

2018

ANNUAL DIVERSITY REPORT

OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY



advancing inclusion and diversity



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.

BARBARA R.
SNYDER

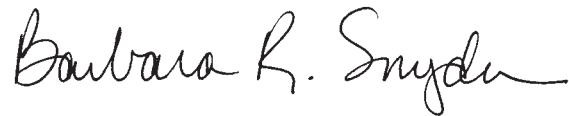
FROM THE PRESIDENT

After ten years of thoughtful, passionate and dedicated service as Case Western Reserve University's inaugural Vice President for Inclusion, Diversity and Equal Opportunity, Dr. Marilyn Mobley announced last fall that she will step down from this position at the end of the academic year. After enjoying a much-deserved sabbatical, we are thrilled that Dr. Mobley will return to her faculty position in the Department of English. This annual report not only provides an update on our progress in advancing our core values of diversity and inclusion throughout our campus, but also is a testament to all that Dr. Mobley has accomplished in the last decade. On behalf of the Case Western Reserve Community, I want to thank her for her outstanding service to our university and her alma mater.

Over the course of the last few months we have witnessed on our campus, locally and nationally challenges to our core values of diversity and inclusion, and I am grateful for our faculty, staff and students who came together to support one another and to demonstrate these values. This steadfast commitment is documented throughout this annual report—the exceptional work of our faculty, staff and students through their respective resource groups, programs such as the Diversity Overnight Program to recruit a more diverse student body, and a first career fair for LGBTQIA students and employers, among many others.

While we recognize that we have more work before us, I am proud of all that we have accomplished and look forward to welcoming the next Vice President for Inclusion, Diversity and Equal Opportunity in the coming months. I know that the Case Western Reserve community will join me in helping this new leader continue to advance diversity and inclusion across our campus.

Sincerely,



Barbara R. Snyder

President, Case Western Reserve University



MARILYN S.
MOBLEY

FROM THE VICE PRESIDENT

FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

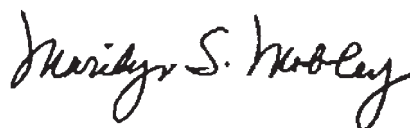
Publication of the 2018 Annual Diversity Report represents a bittersweet “both/and” moment for me as the university’s inaugural Vice President for Inclusion, Diversity and Equal Opportunity. The past decade has been both an exciting time of engaging in the challenging work of advancing diversity on our campus through our vision of inclusive thinking, mindful learning and transformative dialogue and a sobering time of observing where our university must do more to implement our core values.

In this report, highlights include the newly established Inclusion Transformation Fund, which was a recommendation from a yearlong “listening tour” that Vice President for Student Affairs Lou Stark and I conducted. President Barbara R. Snyder established the fund to support proposals designed to make Case Western Reserve University a more inclusive community. Train the Champion, the diversity-learning program for faculty and staff, has graduated nearly 200 participants since its inception in 2011. There is evidence that our attention to campus climate has inspired students, faculty and staff to participate in our diversity education program, Diversity 360, and the national Sustained Dialogue and Books@Work programs. CWRU welcomed a new provost, Dr. Ben Vinson III, who has begun a university-wide strategic planning process. The Power of Diversity Lecture series hosted national diversity professional Dr. Damon Williams, who challenged us to consider how we might affect greater change in the years to come.

As I prepare to step down from my position in June 2019 and reflect on my tenure as chief diversity officer, I recognize that

we, as a campus community and a society, will continue to encounter challenges in the diversity, inclusion and equity space. However, I have chosen to focus on what we achieved during these past ten years, and have included some of these successes in this report. I hope you will read it with a sense of pride and a renewed commitment to make inclusive excellence a reality at Case Western Reserve University.

With profound gratitude,



Marilyn S. Mobley, PhD

Vice President

Inclusion, Diversity and Equal Opportunity



TRAIN THE CHAMPION PROGRAM EDUCATES AND PROVIDES SAFE SPACE FOR DISCUSSION & REFLECTION

When the Office for Inclusion, Diversity and Equal Opportunity created the Train the Champion Program (TTC) in 2011, the objectives were simple but ambitious: to educate faculty and staff about diversity and develop them into allies in creating a more welcoming and inclusive campus. Years later, as the program nears its 10th year anniversary, it is clear that TTC has exceeded its original objectives.

"Train the Champion showed me that sometimes I behave in biased ways without ever realizing it," said Karleen Gray, program graduate and executive aide in the university's Government and Foundation Relations Office.

