

advancing inclusion and diversity



# 2017 annual diversity report

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



Ten years ago in our *Forward Thinking* strategic plan, Case Western Reserve University identified diversity and inclusion as among our core values and reaffirmed them in our subsequent strategic plan, *Think Beyond the Possible*. Nine years ago, I had the privilege of appointing our inaugural vice president for inclusion, diversity and equal opportunity, Marilyn S. Mobley, PhD. Dr. Mobley and her team have provided remarkable leadership in advancing these core values through new programs, initiatives, and collaborations. They have provided support during celebratory moments as well as during difficult times on our campus, locally and nationally. I am proud of the many occasions in the last year when members of our university community have come together to support each other.

I hope you enjoy learning about our progress with campus-wide programs, including Diversity 360, our comprehensive diversity education program, and those within our schools and centers. For example, our School of Law held faculty sessions on making the classroom more inclusive when

discussing sensitive issues. The College of Arts and Sciences and the Center for International Affairs partnered for a new certificate program for our international students who want to improve their English language skills. The Weatherhead School of Management hosted 2017 Mandela Washington Fellows from sub-Saharan African countries as part of a federal program for young leaders.

While we take pride in the many achievements from the past year highlighted in the following pages, we look forward to addressing the challenges that remain. I am grateful to the faculty, staff and students who work with commitment and passion to embody our core values of diversity and inclusion.

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



The annual diversity report provides yet another opportunity for Case Western Reserve University to demonstrate its commitment to our core values of diversity and inclusion. This report reflects the university's attention to campus climate, recruitment and retention, and resource development under the new Diversity Strategic Action Plan, which was launched in early 2017. Within these pages, we celebrate our successes, our various national and regional initiatives, and highlights from our schools and various departments across campus.

The Office for Inclusion, Diversity and Equal Opportunity continued its signature programs, including Diversity 360 and the Power of Diversity lecture series, and it launched the Trailblazer Project, a new initiative designed to diversify portraits in common areas on campus.

The university continues to promote all aspects of diversity on campus and we are pleased to showcase those successes in this report. The Provost Scholar Program, the partnership with the East Cleveland School District that began in 2013 through the work of Professor Faye Gary and Provost Bud Baeslack can now boast that one of its graduates is a first-year student at CWRU. The university can also boast that its student body includes a diverse

group of students accepted into the nationally acclaimed Posse Program, which provides access and leadership development, and the university installed an historic marker for its connection to the freedom struggle of the Underground Railroad and the anti-slavery movement.

This report also showcases two awards—the Sustained Dialogue Award and the Higher Education Excellence for Diversity (HEED) Award from *Insight into Diversity*. We celebrate all of these achievements at the same time that we know the local, national, and global context in which we live requires so much more of all of us. More than ever, it is critical that “we be the change we want to see” and that we hold our university and ourselves accountable.

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

# SUCCESS STORY

## PROVOST SCHOLARS PROGRAM PAVES THE WAY FOR CLEVELAND STUDENTS TO ATTEND COLLEGE

When Brianna Moore stepped onto the Case Western Reserve University (CWRU) campus as a ninth grader in 2013, she had no idea where she would attend college and did not know how she could afford it. However, today Moore is a CWRU student, class of 2021, and the recipient of a full-tuition Provost Scholarship.

Her journey from an urban school in East Cleveland to the CWRU campus is largely the result of a mentorship program started by Faye Gary, EdD, the CWRU Medical Mutual of Ohio Kent W. Clapp Chair and professor of Nursing and CWRU Provost William A. “Bud” Baeslack, III, in conjunction with East Cleveland City School District Superintendent Myrna Corley.

The Provost Scholars Program, launched in 2013, pairs East Cleveland middle and high school students with CWRU faculty and staff who serve as mentors and work to improve the academic success of students and expose them to college and future career possibilities.

The success of the program is evident by Moore’s presence on campus. She is among the first six Provost Scholars to complete the program, graduate from high school and go on to college. Moore chose to attend CWRU, in part, to be close to Gary, who was her mentor in the Provost Scholars Program.

