

2016 annual diversity report

OFFICE FOR INCLUSION, DIVERSITY
AND EQUAL OPPORTUNITY



advancing
inclusion
and
diversity



Featured on the cover:

Lisa Nielson, PhD, is interim director, Flora Stone Mather Center for Women and the university's first Anisfield-Wolf SAGES Fellow. She is also a CWRU lecturer in music; Jamie Linn is manager of Greek Residential Programs and the Culture of Care. The goal of the Culture of Care Institute is to help individuals understand the complexity of care and learn how to implement these concepts to critically analyze and address personal, organizational, and systematic issues on campus and in organizations; and Nichelle Ruffin, a first-year CWRU medical student, who was the university's first recipient of the Joan C. Edwards Charitable Foundation's Health Professions Pipeline Program scholarship, which covered undergraduate tuition and other expenses as well as four years of tuition at the CWRU School of Medicine.

Credits: Cover photo by Russell Lee. Other photos by Russell Lee, Eric Benson, Daniel Milner and Randall Blackford.

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



The outstanding dedication, creativity and enthusiasm of the Case Western Reserve University community to engage in activities and programs to advance diversity, inclusion, and equal opportunity across our campus continues to impress me. This 2016 Annual Diversity Report includes new initiatives as well as our progress and success with ongoing programs. While we still have more work to do, I am pleased to share achievements from the last year from a university community that both inspires me and makes me proud.

For example, the student group #webelonghere presented us with an exceptional idea to name a new residence hall in honor of the late Congresswoman Stephanie Tubbs Jones, a beloved double alumna and dear friend to the university. During Homecoming weekend, we had a ribbon cutting ceremony to dedicate the Stephanie Tubbs Jones Residence Hall. We accepted a recommendation from a Sustained Dialogue staff group to include Sustained Dialogue in our wellness program because it encourages positive relationships among colleagues and improves communication. An interdisciplinary group of esteemed faculty members

is leading a group of research universities in Ohio and Pennsylvania with the critically important task of increasing the numbers of women and women of color who hold leadership positions in STEM fields. Two of our medical students created the LGBTQ+ Patient Advocacy Program to prepare our medical students to deliver culturally-aware care to LGBTQ+ patients.

These are just a sample of initiatives that our Office for Inclusion, Diversity and Equal Opportunity fosters across Case Western Reserve. In this report, you will learn more about ongoing and new programs. Once again, I am tremendously grateful to our campus community for their unwavering commitment to advancing diversity and inclusion at Case Western Reserve.

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



This year's annual report provides a window into our campus from multiple perspectives. It reveals that the work of advancing diversity, inclusion, and equity is robust, collaborative, and extensive at Case Western Reserve. In this report there is clear evidence of greater participation across the campus in this work than ever before, and it bodes well for the transformation we seek at Case Western Reserve.

On these pages, you will see that this greater participation translates into greater engagement. Within the eight schools, there are new programs, new initiatives, and success stories that document what happens when individuals move beyond talking about diversity and engage in action that creates opportunities for other voices to be at the table to contribute to the work. There is evidence in this report, moreover, that deans, faculty, students, and staff are all becoming more engaged in putting words into meaningful action to demonstrate their commitment to diversity and inclusion in multiple ways. From one school to another, from one student group to another, from one program to another, it is clear that the work of transformation takes time, but it is well underway in ways that we can celebrate.

All of the stories in this report are evidence that the work of diversity and inclusion are not solely located in the Office for Inclusion, Diversity and Equal Opportunity (OIDEO). Instead, we have grown the footprint of the OIDEO by reaching out to our colleagues across the campus to work together to be the campus we aspire to be. Never has this work been more important. We will continue to bring strategic leadership to our campus community. We celebrate what we have achieved over the past year and we return to the work, fully cognizant that there is so much more to do.

With warmest regards,

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

“Having close relationships at work has been found to positively affect employee retention, safety, work quality and engagement,” said CWRU Medical Director **Elizabeth R. Click**, who oversees the Wellness Program.