"The program reinforced for me just how many ways there are for us to be different from one another," said Samantha Cocco, TTC graduate and marketing, communication and events specialist at the Jack, Joseph and Morton Mandel School of Applied Social Sciences.

"This program is ideal for anyone grappling with [the question of] ...how am I called to be a citizen of this world? How do I carry my privilege or lack thereof?," Cocco said.

Since its inception, nearly 200 staff and faculty have completed the program. The application-based program admits 15-25 participants each year, who meet monthly during lunchtime sessions to discuss aspects of diversity.

Today, TTC is viewed as a diversity and engagement initiative that provides a safe space for individuals to share their perspectives and learn from one another.

"Train the Champion has allowed me to grow...and meet great people. What I have learned will help me create a more inclusive environment in my personal life and here on campus," said Gerri Collier, department assistant for Residence Life, First Year Experience and a TTC graduate.

Pictured here are some graduates of the 2018 Train the Champion program. Seated in front (l to r) are Samantha Cocco, marketing and communication specialist, Jack, Joseph and Morton Mandel School of Applied Sciences (MSASS); Karleen Gray, executive aide, Government and Foundation Relations; and Dawn Ellis, department assistant, MSASS; back row (l to r) Marie Norris; graduate programs coordinator, School of Medicine; Gerri Collier, department assistant, Residence Life; Rachel Stegemann, coordinator for assessment & operations, Office of Student Activities; and Mary Wright, assistant director of programming operations, Case Comprehensive Cancer Center.





Hannah Clarke (left), a CWRU second-year student, and Geneva Magsino, a CWRU fourth-year student, talk to girls in Sierra Leone, West Africa about health and hygiene issues during a Periods for Peace session. The project received funding from the university's Inclusion Transformation Fund.

TRANSFORMATION FUND SUPPORTS DIVERSITY AND INCLUSION PROJECTS

The Case Western Reserve University Inclusion Transformation Fund was launched in February 2018, with funding from President Barbara R. Snyder's office. Administered by the university's Office for Inclusion, Diversity and Equal Opportunity, the fund provides financial support for research, scholarship and special projects that advance diversity and inclusion on campus and in communities.

The inaugural class of award recipients was announced in spring 2018. It included six projects that received funds totaling nearly \$22,000. Funded submissions included projects from diverse disciplines across campus submitted by faculty, staff and students.

CWRU undergraduate students Akinola Akinbote, Hannah Clarke, Geneva Magsino and Ivy Petsinger received a \$5,000 reward for their project "Periods for Peace." Clarke and Magsino traveled to Sierra Leone in West Africa to provide sexual health and menstrual hygiene education to girls in underserved communities there.

Having successfully completed their project in summer 2018, the students now plan to turn their project into a non-profit. During spring 2019, the students plan to provide education and mentorship to girls in underserved communities in Dakar, Senegal.