More than 100 students have participated in some aspect of the Provost Scholars Program since its inception in 2013.

*CWRU Provost Williams A. “Bud” Baeslack, III and Faye Gary, EdD, the CWRU Medical Mutual of Ohio Kent W. Clapp Chair, created the mentoring program that helped first-year student Brianna Moore attend CWRU.*



# NATIONAL INITIATIVE

The Posse Foundation Program was established in 1989 and has assisted more than 7,000 students. The graduation rate for Posse Scholars is 90 percent.

## POSSE FOUNDATION PROGRAM ENHANCES DIVERSITY & PROVIDES STRONG SUPPORT SYSTEM FOR FIRST-YEAR STUDENTS

When Elijah Tumblin arrived at Case Western Reserve University (CWRU) from New Orleans in fall 2017, it is unlikely that he felt anxious or alone, despite being some 1,000 miles away from home. Instead, he arrived at campus with a solid support system, comprised of students from his hometown and a campus mentor. Elijah is one of ten students from New Orleans enrolled at CWRU as part of the Posse Foundation Program, a nationally renowned college access and leadership development program.

Under the program, a diverse group of promising high school students are selected to form a “posse.” These students participate in pre-college training and after high school collectively attend a Posse partnership college. The program believes students are more likely to succeed in college when they have a strong support system. CWRU joined the Posse Foundation in fall 2016.

“The Posse students have brought a rich tapestry of diverse backgrounds, unique experiences and distinctive cultures to the CWRU community,” said Barbara Kuemerle, Posse mentor and senior instructor in CWRU’s Department of Biology. “The more I get to know each student, the more I realize how impactful their presence is on campus.”



*Posse students at CWRU. Pictured here, front row (l to r), is Fernando Rivera, Elijah Tumblin and Fatima Rahman. In the second row: Hailey Marshall, Isaiah Carr, Anthony Nunnery, Isabella Beninate, Oscar Garcia, Barbara Kuemerle (mentor), Phuong Nguyen and Olivia Hughes.*

# REGIONAL INITIATIVE

## STUDENT GROUP BRINGS REGIONAL TAIWANESE CONFERENCE TO CWRU

The CWRU Taiwanese American Students Association (TASA) strives to empower and inspire the campus Taiwanese American community. In the coming months, its work will impact the campus community as well as the region.

Thanks to the efforts of the TASA group, CWRU is the site of the March 2018 Intercollegiate Taiwanese American Student Association Midwest Conference. Entitled "In Visibility," the conference will bring cultural stereotypes into visibility by focusing on cultural awareness, stakeholders of invisibility and on being visible, said Alicia Chang, a CWRU senior and conference board member.

"We hope students will leave the conference with a sense of empowerment," she said.

"This conference provides a chance for us to come together and learn about our different backgrounds as well as the cultural heritage that ties us together," said Hsing-Duan Louh, a CWRU junior and co-president of the campus TASA.

The CWRU association has about 90 members and annually hosts campus events.



Alicia Chang

More than 200 college and high school students and others are expected to attend the 2018 Taiwanese conference, which is being planned by CWRU TASA members and students from The Ohio State University.

Some members of the CWRU TASA student group include, in front, Tiffany Chang; first row (l to r), Hsing-Duan Louh, Thomas Huang, Jarrett Hsieh, Cathy Tao; second row, Justin Wen, David Chang, Vinson Chu and Roslyn Yang.



# CAMPUS INITIATIVE

“This project is a marvelous demonstration of the university’s commitment to diversity and will preserve the significant contributions of alumni of color and women,” said Marilyn S. Mobley, PhD, Vice President, Office for Inclusion, Diversity and Equal Opportunity.

## NEW PROJECT HONORS ALUMNI OF COLOR & DIVERSIFIES CAMPUS PORTRAITS

Portraits of six African American alumni were unveiled in the Case Western Reserve University (CWRU) Kelvin Smith Library in fall 2017 as part of the Trailblazer Project. The project showcases the contributions of CWRU’s alumni of color and women and seeks to diversify images that appear on campus.