DIVERSITY DIALOGUE PROGRAM DESIGNATED AS A UNIVERSITY WELLNESS ACTIVITY

The Case Western Reserve University Sustained Dialogue program has been designated as an eligible health activity under the university’s Wellness Program. Under the program, faculty and staff who complete a required health screening and forms receive a discount on their monthly healthcare premium costs and can receive \$100 for each wellness program they complete, up to \$200. Qualified wellness programs include nutrition/weight management sessions, exercise and stress management classes and now the Sustained Dialogue (SD) program.

Under SD, faculty/staff and student groups meet weekly to discuss campus and diversity issues. The groups then recommend ways to improve the campus experience. It was a 2015–2016 staff/faculty dialogue group that recommended that SD be included in the wellness program. In recommending SD, the group stressed that it promotes close work relationships and improves cross-cultural communication.

Members of the staff Sustained Dialogue group that recommended the program be designated a campus wellness activity include Greg Harris, assistant dean, Undergraduate Studies; Betsy Banks, director, Center for Civic Engagement and Learning; Diana Fox, director, Postdoctoral Affairs; Naomi Sigg, director, Office of Multicultural Affairs; John Killings, associate director of Multicultural Leadership and Programming, Office of Multicultural Affairs; (front row) Liz Roccoforte, director, LGBT Center; Keimei Sugiyama, PhD candidate in Organizational Behavior, Weatherhead School of Management; and Ali Martin Scoufield, Title IX investigator.



“Data continues to demonstrate barriers and biases in academia for women in science – barriers we are addressing through working together across institutions,” said **Lynn Singer, PhD**, principal investigator of the project and CWRU deputy provost and vice president for academic affairs.

CWRU LEADS EFFORT TO PROMOTE AND INCREASE GENDER EQUALITY IN STEM FIELDS

Case Western Reserve University is leading an effort among research universities in Ohio and Pennsylvania to promote gender equality in academic science and engineering disciplines. The Institutions Developing Excellence in Academic Leadership-National (IDEAL-N) project builds a learning community among 10 institutions that work to create knowledge about, share, develop and evaluate sustainable tools, practices and policies to increase the number of female faculty and female faculty of color in academic leadership positions in STEM disciplines.

The program is funded by a three-year, \$750,000 National Science Foundation grant. As the lead in the project, CWRU aims to promote leadership advancement among women faculty in the university and across the region. In addition, it will develop a study to understand barriers to women’s advancement in STEM and a Gender Equity Index that institutions can use for assessment.

IDEAL-N RESEARCH INSTITUTIONS

NORTHEAST OHIO CLUSTER

CASE WESTERN RESERVE UNIVERSITY
BOWLING GREEN STATE UNIVERSITY
CLEVELAND STATE UNIVERSITY
KENT STATE UNIVERSITY
UNIVERSITY OF AKRON
UNIVERSITY OF TOLEDO

PENNSYLVANIA CLUSTER

CARNEGIE MELLON UNIVERSITY
DUQUESNE UNIVERSITY
INDIANA UNIVERSITY OF PENNSYLVANIA
UNIVERSITY OF PITTSBURGH



Members of the CWRU IDEAL-N team include (front) Donna Davis Reddix, JD, faculty diversity officer; Donald L. Feke, vice provost for undergraduate education, Distinguished University Professor and professor of chemical engineering; Diana Bilimoria, PhD, co-principal investigator and KeyBank Professor and chair, Department of Organizational Behavior, Weatherhead School of Management; Susan Hinze, PhD, associate professor of sociology and women’s studies and gender studies; Lynn Singer, PhD, principal investigator of the project and deputy provost and vice president for academic affairs and professor of epidemiology and biostatistics, pediatrics, psychiatry and psychology; and Heather Burton, PhD, IDEAL-N project director. Also part of the team but not pictured is Clare Rimnac, PhD, Wilbert J. Austin Professor of Engineering and associate dean of research.

“We have often looked to the life and legacy of Stephanie Tubbs Jones as a source of guidance and inspiration,” said CWRU Senior **Makela Hayford**, a member of the #webelonghere student group.