CAMPUS ENGAGEMENT

LATINX ORGANIZATION STRIVES TO HELP STUDENTS SUCCEED AND FEEL WELCOME ON CAMPUS

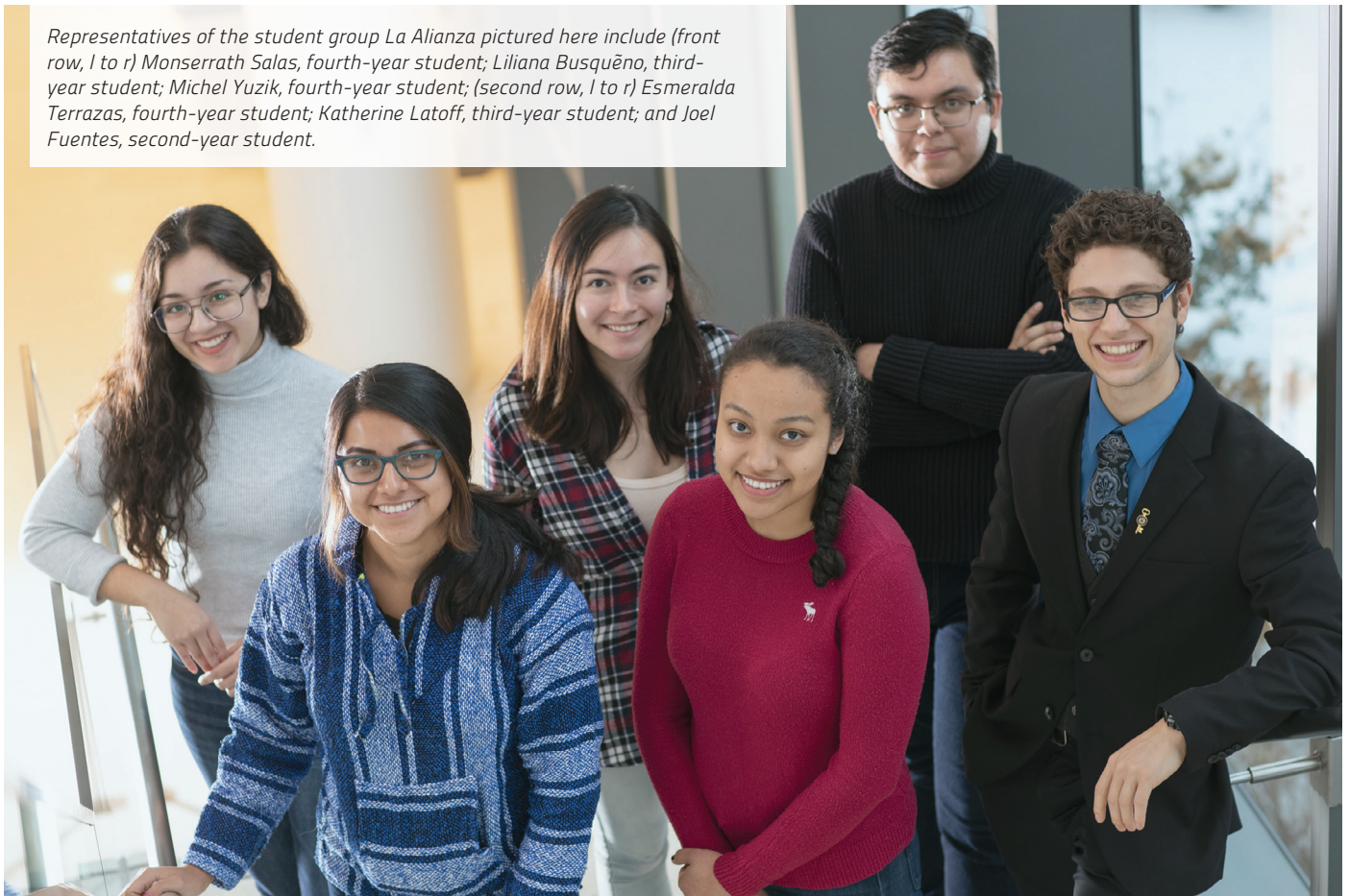
Although La Alianza remains committed to hosting social and academic events that educate the campus about the Latinx community, its current president sees a larger purpose for the organization. "It is important that groups like La Alianza exist to make resources, mentorships and support at CWRU more accessible to students," said Andrew Jimenez, president and fourth-year student majoring in Mechanical and Aerospace Engineering. "A lot of what falls under inclusion is making sure that students feel welcomed and [go on to receive] a degree from CWRU," he said.

Latinx students made up 6% of the total student population in fall 2018. La Alianza is one of more than 50 cultural undergraduate and graduate student organizations at

Case Western Reserve University. Throughout the year, it collaborates with campus groups and CWRU departments and offices to promote Latinx culture and highlight issues of concern to the community. Along with the campus resource group Alianza Latina/Latino Alliance, La Alianza is a major sponsor of campus Hispanic Heritage Month events.

Annual events for La Alianza include a banquet that brings together the campus and local Latinx community, a student retreat and a Latinx Graduation Ceremony. The group also raises money for scholarships and in fall 2018 sent seven of its members to the national conference of the Hispanic Association of Colleges and Universities in Atlanta, GA.

Representatives of the student group La Alianza pictured here include (front row, l to r) Monserrath Salas, fourth-year student; Liliانا Busqueno, third-year student; Michel Yuzik, fourth-year student; (second row, l to r) Esmeralda Terrazas, fourth-year student; Katherine Latoff, third-year student; and Joel Fuentes, second-year student.



SOCIAL JUSTICE SERIES HIGHLIGHTS DIVERSITY OF FACULTY RESEARCH AND SCHOLARSHIP



Joy Bostic, PhD

Case Western Reserve University faculty and researchers have an opportunity to present their scholarship and discuss its connection to principles of social justice, as part of the Social Justice Research Lunch Series. Sponsored by the CWRU Social Justice Institute, the monthly series features researchers from disciplines across the campus. It highlights the diversity of research taking place on campus and shows that social justice is often central to academic scholarship.