The portraits will hang in the library throughout the 2017-2018 academic year and will be considered for relocation in other common areas around campus. Tentative plans call for portraits of distinguished alumni to be commissioned and unveiled annually. The project is sponsored by the Office for Inclusion, Diversity and Equal Opportunity.

The first six alumni recognized include Judge Sara Harper, the first African American woman appointed to the Ohio Supreme Court; Attorney Fred Gray, leading civil rights lawyer who represented Martin Luther King, Jr. and Rosa Parks; Architect Robert P. Madison, president of Robert P. Madison International, an architectural and engineering firm; former Surgeon General David Satcher; the late U.S. Congresswoman Stephanie Tubbs Jones; and the late U.S. Congressman Louis Stokes.



*Pictured in front of Trailblazer Project portraits are (l to r) Lori Stokes, daughter of the late Congressman Louis Stokes; Carmella Miller, who represented her cousin former Surgeon General David Satcher at a fall unveiling ceremony; Barbara Walker, sister of the late Congresswoman Stephanie Tubbs Jones; Judge Sara Harper; Attorney Fred Gray; CWRU Vice President Marilyn S. Mobley, PhD; and Architect Robert P. Madison.*



# CAMPUS INITIATIVE

## THINK TANK HIGHLIGHTS STATE VIOLENCE & SOCIAL JUSTICE ISSUES

The CWRU Social Justice Institute presented Think Tank 2017 *Educating for Struggle: State Violence, Then & Now* on November 16–18. The conference engaged students, staff, faculty and community members in discussions about state violence and its nexus with racism, indigenous rights, immigration policy and environmental justice.

The conference opened with a screening of the documentary film *Wounded Knee*, which examines the American Indian Movement activists and residents of the Pine Ridge Reservation who occupied Wounded Knee, SD, in 1973, demanding redress for past and present grievances.

Historian and feminist Roxanne Dunbar-Ortiz delivered the opening keynote address entitled “The Genocidal Foundations of the United States.” She explored the history of governmental policies concerning Native communities. Historian and author Ibram X. Kendi delivered a keynote entitled “State Violence and the Antiracist Struggle,” building on the ideas outlined in his award-winning book, *Stamped from the Beginning: A Definitive History of Racist Ideas in America*. The event also featured plenary sessions, interactive workshops and national and local thought leaders.

Think Tank 2017 was co-sponsored by the Office for Inclusion, Diversity and Equal Opportunity, ideastream, Ndeda N. Letson, Beamer-Schneider Professorship in Ethics, the CWRU School of Law, Office of Multicultural Affairs, Kelvin Smith Library and others.



*INSET PHOTO:* Members of the local Indigenous community also participated in the program. Pictured here (l to r), Guy Jones, who served on a panel, Bruce Kafer and Lawrence Reddest, who gave the opening prayer for the conference.

Pictured here are performers from the Theatre Artists for Social Change (a collaboration of Dobama Theatre and Karamu House), which presented an evening of curated performance art called “Hashtag: Your Phrase Here”. The performance act concluded the conference.



# POINTS OF PRIDE

The marker is sponsored by the Friends of Freedom Society Inc., Case Western Reserve and Emeritus Trustee Allen H. Ford, whose great-grandparents owned the Underground Railroad site where the marker is located.

## CWRU INSTALLS UNDERGROUND RAILROAD SITE MARKER ON CAMPUS

A newly erected historic marker on the Case Western Reserve University campus highlights the university's connection to the 19th century anti-slavery movement. One side of the plaque recognizes the role that Western Reserve College, then located in Hudson Ohio, played in the anti-slavery movement. The other side honors Horatio Cyrus and Martha Cozad Ford, whose home served as a stop on the Underground Railroad. The land on which the home stood became part of the university campus when the college moved to Cleveland, Ohio. The marker was dedicated in fall 2017.