RESIDENCE HALL HONORS ALUMNA AND U.S. CONGRESSWOMAN STEPHANIE TUBBS JONES

A Case Western Reserve University residence hall has been named in honor of double alumna and U.S. Congresswoman Stephanie Tubbs Jones, thanks to the work of the CWRU student group, #webelonghere. The student group asked the administration to name a residence hall in Tubbs Jones' honor. The recommendation was reviewed and unanimously approved by the CWRU Board of Trustees.

“We are thrilled that the [residence hall] will celebrate her legacy and be a place that students call home,” said CWRU Senior Makela Hayford, a member of the #webelonghere group.

The hall opened in fall 2015 and was officially named the Stephanie Tubbs Jones Residence Hall in fall 2016. While a student at CWRU, Tubbs established the first African American student group on campus. She went on to become the first African American woman to represent Ohio in the U.S. Congress. During her lifetime, Tubbs Jones made significant contributions to CWRU and Cleveland. She died in August 2008 after suffering a brain aneurysm.

A ribbon-cutting ceremony was held in fall 2016 and included remarks from Cleveland Mayor Frank Jackson; Tubbs Jones' son, Mervyn Jones II (pictured with his daughter Stephanie); CWRU President Barbara R. Snyder; Linda Sharpe-Taylor, president of CWRU's African-American Alumni Association; and Makela Hayford, president of the African American Society and a member of #webelonghere, the student group that proposed naming the residence hall in Tubbs Jones' honor.



“Participants had increased knowledge about campus resources...and a sense of belonging,” said **Edwin Mayes**, director of First Year Experience and Family Programs.

MENTORING PROGRAM IMPROVES ACADEMIC ACHIEVEMENT

A mentoring program that pairs first-year Case Western Reserve University students with returning students is having a positive impact on retention rates and student achievement.

The retention rate for students in the Collegiate Connections Mentoring Program was 92% in 2013, compared to 87% for African American and Latino students not in the program. In 2015, the retention rate was 100% for participants compared to 78% for nonparticipants. In addition, the average grade point average of participants and nonparticipants was 3.0 in 2013 but by 2015 the average GPA for participants had risen slightly to 3.1, compared to 3.0 for nonparticipants.

“Program assessment also shows that participants had increased knowledge about campus resources, made new friends and had a sense of belonging,” said Edwin Mayes, director of First Year Experience and Family Programs.

The program is a collaboration between First Year Experience, the Office of the Vice President for Student Affairs and the Office of Multicultural Affairs.

The mentoring program began as a pilot in 2012 with 15 first-year Latino/a students. The success of the pilot resulted in the program being implemented and expanded to accommodate 60 students of color, including African American, Latino/a, Pacific Islander and American Indian students.

The program matches first-year students of color with mentors that help them make the transition to college and provide them with academic, social and professional support. Mentors spend at least 10 hours a month with their mentees and are compensated for their participation.

First-year students in the fall 2016 Collegiate Connections Mentoring Program



“The staff presented to international guests information about center policies and partnerships... designed to support and empower women,” said **Heather Clayton Terry**, the center’s associate director for Women in Science and Engineering and Women in Science & Engineering Roundtable (WISER) student advisor.

LEARNING FROM ONE ANOTHER: CENTER FOR WOMEN HOSTS INTERNATIONAL WOMEN ADVOCATES

The Case Western Reserve University Flora Stone Mather Center for Women in April 2016 hosted international visitors from the Near East and North Africa. The visitors were in Ohio to participate in the Cleveland Council on World Affairs project entitled “Women’s Innovations in Science and Entrepreneurship.” Following the council project, the visitors came to campus to learn about services and advocacy efforts the Center for Women provides to female students, staff and faculty.

Center for Women staff presented to the international guests center policies and partnerships across campus and in the community designed to support women. In addition, there was time for



dialogue among center staff and visitors. The group shared experiences working for or being associated with women’s centers in educational institutions in the Near East and North Africa.

Visitors were invited to the United States under the auspices of the Department of State’s International Visitor Leadership Program.