The fall 2018 series featured Joy Bostic, PhD, associate professor in the Department of Religious Studies and director of the African and African American Studies Minor, who discussed "God Complexes" and "Complex Gods": Emancipatory Practices in Religion and Hip Hop." In addition, Eileen Anderson-Fye, EdD, associate professor of bioethics and director of the Medicine, Society and Culture Program, presented data from



Avidan Cover, JD, in Palestine

her 20-year study that followed the first high school educated cohort of women in Belize and examined how they transformed their society.

The series also features presentations on global topics. Avidan Cover, professor of law, examined how the 50+ year Israeli occupation exerts social controls over the Palestinian population in violation of the law and prohibition against collective punishment. In addition, during spring 2018, Janet McGrath, PhD, professor of anthropology, and Andrew Rollins, PhD, professor of biomedical engineering and medicine, presented their work in designing interdisciplinary solutions to global health problems and shared details about their partnership with Makerere University in Uganda.

The Social Justice Research series includes nine presentations each year, which are attended annually by nearly 300 campus and community members.

UNIVERSITY OFFERS NEW MINOR IN AFRICAN AND AFRICAN AMERICAN STUDIES

In fall 2018, the university began offering a minor in African and African American Studies. The new minor provides students with a comprehensive, interdisciplinary academic program that focuses on critical race theory, African and African American diasporic history, culture and literature and the religious, political and social dimensions of black life.

The new minor is housed in the Religious Studies Department in the College of Arts and Sciences. Joy R. Bostic, PhD, associate professor in the department, is the founding director. The minor was approved after months of discussion and research about the possibility of starting the new interdisciplinary academic program and the hard work of student advocates, including those from the African American Society, faculty and the university administration.

The university previously offered a minor in Black Studies several years ago, but it was eliminated in the late 1970s due to financial constraints and waning support.

CAMPUS INITIATIVE

BOOKS@WORK PROGRAM PROMOTES ENGAGEMENT AND CROSS-CULTURAL COMMUNICATION

Now in its second year, the Case Western Reserve University Books@Work program is engaging and strengthening the campus community while also promoting cross-cultural communication. The program brings together staff and faculty who meet weekly in small group sessions over a 12-week period to discuss books and short stories they have read.

The program strives to break down barriers and build a culture of trust and respect. Individuals from across the campus with diverse backgrounds and experiences share perspectives and learn from one another as they discuss issues related to characters and events in the books. The program also develops supportive networks and friendships.

"Books@Work creates an opportunity for you to meet people across campus," said Karyn Newton, executive aide in the Office for Inclusion, Diversity and Equal Opportunity in an interview about the program. "It's nice to be able to build bridges."

The CWRU program is part of the national initiative started by the Cleveland-based nonprofit, That Can Be Me, Inc. The national office selects and trains campus faculty to facilitate Books@Work groups in addition to choosing books appropriate for each group. Program books include fiction, nonfiction and those written by diverse authors.

Books@Work is part of the university's worksite wellness program. Since its inception in January 2017, nearly 170 staff and faculty have participated.

Program participants shown here include, front row (l to r), Ewa Malicki, department assistant, Mechanical and Aerospace Engineering; Vai Pathak, research assistant, Systems Biology and Bioinformatics; and Sara Lathi Thiam, visiting assistant professor, Anthropology; second row (l to r), Karyn Newton, executive aide, Office for Inclusion, Diversity and Equal Opportunity and Ina Brand, department assistant, Jack, Joseph and Morton Mandel School of Applied Social Sciences.



DIVERSITY ACROSS CAMPUS



Clare Rimnac, PhD

SCHOOL OF ENGINEERING FOCUSES ON WOMEN'S ISSUES

Issues of concern and interest to women faculty are highlighted by the Case School of Engineering Women's Forum. The forum is open to all women faculty in the school and meets up to four times each academic year. Much of the forum's focus is on pre-tenure career development and professional development for mid-career faculty. The forum was established by Clare Rimnac, PhD, Distinguished University Professor and Wilbert J. Austin Professor of Engineering.

Women made up **16%** of all School of Engineering faculty in 2017–18, up from 11% in 2013–2014.