According to University Historian Richard Baznik, abolitionist sentiment was strong among Western Reserve College students and faculty from the early 1830s. In 1854, former slave and outspoken abolitionist Frederick Douglass addressed the Western Reserve College Philozetian Society during Commencement Week.

The marker "represents CWRU's recognition of its connection to a significant moment in American history and the freedom struggle of African-American people," said Marilyn S. Mobley, PhD, vice president, Office for Inclusion, Diversity and Equal Opportunity.



*A special program was held in the fall to celebrate the installation of the Underground Railroad marker on the CWRU campus. Pictured here at the celebration are Joan Southgate, a CWRU alumna who spoke at the program and once walked the trail of the Underground Railroad from Ohio to Canada; Ren Weeden, recent CWRU graduate who provided excerpts of a Frederick Douglass speech in a spoken-word performance; CWRU President Barbara R. Snyder; Emeritus Trustee Allen Ford, whose great-grandparents owned the site where the marker is located; and CWRU Vice President, Office for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. Posters of the front and back of the actual marker are visible in back.*

# POINTS OF PRIDE

## CWRU SUSTAINED DIALOGUE PROGRAM RECEIVES NATIONAL AWARD

The executive team of the university's Sustained Dialogue Program is a recipient of the 2017 Sustained Dialogue Campus Network National Dialogue Award. Awards are presented annually by the national Sustained Dialogue office to honor institutions and individuals that make "monumental contributions toward dialogue that unites across the divides."

Established in 2013, more than 100 students, staff and faculty have participated in the CWRU Sustained Dialogue program. Under the program, individuals from diverse backgrounds meet weekly to discuss campus issues of concern and inclusion and diversity issues. In the spring, participants meet with university administrators to present their recommendations on ways to improve the campus experience. Sustained Dialogue programs currently operate on more than 60 campuses across the country and abroad. While most schools host student dialogue groups, the CWRU program is unique in that it hosts staff/faculty groups as well as student dialogue groups.



For the sixth consecutive year, Case Western Reserve University was honored with the Higher Education Excellence in Diversity Award from *INSIGHT Into Diversity* magazine. The award recognizes institutions for implementation of comprehensive diversity initiatives.

*Members of the Sustained Dialogue Executive Team that traveled to Washington, DC to accept the award are (l to r) Janetta M. Hammock, diversity program manager; Edwin Mayes, director of first year experience and family programs; Naomi Sigg, director of the Office for Multicultural Affairs; and John Killings, associate director of multicultural leadership and programming.*



# DIVERSITY ACROSS CAMPUS

## SCHOOL OF MEDICINE REQUIRES DIVERSITY AMONG FACULTY JOB CANDIDATES

In an effort to increase diversity among its faculty, the CWRU School of Medicine has instituted a requirement that at least one of the final applicants brought to campus to interview for a faculty position must be from an underrepresented racial group or a female. The requirement went into effect for all faculty searches in the school beginning in 2018.

“Diversity brings enormous benefits to an organization, including the abilities to view issues in new and innovative ways and to build bridges with the larger community,” said Sana Loue, JD, PhD, vice dean for Faculty Development and Diversity in the school.

In addition, the school is continuing to develop a resource list to assist departments with recruiting diverse candidates for various positions and disciplines. Many of the organizations on the list include those whose membership consists primarily of women or people of color.

## MSASS FACULTY, STUDENTS HOST WORLD CAFÉ TO DISCUSS “RESTORING DEMOCRACY”

Students and faculty from the Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) hosted a World Café entitled “Restoring Democracy: A Bridge to the Future” in fall 2017.

The event was designed based on the methodology students were studying in the course “Assessing, Organizing and Building Community.” World Café is an interactive social technology that invites people to connect to each other through meaningful conversations across differences, focusing on questions that matter.

“The 2016 election represents a catalytic moment to examine the fragmentation and breakdown of the social fabric and institutions that make a democracy strong,” said MSASS Assistant Professor Mark Chupp, PhD, who hosted the event in conjunction with students and MSASS instructors Lawrence Bresler and Aviva Vincent.



