for economically and/or educationally disadvantaged students.

Pictured here are (left to right), CWRU Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD; Lori Stokes, daughter of Stokes; President of CWRU's African American Society Lacie Parham; University President Barbara R. Snyder; Jeanette (Jay) Stokes, Stokes' wife; Vice President of the African American Society Makela Hayford; Stokes family member Brent Hammond; and D'Metrius Grier, CWRU student and member of the African American Society.



CWRU SENIOR RECEIVES NATIONAL DIALOGUE AWARD



Case Western Reserve University Senior Brittany Chung was recognized for her contributions in promoting dialogue on diversity and inclusion issues and cross cultural understanding on campus by the Sustained Dialogue Campus Network during an awards program in Washington, DC in October 2015.

Chung, a chemistry and history major, was a member of the 2013 steering committee that explored bringing the Sustained Dialogue program to campus and was a student moderator when the program was implemented in 2014. The program promotes campus engagement and cross-cultural dialogue and provides participants with an opportunity to make positive changes on campus. Participants meet weekly to discuss their experiences on campus and diversity and inclusion issues.

CWRU RECEIVES NATIONAL DIVERSITY AWARD

Case Western Reserve University was the recipient of the 2015 Higher Education Excellence in Diversity (HEED) award from the national magazine, *Insight Into Diversity*. The university has received the award for four consecutive years.

In 2015, CWRU was one of 92 colleges and universities across the country to be honored with the national award. Institutions receiving the award are chosen based on their commitment to diversity and inclusion, exemplary diversity initiatives and for their inclusion of all aspects of diversity in their programming.

Pictured are INSIGHT Into Diversity magazine publisher Lenore Pearlstein; Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD; national journalist Maria Hinojosa; and University President Barbara R. Snyder. The award was presented to President Snyder at Hinojosa's Power of Diversity Lecture in October 2015.



"I decided to apply to be a part of the commission because I wanted to help bridge the cultural gap between the Cleveland Division of Police and marginalized youth in the community."

Amanda King, *CWRU law student and member of Cleveland's Community Police Commission*

CWRU STAFF & FACULTY WORK TO IMPROVE POLICE/COMMUNITY RELATIONS

Three members of the Case Western Reserve University campus community are involved in efforts to improve police and community relations in Cleveland.



Gabriella Celeste, JD, director of child policy at CWRU's Schubert Center for Child Studies and co-director of the Childhood Studies Program, in July 2015 was named to the panel charged with selecting 10 at-large members of Cleveland's newly created Community Police Commission. The commission was created after the release of a U.S. Justice Department report, which concluded that the Cleveland Division of Police often used excessive and unnecessary force.



Rhonda Y. Williams, PhD, associate professor in the Department of History and founder and director of the Social Justice Institute, was selected to serve on the Community Police Commission. The commission will make recommendations on policies and practices. Williams has been involved in the Cleveland group, Community Coalition Concerned for Black Lives, and has been a local and national speaker on race-related issues.



Amanda King, Cleveland native and second-year CWRU law student, was also appointed to the Community Police Commission. "I decided to apply to be part of the commission because I wanted to help bridge the cultural gap between the Cleveland Division of Police and marginalized youth in the community," King said.

COLLEGE OF ARTS & SCIENCES EXPANDS SAGES FELLOWS PROGRAM

With support from the Cleveland Foundation, the CWRU College of Arts and Sciences has expanded the Anisfield-Wolf SAGES Fellows program, whose mission is to foster students' understanding of racism and their appreciation of the rich diversity of human cultures. The inaugural fellow, **Lisa Nielson, PhD**, has taught in SAGES (the Seminar Approach to General Education and Scholarship) since 2011. She holds a doctorate in historical musicology. She will be joined by **Kaysha Corinealdi, PhD**, who holds a doctorate in history.

“The School of Dental Medicine’s core values are: collegiality; a culture of inquiry; diversity; innovation; integrity; and responsible stewardship.”