LEADERSHIP SUMMIT HELD

In spring 2018, the School of Engineering hosted a Leadership Summit facilitated by a consultant of the White Men as Full Diversity Partners organization. Outcomes of the two-day summit included understanding and better articulating the school's inclusion and engagement journey, building awareness of the U.S. white male culture and its impact on individuals and partnerships and exploring the critical role of leaders in creating a more inclusive organization.

NEW ASSOCIATION HIGHLIGHTS CONTRIBUTIONS OF AND ISSUES FACING MEN IN NURSING

A chapter of the Association of Men in Nursing (AAMN) was established in the Frances Payne Bolton School of Nursing in January 2018. The association provides a framework for students and nurses to meet and discuss factors that affect men as nurses. It "acknowledges the contributions of all nurses... [but] its primary purpose is to highlight the rich contributions made by men," said David Foley, PhD, MSN, RN, assistant professor in the nursing school and president of the school's



Pictured here are some members of the CWRU School of Nursing chapter of the Association of Men in Nursing.

AAMN chapter. Foley also said the chapter strives to promote an inclusive environment for all students.

The campus chapter includes undergraduate and graduate students as well as faculty and staff members.

The School of Nursing has experienced a steady increase in its male student population, from 10% of its student body in 2013 to **15% in 2018**.

DIVERSITY ACROSS CAMPUS

THE JACK, JOSEPH AND MORTON MANDEL SCHOOL OF APPLIED SOCIAL SCIENCES HIGHLIGHTS NATIONAL DIVERSITY ISSUES

A series of events highlighting national issues that impact the campus and local communities was hosted by the Collective Action for Social Justice, a cooperative made up of students, faculty and staff at the Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) during the 2017-2018 academic year.

The group hosted an art display and spoken word event that focused on race and policing and then held open discussion sessions on the topic. Similarly, the group sponsored a silent art installment, spoken word event and a guest speaker that highlighted issues related to sexual assault.

MSASS Appoints Diversity Dean

In fall 2018, MSASS appointed Assistant Professor **Adrienne M. Crawford Fletcher, PhD**, as its inaugural Assistant Dean for Diversity and Inclusion. In the position, Fletcher will lead efforts to ensure the school provides a welcoming and inclusive environment for all. She will also create the Ad-Hoc Group for Diversity and Inclusion at MSASS, which will be comprised of students, staff and faculty.



Adrienne Crawford Fletcher, PhD

Approximately **one-third** of MSASS students identified as a member of an underrepresented group – 31% of the student population in fall 2015 and 32.2% of students in fall 2018.

SCHOOL OF MEDICINE CONTINUES ITS DIVERSITY EFFORTS



The School of Medicine hosted a LGBT Dialogue in fall 2018, which featured Dr. Karen Winkfield, MD, PhD, associate professor of Radiation Oncology at Wake Forest School of Medicine (NC). She discussed cancer disparities among those in the LGBT community. CWRU School of Medicine faculty assisted by reading accounts and role playing individuals with cancer. On stage (l to r) are Mitchell Machtay, MD; Janice Lyons, MD; and David Ly, MD, all professors in Radiation Oncology.

Students of color made up **15.9%** of the incoming class in the School of Medicine in 2017-18, up from 13.7% in 2014-15.

The School of Medicine continued its efforts to recruit and retain faculty, students and staff from underrepresented groups.

School initiatives include expanding venues for faculty and student recruitment and increasing diversity of faculty search committees.

In addition, the school has experienced an increase in diversity among its student population. Students of color made up 23% of all medical students in 2018.

DIVERSITY ACROSS CAMPUS

OVERNIGHT PROGRAM PROMOTES A DIVERSE STUDENT POPULATION

Now in its third year, the Diversity Overnight Program is a successful initiative that promotes a diverse student body at Case Western Reserve University. Under the application-based program, the CWRU Office of Undergraduate Admissions invites a diverse group of high achieving high school seniors from the region and across the country to campus for a two-day visit.

Program Participation

Fall 2016 (pilot): **25** participants

Fall 2017: **200** participants

Fall 2018: **250** participants

The program begins on Sunday afternoon and includes an overnight stay on campus and an Open House program on Monday. On the first day, prospective students attend a dinner with their student hosts and later engage in a variety of activities sponsored in conjunction with CWRU student organizations that showcase student life at the university.

During the Open House, prospective students have the opportunity to engage with students, faculty and staff and gain a sense of the support, resources and opportunities available at CWRU.