NEW WOMEN OF COLOR SERIES FOCUSES ON SUPPORTING AN INCLUSIVE, GENDER EQUITY MOVEMENT

The Flora Stone Mather Center for Women hosted a new series focused on women of color during the 2015–2016 academic year. The Women of Color Series is an initiative open to members of the CWRU community, regardless of gender, who are interested in advocating for intersectional feminism and equity for all women. The series is dedicated to dialogue, inclusion and advocacy for marginalized women who identify as women of color based on their race and/or ethnicity. The series focuses on identifying ways to learn and grow in perspectives to ensure that all are supporting a more inclusive, gender equity movement. The spring 2016 series included two programs open to the entire CWRU community: “Women’s Empowerment for All Women: Conversations on Building Inclusivity” and “Debunking Cultural Bias: What Does an Intersectional Movement Look Like.” The series also included an intergenerational mentoring circle for women of color. It is a partnership between the center, the Social Justice Institute, Office of Multicultural Affairs and the Office for Inclusion, Diversity and Equal Opportunity.

“The new program provides School of Medicine students with skills to become culturally aware and well-informed practitioners for LGBTQ+ patients,” said **Liz Roccoforte**, director, CWRU LGBT Center.

CWRU MEDICAL STUDENTS CREATE LGBTQ+ PATIENT ADVOCACY PROGRAM

Two Case Western Reserve University medical students, Eric Chen, MD candidate, class of 2019; and Uriel Kim, MD/PhD candidate, entering class of 2019, have created the “LGBTQ+ Patient Advocacy Program,” aimed at preparing CWRU School of Medicine students with the skills to become adept practitioners who are able to deliver culturally-aware and well-informed care to LGBTQ+ patients. The program builds on the School of Medicine’s curriculum and efforts to produce culturally sensitive physicians.



Uriel Kim



Eric Chen

At the conclusion of the program, students receive Caduceus Lapel Pins, which indicate that they are LGBTQ+ allies in healthcare and have completed the rigorous and comprehensive LGBTQ+ patient program. The program is a collaborative between the CWRU LGBT Center and the Flora Stone Mather Center for Women.

POWER OF DIVERSITY LECTURE SERIES BRINGS DIVERSITY LEADERS TO CAMPUS

The Office for Inclusion, Diversity and Equal Opportunity 2015-2016 Power of Diversity Lecture Series featured national journalists Mark Lamont Hill, PhD, and Ray Suarez. Hill, a political



Mark Lamont Hill, PhD



Ray Suarez

commentator, professor and author urged students to use their voices to impact change on campus and in the nation.

Suarez’s appearance was part of the campus’ Hispanic Heritage Month events. He is an author and former host of NPR’s *Talk of the Nation* and the *PBS Newshour*. On campus, he gave a historical perspective on Latinos and Hispanics in America and discussed current issues of concern for these communities.

The lunch series features CWRU faculty members that present their social justice-related research and findings.

LUNCH SERIES HIGHLIGHTS SOCIAL ISSUES OF CONCERN

The Case Western Reserve Social Justice Institute continues to highlight social justice research and provide space for compelling conversations through its research lunch series. The monthly series features CWRU faculty members that present their social justice-related research and findings. Speakers come from multiple disciplines across the campus including sociology, law, engineering, political science, bioethics, history, social work and nursing. The 2015-2016 series featured presentations by Sana Loue, PhD, professor of bioethics, epidemiology and biostatistics, and psychiatry and vice dean for faculty development and diversity (*Disparities in Mental Health and Access to Care*); Mary Patrice Erdmans, PhD, professor of sociology (*Blaming, Shaming and Explaining Teen Moms*); and Gabriella Celeste, policy director and adjunct assistant professor of Anthropology and co-director of the CWRU Childhood Studies Program (*Schools Push Out and the Criminalization of Childhood*).

In addition, the series provides an opportunity for faculty members, graduate students and undergraduate students who receive fellowships for social justice research to present their findings. The series was established in 2014.

SOCIAL JUSTICE INSTITUTE SUPPORTS STUDENT GROUPS

The Social Justice Institute (SJI) has designated ten CWRU student organizations as SJI-Supported Student Groups. The new initiative provides groups with an orientation, logistical and program assistance and increased access to SJI Leadership Team members and community activists. In addition, groups' events are publicized to more than 2,000 social justice supporters on campus and throughout the Greater Cleveland area. The initiative helps the SJI realize its strategic vision goal of increasing student engagement.