### VIEWPOINT FORUM HIGHLIGHTS CAMPUS FREE SPEECH ISSUES

*How should universities handle controversial speakers and how can they encourage dialogue on controversial issues were among the issues tackled during a fall Viewpoint Forum entitled “Freedom of Speech: Understanding Our Rights in Troubling Times.” The event featured a panel discussion that was moderated by Dan Moulthrop, (far left) CEO of The City Club of Cleveland and panelists, CWRU law professors Jonathan Adler and B. Jessie Hill, Cleveland Marshall College Law Professor Kevin O’Neill and Journalist Afi-Odelia Scruggs, PhD.*

# DIVERSITY ACROSS CAMPUS

## LAW SCHOOL SESSION FOCUSES ON HANDLING SENSITIVE ISSUES IN THE CLASSROOM

The CWRU School of Law sponsored a faculty session that focused on how to make the classroom more inclusive when discussing sensitive issues. The one-hour session discussed



*Ruqaiyah A. Yearby*



*Andrew S. Pollis*

sensitive issues related to race, gender identification, sexual orientation, freedom of speech and police brutality.

Additionally, faculty discussed the need to allow a student to miss a class if a topic to be discussed might trigger emotional distress. “The session allowed the faculty to share best practices and ask for advice regarding addressing sensitive topics in the classroom,” said Ruqaiyah A. Yearby, J.D., associate dean of Institutional Diversity and Inclusiveness and professor of law at the CWRU School of Law. Yearby and Andrew S. Pollis, CWRU professor of law, hosted the session.

## COLLEGE OF ARTS & SCIENCES AND INTERNATIONAL AFFAIRS LAUNCH ENGLISH PROFICIENCY PROGRAM

The College of Arts and Science, in collaboration with the Center for International Affairs, has launched a new certificate program for international students who seek to improve their English skills in order to qualify for admission to CWRU graduate programs.

The English Department and the Communication Sciences Program in the Department of Psychological Sciences have assumed a leading role in developing and implementing the Academic English Proficiency (AEP) program. AEP classes will be small – no more than 12 students – to ensure participants receive individual attention from faculty instructors. AEP seeks to increase the enrollment of international students in graduate programs across the university.

## NURSING COURSE FOCUSES ON HEALTH PROMOTION & CULTURAL UNDERSTANDING

A new online course promotes cross-cultural understanding while helping CWRU nursing students to better integrate health promotion into all encounters with patients. The course, “Health Promotion Across the Life Span,” is offered in both the fall and spring semesters in the Frances Payne Bolton School of Nursing.

“Health promotion and education is one of the most important aspects of advanced practice,” said Jennifer Heller, RN, MSN, a CWRU instructor who teaches the course.

The course is designed to help future nurses aid their patients in avoiding unhealthy behaviors and actively seeking healthy behavior, such as improving eating habits, smoking cessation and keeping up with routine health screenings, Heller said. In addition, throughout the course attention is given to cultural awareness so that students realize they may have to take care of patients who are from cultures different from their own. Students “need to be prepared to understand and respect decisions based upon cultural norms,” she said.

# DIVERSITY ACROSS CAMPUS

## NEW DENTAL CLINIC SET TO OPEN IN SUMMER 2019

In fall 2017, Case Western Reserve University and the Cleveland Clinic broke ground on a new dental clinic, which will be part of their Health Education Campus (HEC). Both buildings are scheduled to open in 2019. The three-story, 126,000 square-foot dental clinic will house a state-of-the-art facility where School of Dental Medicine students will treat patients under the supervision of dental faculty.

Cleveland Mayor Frank Jackson, University President Barbara R. Snyder, and Cleveland Clinic President and CEO Toby Cosgrove were among the speakers at the groundbreaking. The new dental clinic will be located north of the 485,000-square-foot main HEC building.