Dentistry is just the beginning, School of Dental Medicine website

SCHOOL OF DENTAL MEDICINE WELCOMES DIVERSE CLASS

In 2014–2015, the School of Dental Medicine welcomed one of its most diverse freshman classes in recent decades. Of the 75 first-year dental students, seven self-identified as African Americans and seven as Hispanic/Latino. In addition, the school held a welcome dinner for new students of color. University President Barbara R. Snyder attended the event along with Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, and School of Dental Medicine Dean Kenneth B. Chance, DDS.

WILLIAMS NAMED DIRECTOR OF DIVERSITY FOR CWRU’S DENTAL SCHOOL



Kristin A. Williams, DDS, has been named Director of Diversity for the School of Dental Medicine. As part of her duties, Williams will advocate on behalf of diverse students, staff and faculty. Williams, who is an assistant professor in the school, will also chair the newly formed Diversity Committee.

The CWRU School of Dental Medicine, in conjunction with the Greater Cleveland Dental Society, participates each February in the national Give Kids A Smile Day. Local elementary students receive free dental care as well as t-shirts, toothbrushes and dental health information. About 300 youngsters receive dental care each year. Pictured are young patients from the 2015 event.



“The research mission is being accomplished. New frontiers continue to be conquered. The educational mission also continues to change lives and the nation.”

Center for Layered Polymeric Systems NSF
Science and Technology Center Program statement

SCHOOL OF ENGINEERING PROGRAM INCREASES DIVERSITY IN STEM FIELDS

The School of Engineering Envoys program continues to be a successful pipeline initiative, enabling local high school females and students of color from underperforming schools to matriculate and pursue degrees in Science, Technology, Engineering and Math fields (STEM).

The program was developed at Case Western Reserve University as part of the National Science Foundation (NSF) and Technology Center for Layered Polymeric Systems (CLiPS). It engages students from the Cleveland school district by exposing them to science and engineering experiences, pairing them with graduate students and involving students in laboratory research. Students in the Envoys program also receive instruction in science and chemistry, writing, math, time management skills and ACT/SAT preparation.

When the program started in 2006, the goal was to have 50% of participants complete the program, attend college and major in a STEM field. The program has exceeded that goal with 100% of program graduates having enrolled in college and 85% majoring in a STEM field.

In addition, 50% of program participants are women and 93% are members of an under-represented group. In total, 83 students have enrolled in the program since its start and 22 students are currently enrolled.

CWRU leaders in macromolecular science and engineering are working with others at the university to establish funding to continue the Envoys program beyond funding provided by NSF.

Students and faculty listen to CLiPS research presentation during a technical symposium held in October 2015 at West Virginia State. The annual symposium is held at a CLiPS historically black college or university affiliate and encourages faculty and students there to apply for summer research positions at CWRU.



“One of the biggest challenges in higher education is the lack of diversity in the professoriate in STEM fields. The AGEP grant helps institutions address the current lack.”

Marilyn S. Mobley, PhD, *Vice President for Inclusion,
Diversity and Equal Opportunity*


SCHOOL OF GRADUATE STUDIES ALLIANCE LEADS STEM DIVERSITY PROGRAM

Case Western Reserve University, in conjunction with six Ohio universities, is working to increase the number of students of color that earn doctoral degrees in Science, Technology, Engineering and Math (STEM) fields and go on to enter the professoriate.

CWRU’s School of Graduate Studies formed the Northern Ohio AGEP Alliance (NOA-AGEP) with six other universities to seek grant funding through the National Science Foundation’s Alliances for Graduate Education and the Professoriate (NSF AGEP) program. The alliance was awarded a \$3.7 million grant and began its work in October 2015. It will work to develop, implement and study a model to improve underrepresented students participation, preparation and success in STEM graduate education and to prepare students to enter the professoriate.

The NOA-AGEP partnership consists of CWRU, Bowling Green State University, Cleveland State University, Kent State University, University of Akron, University of Toledo and Youngstown State University. CWRU Vice Provost and Dean of Graduate Studies Charles E. Rozek, PhD, is the grant’s principal investigator and Deputy Provost Lynn Singer, PhD, and Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, are co-principal investigators.

“One of the biggest challenges in higher education is the lack of diversity in the professoriate in STEM fields,” Mobley said. “The AGEP grant helps institutions address the current lack.”