Members of the
National Alliance of
Mental Illness.

Current SJI-supported CWRU student groups are the Advocates for Cleveland Health, American Constitution Society, Design for America, Distressed Children's & Infants International, Feminist Collective, Global Medical Brigades, National Alliance of Mental Illness, Radical Student Union, Sexual Assault and Violence Educators and the Science and Human Rights Coalition.

U Tech promotes retention by encouraging and supporting education and professional development opportunities.

U TECH DIVISION REPORTS SUCCESS IN DIVERSIFYING ITS STAFF

Recognizing that females and people of color are traditionally underrepresented in the Information Technology profession, Case Western Reserve University's Tech (U Tech) Division has created and/or supports a number of initiatives aimed at recruiting and retaining staff from underrepresented groups.

The division reported that of its senior leadership team (7 individuals), 57% are female and 14% are African Americans. Among its 114 staff members, people of color made up 16%.

The division promotes retention by encouraging and supporting education and professional development sessions and training for senior leaders, managers and staff. In addition, U Tech continues to support its Women in Technology Professional Development group, which provides support, mentoring and training for female staff members.

COLLEGE OF ARTS & SCIENCES COLLABORATION ASSISTS COMMUNITY COLLEGE STUDENTS

The Cleveland Humanities Collaborative, located in the CWRU College of Arts and Sciences, welcomed its first cohort of students into a new college transfer program for community college students in summer 2016. The program offers a transfer pathway for Cuyahoga Community College (Tri-C) graduates who want to earn a bachelor's degree in the humanities at CWRU. The program promotes diversity by attracting non-traditional students and students of color to CWRU. Under the program, faculty from both institutions collaborate on workshops and projects.

For example, CWRU's annual Martin Luther King Jr. Reflection Competition is now open to students, staff and faculty at both CWRU and Tri-C. Four community college program students are currently enrolled at CWRU and 12 more are slated to apply for admission to the university in 2017. The transfer program is funded by a grant from The Andrew W. Mellon Foundation.

CWRU Department of Religious Studies Associate Professor Joy Bostic, PhD, and recent CWRU graduate Gabrielle Buffington (left) assisted with gallery talks at the Cleveland Museum of Art during a spring 2016 Cleveland Humanities Collaborative event. During the event, students from CWRU and Tri-C assisted with gallery talks.



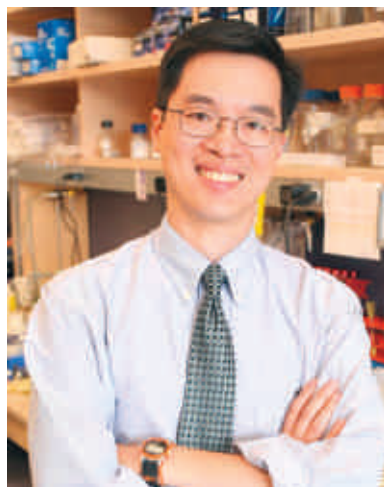
“The LGBT Dialogue Series provides a forum for the exchange of ideas and sharing experiences...,” said **Sana Loue, JD, PhD** professor of bioethics and vice dean, faculty development and diversity.

SCHOOL OF MEDICINE SERIES FOCUSES ON LGBT ISSUES

The Case Western Reserve University School of Medicine has established the Louis J. Novak and Charles D. Angove LGBT Dialogue Series. The dialogue series consists of events designed to explore and celebrate the diversity of issues, interests and accomplishments of the LGBT community. The events will offer an opportunity to explore the many aspects of LGBT education, mental health, spiritual health, social health, health care access, career development and mentoring. The first event of the series, held in fall 2016, featured the one-woman play, *Exact Change* by Christine Howey. The play focuses on her transition from birth as Dick Howey to becoming Christine Howey. In addition to the play, there was a panel discussion and reception. The series is sponsored by Louis J. Novak, MD, a graduate of the CWRU School of Medicine; Charles D. Angove; the School of Medicine Office for Faculty Development and Diversity; and the CWRU LGBT Center.



Christine Howey is featured in a one-woman play.