The new dental clinic location will provide closer parking for those visiting it and will be more visible than the current clinic. Each year, an estimated 19,000 patients, more than 11,000 of them Cleveland Residents, seek treatment at the dental clinic.

“The potential of this clinic to enhance the health of our community – through patient treatment and educational outreach – is truly exceptional,” said School of Dental Medicine Dean Kenneth B. Chance in a campus article, “We cannot wait to be in this new location where our faculty and students can have greater impact and connection with the people we serve.”

## SCHOOL OF ENGINEERING SESSION FOCUSES ON DIVERSITY & CONFLICT RESOLUTION ISSUES

The CWRU School of Engineering hosted a leadership development session for faculty in fall 2017 that featured “Theater Delta: Experience Theater,” a North Carolina-based group that uses interactive theater – scripted and improvisational audience participatory theater – to foster dialogue and solutions to critical issues that impact teams and communities. More than 20 faculty from five of the seven engineering departments attended the session.

Theater Delta operates with a pedagogy that recognizes when participants engage characters and conflict, and subsequently take part in a dialogue where they process the issues, they are more likely to change personal attitudes and behaviors. The theater group tackles a variety of issues including implicit bias, “the isms,” and managing conflicts around social identity in the classroom.



*New Dental Clinic is scheduled to open in 2019.*

# DIVERSITY ACROSS CAMPUS

## WEATHERHEAD SPONSORS SESSIONS FOR MANDELA FELLOWS

Case Western Reserve University hosted 25 rising leaders from sub-Saharan African countries in summer 2017, under a federal program that seeks to empower young leaders through a variety of professional skills, leadership and networking sessions.

The university was one of 38 colleges and universities nationwide selected by the U.S. State Department and International Research and Exchanges to host the 2017 Mandela Washington Fellows. The fellows spent six weeks on campus and explored a variety of issues, including those related to leadership, environmental policy, public health policy and policies for economic and workforce development. In addition, through sessions sponsored by the CWRU Weatherhead School of Management, the fellows had an opportunity to focus on such topics as appreciative inquiry, design thinking, coaching, emotional

intelligence, entrepreneurship and conflict resolution. The fellows also had networking opportunities with local entrepreneurs, industry professionals and CWRU alumni.

The CWRU program for the fellows was headed by Dan Lacks, PhD, chair of the Department of Chemical and Biomolecular Engineering and the C. Benson Branch Professor of the Case School of Engineering, and Radhika Ramamurthi, manager of Graduate Program Quality at Weatherhead and administrative director of the program.

During their six-week stay on campus, three CWRU Jack, Joseph and Morton Mandel School of Social Sciences students served as interns for the fellows and spent nearly every day with the visitors from Africa. Interns served as a resource to the visitors and introduced them to the city and various tourist attractions.

*Twenty-five Mandela Washington Fellows spent six weeks at CWRU engaged in a variety of educational sessions. A number of the fellows are pictured here with, center, Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD.*



# DIVERSITY ACROSS CAMPUS

## NEW DIRECTOR APPOINTED TO CWRU CENTER FOR WOMEN

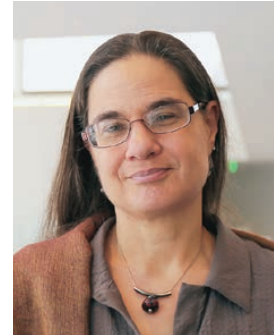
Lisa Nielson, CWRU Anisfield-Wolf SAGES Fellow and adjunct assistant professor in the Department of Music, was appointed director of the Flora Stone Mather Center for Women in fall 2017. Nielson had served as interim director for several months before assuming the position permanently.

Nielson is a historical musicologist with a specialization in women's studies. In 2011, she was appointed as a lecturer in the Department of Music and became the first Anisfield-Wolf SAGES Fellow. In that role, she teaches classes related to the mission of the Anisfield-Wolf Book Awards of fostering cultural tolerance and diversity, as well as her own research.

During her six years at Case Western Reserve University, Nielson has been nominated for and received several undergraduate teaching awards. Her professional

memberships include the Middle East Studies Association, the American Musicological Society and the Middle Medievalists.