Dr. Freeman A. Hrabowski, III, president of the University of Maryland, Baltimore County and advocate for increasing diversity in STEM fields, addressed the audience during a national symposium that focused, in part, on efforts to increase the number of students of color pursuing degrees and careers in STEM fields. The 2014 event was held on the CWRU campus.

“The annual diversity lecture shows current and prospective students that the Law School is committed to improving the school’s culture as it pertains to diversity.”

Ruqaijah Yearby, professor of Law and co-chair of the School of Law Diversity Committee

LAW SCHOOL CREATES ANNUAL DIVERSITY EVENT

In response to students’ feedback and suggestions, the Case Western Reserve University School of Law held its first Annual Diversity Lecture in March 2015. Students of color suggested an annual event as a way of helping to improve the culture at the school and making it more welcoming to students of color.

The diversity lecture was held during the weekend when admitted law school students visited the campus. The first diversity lecture featured attorney Patricia Motta, who is assistant general counsel and chief intellectual property counsel at American Greetings Corporation in Brooklyn, Ohio. Motta is the daughter of immigrants and a board member of Esperanza, a Cleveland organization that provides education support and scholarships to Northeast Ohio Hispanic students and their families. About 60 faculty, staff, alumni and current and admitted students attended the lecture. “The annual diversity lecture shows current and prospective students that the school is committed to improving the law school’s culture as it pertains to diversity,” said Ruqaijah Yearby, JD, professor of law and co-chair of the school’s Diversity Committee.



Executive Board members of the CWRU Black Law Students Association.

DIVERSITY COUNCIL PROVIDES VOICE FOR LAW STUDENTS

Students of color in the Law School had an opportunity to provide feedback and suggestions on diversity issues as members of the newly formed Diversity Student Council. The council provided a safe place for students to voice concerns and discuss diversity-related issues, said Ruqaijah Yearby, professor of law and co-chair of the school’s Diversity Committee.

Representatives from six law school student cultural organizations served on the council: the Asian Pacific American Law Students’ Association, the Black Law Students Association, the Hispanic Law Students Association, the Lambda Law Students Association, the South Asian Law Students Association and the Women’s Law Association. In 2015, the Diversity Student Council was absorbed into the law school’s Diversity Committee and student representatives now serve on subcommittees of the group.

“Our strategic action plan recognizes that [a reduction in healthcare disparities] can only be fulfilled through the inclusion of individuals with diverse backgrounds, perspectives and experiences”

Sana Loue, PhD, *School of Medicine Vice Dean for Faculty Development and Diversity*

SCHOOL OF MEDICINE ADOPTS DIVERSITY PLAN

The School of Medicine has adopted a five-year diversity strategic action plan aimed at increasing diversity at all levels of the school and creating a culture that celebrates diversity. The plan began in January 2015 and runs through December 2020. The plan was developed with the input of faculty, staff and students.

Progress has already been made towards fulfilling goals outlined in the plan, including diversifying search committees and creating a professional development program for underrepresented faculty in the school.

“Our strategic action plan recognizes that [a reduction in healthcare disparities] can only be fulfilled through the inclusion of individuals with diverse backgrounds, perspectives and experiences,” said Sana Loue, PhD, vice dean, faculty development and diversity in the school.

WORKSHOP PROMOTES DIVERSITY IN RESEARCH

Now in its second year, the School of Medicine’s Diversity in Research workshop is helping to promote the need and importance of diversity in research. The two-hour workshop is offered four times a year and provides researchers across campus with information and skills needed to increase the diversity of their research participants and research teams. The workshop is a collaborative initiative between the School of Medicine, the university’s Office of Research Administration and the Office for Inclusion, Diversity and Equal Opportunity.



The workshop covers such topics as the need for diversity among research staff and faculty, unconscious bias and microaggressions, benefits of diversity in research and recruitment strategies to secure diverse research participants.

The school also provides workshops and events for students. Here, first year students participate in a “live” exercise to simulate a pandemic situation. In this annual event, students take on the roles of local government, schools, health workers, media and others to handle the crisis.

“The leadership roundtable is one of a series of executive education programs designed to enable and empower women to become inspiring agents of change in their workplaces and beyond.”