Alex Huang, MD, PhD

SCHOOL OF MEDICINE ESTABLISHES FACULTY DIVERSITY AWARD

In order to recognize and reward faculty diversity efforts and to promote diversity and inclusion within the School of Medicine, the school established a Faculty Diversity Award in 2016. Alex Huang, MD, PhD, University Hospitals, Cleveland Medical Center, was the first recipient of the award and was honored at a school-wide reception. Huang is also associate professor of pediatrics, pathology, general medical sciences & biomedical engineering at the CWRU School of Medicine. Selection for the award is based on an individual's efforts and contributions to recruitment, program development and work in enhancing the climate and diversity and inclusion within the school.

School of Law Alumnus Fred Gray represented both Rosa Parks and Dr. Martin Luther King, Jr.

CWRU SCHOOL OF LAW EVENT HONORS DISTINGUISHED GRADUATE FRED GRAY

The Case Western Reserve University School of Law honored one of its most distinguished graduates when it hosted “In Honor of Fred Gray: Making Civil Rights Law from Rosa Parks to the 21st Century” in October 2016. Gray, a 1954 graduate of the School of Law, is a highly respected civil rights attorney. During his six-decade career, he was involved in some of the most critical legal cases of the civil rights movement. Gray represented Rosa Parks, Dr. Martin Luther King, Jr. and victims of the Tuskegee syphilis experiment. In addition, he has litigated a number of cases involving desegregation, voting rights, the First Amendment and other civil rights issues. Currently, he is senior partner in the firm of Gray, Langford, Sapp, McGrown, Gray, Gray & Nathanson located in Tuskegee and Montgomery (AL).

The daylong event at the law school examined Gray’s work through the prism of health law, voting rights, desegregation and the role of civil rights lawyers, while also analyzing contemporary challenges in these areas.

The event featured distinguished professors from law schools across the country and concluded with an address by Gray.



Civil Rights Lawyer Fred Gray and CWRU Law School Associate Dean of Institutional Diversity and Inclusiveness Ruqaiyah A. Yearby



Panel members (right): Ayesha Bell Hardaway, visiting assistant professor of law at CWRU and Maya Simek, director of programming, LGBT Community Center of Greater Cleveland and founder and attorney, Community Lawyering Program at the Nueva Luz Urban Resource Center

LAW SCHOOL HOSTS POLICE REFORM PANEL

In March 2016, the CWRU School of Law hosted a police reform panel that engaged civil and criminal defense lawyers, government attorneys and others in the legal community to discuss the role of diversity in police reform efforts. In addition, participants offered suggestions for police reform. The event also addressed current legal issues related to diversity and inclusion in Cleveland and throughout the nation. Panelists included representatives from the LGBT Community Center of Greater Cleveland and the local chapter of the National Association for the Advancement of Colored People, as well as lawyers that represent clients that suffer from mental illness. The event was open to the campus community and the public.

“The impact of these hires ... are modest but do represent progress and some movement of the needle,” said **Jeff Duerk**, dean, School of Engineering.

GELFAND CENTER PROVIDES STEM PROGRAMS TO LOCAL STUDENTS

The Case School of Engineering, through its Gelfand STEM Center, continues to support a variety of K-12 programs and activities that have resulted in serving more than 1,400 students – most of whom were female or members of underrepresented groups. Center activities include Saturday and school year STEM programming, multi-week summer STEM programming, week long summer computer programming and robotics camps.

SCHOOL OF ENGINEERING INCREASES DIVERSITY AMONG FACULTY & STUDENTS

The CWRU School of Engineering is continuing to make progress in its efforts to increase diversity among its students and faculty. Over the past decade, the percentage of female students enrolled in the college rose from 22% to nearly 32% today. In addition, during this same period, enrollment of students of color increased from 8% to 12%.

The school has also taken steps to increase diversity among its faculty. Since 2013, it has used Engineering Strategic Hiring Initiative funds along with funds allocated to support department level needs to increase diversity of thought, culture, gender and ethnicity within the school. The school has also increased its efforts to attract a diverse candidate pool for all available positions. Currently, all school faculty searches employ affinity group outreach as part of their search process.