"Our mission is to empower all women, and address the diverse intersections of women's experiences to advance gender equity and inclusion," Nielson said of the center. "This year, we are focusing on advocacy and collaboration. Our advocacy continues to include providing resources and support for victims of sexual violence and abuse, education about sexual health, consent and building healthy relationships, and leadership and education for faculty and staff."



Lisa Nielson



Women activists and feminists from the Middle East were on campus in December 2017 to meet with the Flora Stone Mather Center for Women staff and discuss the topic "Women as Political and Community Leaders." The visiting group included nonprofit, private sector and political leaders from Egypt, Israel, Jordan, Saudi Arabia and the United Arab Emirates. The visit was arranged by The Cleveland Council on World Affairs. Pictured here with the women, on the far left, are Susan Freimark, senior associate director in the Center for Women and, in the back, Lisa Nielson, director of the center. Also, next to Nielson is Nichola Bomani, president of the CWRU Muslim Student Association. Pictured in the front row, far right is Fatima Karriem, a member of the center's Community Advisory Board.



# DIVERSITY ACROSS CAMPUS

## BY THE NUMBERS

11% of the fall 2017 undergraduate population are members of underrepresented racial groups, as is 12% of the graduate and professional student population.

6.3% increase in the number of international students enrolled at CWRU in fall 2017. Nearly 2,800 international students were enrolled.

10% increase in the number of individuals that attended Power of Diversity Lecture Series events in the 2016-2017 academic year. Approximately, 400 people attended the lectures sponsored by the Office for Inclusion, Diversity and Equal Opportunity.

7,795 students, faculty and staff have completed Diversity 360 since its inception in fall 2015. Diversity 360 is a campus-wide diversity education program, which discusses such topics as implicit bias, microaggressions and marginalization.



*Beverly Guy-Sheftall, PhD, feminist scholar and director of the Women's Research and Resource Center at Spelman College, was the fall 2017 Power of Diversity speaker. She delivered an address entitled "Lessons from Charlottesville: Intersectionality 101," followed by a book signing. Here, Guy-Sheftall, right, poses with Lauren R. Welch, CWRU assistant director of communications & marketing at the Jack, Joseph and Morton Mandel School of Applied Social Sciences.*