Diana Bilimoria, PhD, *KeyBank professor and chair,
Department of Organizational Behavior*

WEATHERHEAD SCHOOL OF MANAGEMENT ROUNDTABLE FOCUSES ON LEADERSHIP SKILLS FOR WOMEN

A new Weatherhead School of Management event is helping women develop leadership skills and transform their workplaces. The “Women in Leadership: Transforming Ourselves and Our Organizations” roundtable enables women at Case Western Reserve University and alumni to discuss and learn about leadership issues from top local female executives.

The first “Women in Leadership” roundtable was held on campus in October 2015 during Homecoming/Reunion Weekend. Nearly 70 individuals participated in the two-hour program. Moderated by Diana Bilimoria, PhD, CWRU’s KeyBank professor and chair of the Department of Organizational Behavior, the roundtable included female executives that met with women in small groups to discuss leadership issues and strategies for making organizations more inclusive.

“The leadership roundtable is one of a series of executive education programs designed to enable and empower women to become inspiring agents of change in their workplaces and beyond,” said Bilimoria.

Women executives who participated in the roundtable represented such companies as KeyCorp, University Hospitals, Sherwin-Williams, Keithley Instruments and nonprofits such as The Children’s Museum of Cleveland, Cleveland Metroparks and the Cleveland Botanical Garden.



CWRU alumna Patricia Ramsey (left) attended the roundtable as did Diane McDaniel (right), who is a CWRU alumna and retired Cleveland Metroparks vice president.



During the roundtable, Susan Mucciarone, director of Private Client Relationship Management and Managing Director at The Glenmede Trust Company, NE, left, talks to Kathy Overbeke, a coach in the Weatherhead Executive Education program.

“Hospitals serve people of all races and ethnic backgrounds, and more nurses from underrepresented groups ... are needed to reflect the patient population.”

Elizabeth Madigan, associate dean for academic affairs at CWRU's Frances Payne Bolton School of Nursing – press release statement

NEW INITIATIVE AIMS TO INCREASE STUDENTS OF COLOR IN NURSING PHD PROGRAM

Case Western Reserve University has received a five-year, \$1.7 million grant from the National Institutes of Health to prepare 20 African American and Hispanic nurses to conduct research and pursue PhDs at the university's Frances Payne Bolton School of Nursing.

The Bridges to the Doctorate program will allow students in master's of science of nursing programs at Ursuline College (located in a suburb of Cleveland) and Cleveland State University to enroll in the PhD nursing program. It also will provide mentors and financial assistance.



“Hospitals serve people of all races and ethnic backgrounds, and more nurses from underrepresented groups ... are needed to reflect the patient population,” said Elizabeth Madigan, associate dean for academic affairs at CWRU's School of Nursing in a written statement.

MSASS GROUPS FOCUS ON AGE & SPIRITUAL ISSUES

Two new Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) student organizations are highlighting issues related to aging and spirituality. The Older Case Cohort at Mandel (OCCAM) focuses on aging issues of concern while Spirituality in Social Work explores

the role of religion and spirituality in the social work profession.

Last spring, OCCAM, presented a panel discussion entitled “Working with, Living with, Loving and Respecting the Older People in Your Life.” In the fall, the group sponsored a screening and discussion on the movie “Gen Silent,” a documentary that focuses on the lives of six LGBT seniors in the long-term health care system.



Clevelander Belle Likover, 95, was a guest speaker at an OCCAM event. Likover has been advocating for seniors for more than 50 years. She was named Distinguished Alumni by MSASS in 2002.

BY THE NUMBERS

15%

of the fall 2015 undergraduate population are members of underrepresented racial groups as is 12% of the graduate and professional student population.

113

staff and faculty have graduated from the Office for Inclusion, Diversity and Equal Opportunity's highly acclaimed diversity education program, Train the Champion, since its inception in 2011.



Students enjoy mingling with one another at the 2015 Multicultural Welcome Reception. The event attracts about 100 students, staff and faculty each year.

\$18 million

(28%) of the \$65 million in contracts related to major construction and renovation projects at the university was awarded to minority- and women-owned businesses in the 2014-2015 fiscal year.

2,677

administrators, students, faculty and staff completed the Diversity 360 program during fall 2015 — the first semester the comprehensive, diversity education program was offered.