The school’s commitment and efforts have resulted in an increase in the number of women and faculty of color in the School of Engineering. In 2016, women and faculty from underrepresented groups made up 15% of the faculty in the college, up from 13% in 2012.

Engineering students Amir Sajadi, postdoctoral student; Parisa Dehghanzadeh, electronic engineering, first-year graduate student; Yingcheng Sun, computer science, third-year graduate student; Ian McAdams, electronic engineering, second-year graduate student; and Yongkun Sui, electrical engineering, second-year graduate student



The Leadership Lab for Women in Manufacturing provides education and training for women managers.

WEATHERHEAD PROGRAM ASSISTS WOMEN IN MANUFACTURING POSITIONS

Women in Manufacturing (WiM) and Case Western Reserve University's Weatherhead School of Management collaborated to produce the Leadership Lab for Women in Manufacturing, a program that provides education and training to individuals in mid-to-high level management positions in manufacturing.



In spring 2016, WiM and Weatherhead Executive Education welcomed 17 women from across the country into their inaugural Leadership Lab for Women in Manufacturing program. The group met on campus for eight days and participated in sessions that covered such topics as Women in Manufacturing: Bias, Barriers and Opportunities; High-Impact Leadership for Women in Manufacturing; and Skills and Strategies for Leading the Way Forward in Manufacturing. The sessions were taught by Diana Bilimoria, PhD, Weatherhead's KeyBank professor and chair of the Department of Organizational Behavior; Ellen Van Oosten, PhD, assistant professor, organizational behavior and faculty director of Executive Education; and Kathleen Buse, PhD, adjunct professor.

The project is supported by the GE Foundation. It builds on the success of Weatherhead's Leadership Lab for Women in STEM, which was created in 2014.

MANDEL SCHOOL COLLABORATES WITH THE AMERICAN INDIAN EDUCATION CENTER



Robert Roche

The Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) community has established a partnership with the American Indian Education Center in an effort to promote awareness and education about the local Native American community. The center serves 44 nations (estimated 15,000 people) in the Greater Cleveland area. MSASS staff, faculty and students participated in a gift drive for the center, collecting more than 250 gifts and \$1,200.

In addition, members of the school joined the center in an Opening Day protest of the Cleveland baseball team's mascot, Chief Wahoo, and collaborated on a Cultural Diversity Conversation, which was held to increase awareness about issues of concern and to inspire action. Robert Roche, the center's executive director, facilitated the conversation. The collaboration between MSASS and the center will continue in the 2016-2017 academic year with activities, dialogues and education sessions.

DIVERSITY
ACROSS CAMPUS

BY THE NUMBERS

15% of the fall 2016 undergraduate population are members of underrepresented racial groups as is 12% of the graduate and professional student population.

5th consecutive year in which Case Western Reserve University has been nationally recognized for its comprehensive diversity initiatives by receiving the Higher Education Excellence in Diversity award. *INSIGHT Into Diversity* honored the university with the reward each year, from 2012 to 2016.

127 students, staff and faculty have participated in the CWRU Sustained Dialogue program since its inception in 2014. The program brings together individuals from various backgrounds to discuss campus, local and national issues of concern, including diversity and inclusion matters.

5,000 students, faculty and staff have participated in Diversity 360, the university-wide diversity education program. The interactive program discusses implicit bias, microaggressions, privilege and other relevant topics.



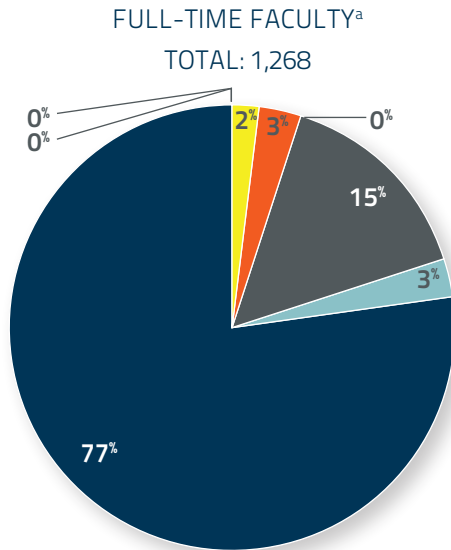
Social Activist and co-creator of the #BlackLivesMatterMovement **Alicia Garza** was guest speaker at the CWRU Office of Multicultural Affairs 26th Unity Banquet and Scholarship Benefit in April 2016. Here she poses with CWRU students (l to r) Terren Weeden, D'metrius Grier, Garza, Imani Scruggs and Amanda King.