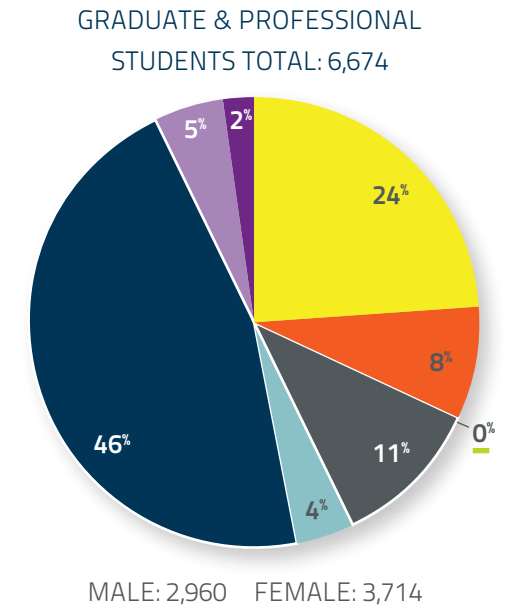
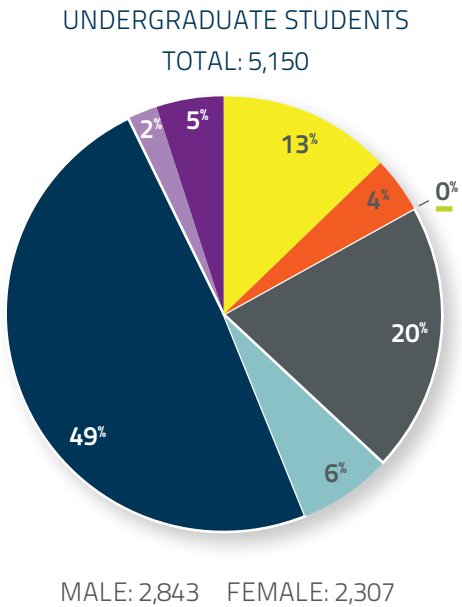
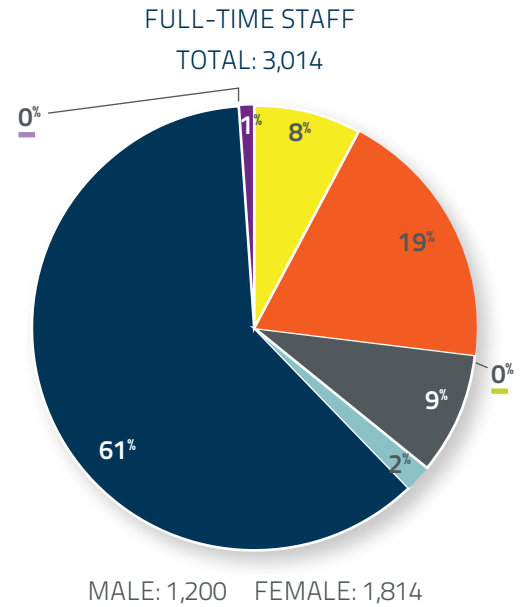
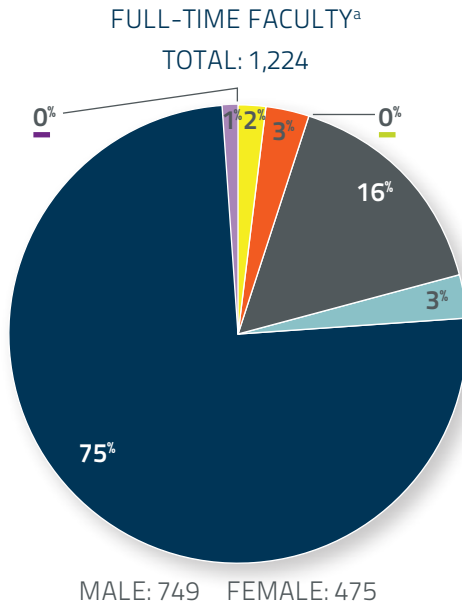


*Beverly Daniel Tatum, PhD, former Spelman College President, participated in "Dialogue on Diversity," an onstage conversation with CWRU University President Barbara R. Snyder during a spring 2017 Power of Diversity event. The CWRU Power of Diversity Lecture Series annually features national, local and campus diversity thought leaders.*

# DEMOGRAPHIC SNAPSHOT

## FALL 2017

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



<sup>a</sup> Numbers include only board-appointed faculty who are university employees  
Sources: Faculty Database, Office of the Provost; Human Resources; Registrar

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## FEATURED ON THE COVER:

**CWRU students:** (l to r) Smaranda Ene, PhD student in anthropology; Andrea Doe, sophomore, English major; Arik Stewart, junior, computer science major; and Ashley Chan, junior economics major.

**CWRU students:** (l to r) Kevin Smith, senior sociology and pre-law major and Christopher Cannon, junior, English and history major.

**Bottom left: CWRU Faculty members:** front, David Miller, PhD, associate professor and director, International Education Program, Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS); back (l to r), Ramez Islambouli, lecturer of Arabic, Department of Modern Languages; Adrienne Fletcher, PhD, MSASS assistant professor; and Melvin Smith, PhD, professor of Organizational Behavior & faculty director of Executive Education in the Weatherhead School of Management.

**Bottom right: CWRU Staff members:** Michael McCarthy, director of Student Services, School of Law and Diversity 360 facilitator; Bethany Pope, assistant in the Support of Undergraduate Research and Creative Endeavors office and coordinator, African American resource group; and Bonnie West, administrator, Case Comprehensive Cancer Center and moderator, Sustained Dialogue program.

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

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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.