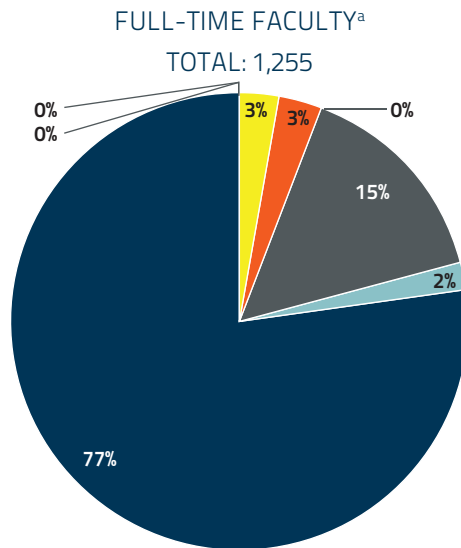
50

states and 86 countries are represented in the CWRU 2015 fall undergraduate, graduate & professional student population.

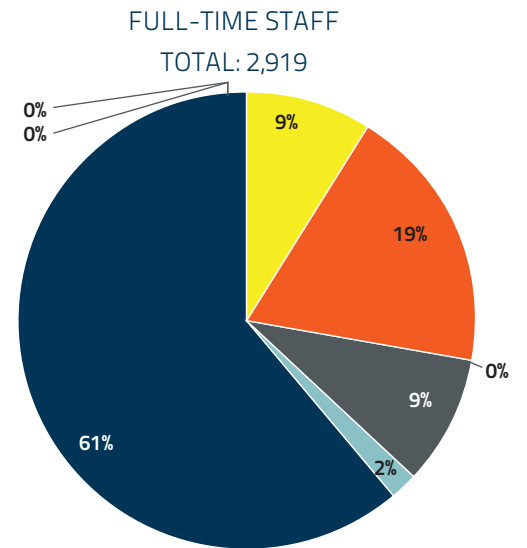
4

is the rating CWRU received (out of a possible 5) from the LGBT Friendly Campus Climate/Pride Index. The national index rates campuses on their environment and policies related to the Lesbian Gay Bisexual Transgender community.

DEMOGRAPHIC
SNAPSHOT

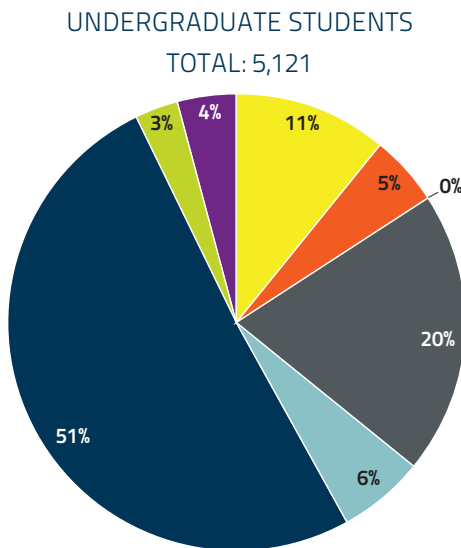


MALE: 778 FEMALE: 477

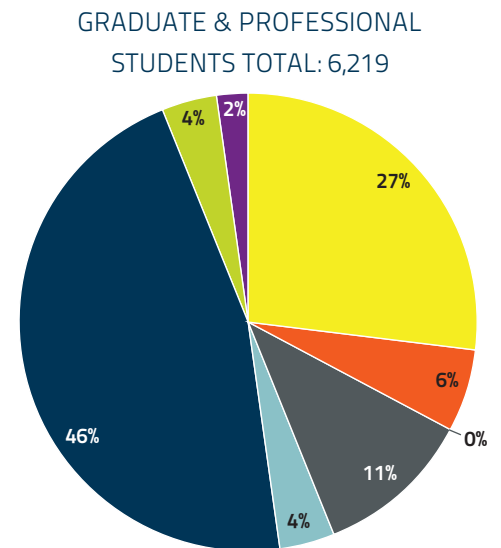


MALE: 1,169 FEMALE: 1,750

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



MALE: 2,819 FEMALE: 2,302



MALE: 2,887 FEMALE: 3,332

^a Numbers include only those faculty who are university employees

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

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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.