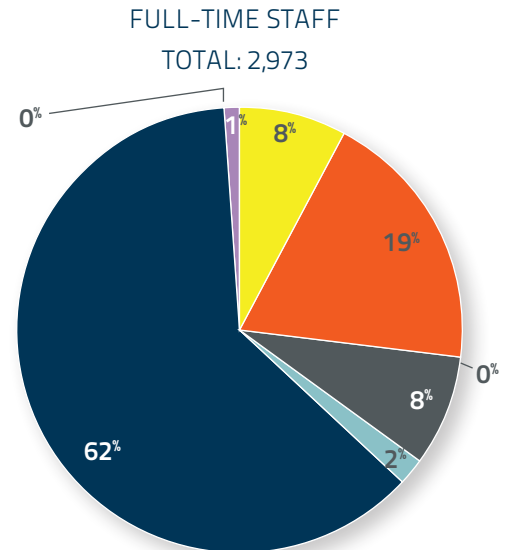
The 2016 Martin Luther King, Jr. Convocation featured lawyer and social justice visionary **Bryan Stevenson**. He is the founder and executive director of the Equal Justice Initiative. His efforts have reversed death penalties for dozens of prisoners. His memoir is entitled *Just Mercy*.

DEMOGRAPHIC
SNAPSHOT

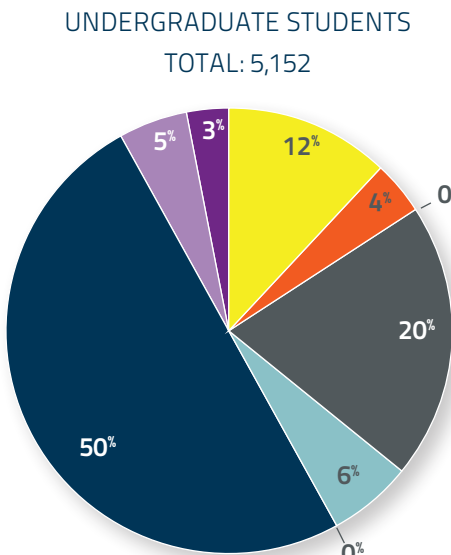
- INTERNATIONAL
- AFRICAN AMERICAN
- AMERICAN INDIAN
- ASIAN
- HISPANIC/LATINO
- NATIVE HAWAIIAN
OR OTHER PACIFIC
ISLANDER
- WHITE
- TWO OR
MORE RACES
- UNKNOWN



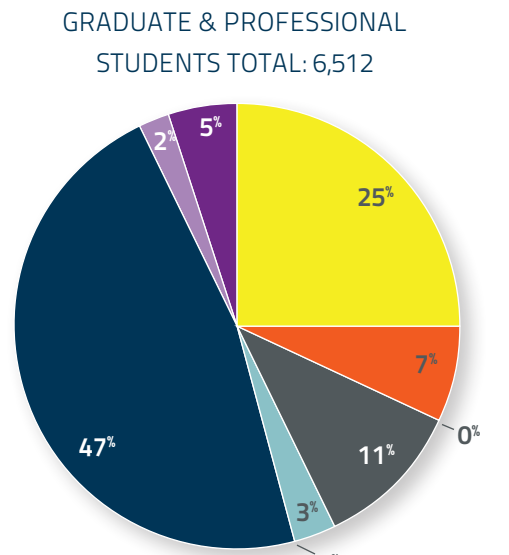
MALE: 771 FEMALE: 497



MALE: 1,194 FEMALE: 1,779



MALE: 2,828 FEMALE: 2,324



MALE: 2,934 FEMALE: 3,578

^a Numbers include only board-appointed faculty who are university employees

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

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Buffington, Marilyn S.
Mobley, Donna Davis
Reddix, Gia Adeen and
Christopher Jones*



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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.