For many of these students, the overnight program is essential in helping them determine if CWRU is a good fit. Program sponsors say the Diversity Overnight has helped increase the number of students of color applying and enrolling at CWRU.

COLLEGE OF ARTS AND SCIENCES CELEBRATES FIRST GRADUATES OF THE CLEVELAND HUMANITIES COLLABORATIVE PROGRAM

The Cleveland Humanities Collaborative (CHC) is a partnership between Case Western Reserve University's College of Arts and Sciences and Cuyahoga Community College (Tri-C). Established in 2015, it provides a pathway and guidance for community college students to enroll at CWRU and pursue bachelor's degrees after receiving associate's degrees at Tri-C.

Most program participants are first-generation college students, members of underrepresented racial groups and over the age of 25. The program is supported by the New York City-based Andrew W. Mellon Foundation.

In May 2018, the program celebrated its first graduates. CHC students Sharmayne Schaffer and Isabelle Betyak graduated from CWRU (in spring and summer, respectively) with degrees in the humanities.

Since the inception of the program in 2015, **16** Cuyahoga Community College students have transferred to CWRU, while **22** others have taken courses at the university through the program.



Isabelle Betyak



Sharmayne Schaffer

DIVERSITY ACROSS CAMPUS

DENTAL SCHOOL PROMOTES DIVERSITY THROUGH TRAINING AND STUDENT SUPPORT ORGANIZATIONS

As part of its diversity and inclusion efforts, the CWRU School of Dental Medicine now requires its incoming students and first-year post-doctoral residents to complete the university's diversity education program, Diversity 360. The three-hour diversity program discusses such topics as implicit bias, marginalization and microaggressions.

In addition, a chapter of the Hispanic Student Dental Association was established as part of the school's diversity efforts. The national organization is comprised of health professionals and students dedicated to promoting and improving the oral health of the Hispanic community. The group also advocates for Hispanic oral health professionals. The new organization joins the school's Student National Dental Association chapter (SNDA) in serving as a resource for students of color. SNDA promotes, aids and supports the academic and social climate for students of color and works to advance students within the field of dentistry.



Dental medical students Imani Behrens and George Brown III perform a dental examination and apply sealants to the teeth of an elementary student in the Cleveland Metropolitan School District during a Healthy Smiles Sealant Program clinic. The program seeks to reduce disparities in oral health for underserved children by providing free services.

The School of Dental Medicine continues to maintain a diverse student body. For the past four years, students of color made up **13%** of the incoming class.

SCHOOL OF LAW EXPERIENCES INCREASE IN STUDENT DIVERSITY; HOSTS DIVERSE SCHOLARS ON CAMPUS

The Case Western Reserve University School of Law experienced a record number of underrepresented students in its 2017-2018 incoming class, with 27% identifying as students of color. The law school credits its various diversity recruiting efforts with attracting more students from underrepresented groups to apply and attend the school.

Recruitment efforts included attendance and recruitment at the Fourth Annual National Historically Black Colleges and Universities Pre-Law Summit, Puerto Rican Legal Defense & Education Fund Day, the Fourth Annual National Diversity Pre-Law Conference, the National Black/National Hispanic Pre-Law Conference and other conferences and events.

Among the 2018 School of Law incoming class, **27%** identified as students of color, up from 21% in 2013.

The Law School also welcomed a diverse group of scholars to campus in April 2018 as host of the 26th annual Midwestern People of Color Legal Scholarship Conference. The conference examined the racial progress made by communities of color since the late 1960s. It also provided opportunities for junior law faculty to present works-in progress and recently completed papers and receive feedback from other scholars.

DIVERSITY ACROSS CAMPUS

WEATHERHEAD ANNOUNCES DIANE MCDANIEL SCHOLARSHIP WINNERS



Diane O. McDaniel

In fall 2018, students of color accounted for **13%** of all domestic masters level students in the Weatherhead School of Management.

The Case Western Reserve University Weatherhead School of Management has announced recipients of the Diane O. McDaniel Endowed Scholarship Fund. The fund provides merit-based scholarships to support students of African American or Latino descent pursuing a Master of Business Administration or a Master in Positive Organization Development. The first scholarship recipient is Shanelle Smith, a 2019 MBA candidate, and the second award winner is Sabrina Banjo, a 2020 MBA candidate and medical physiology major.

The scholarship, established by Weatherhead alumna Diane O. McDaniel, is the first endowed scholarship in the school developed by an African American. McDaniel earned her Executive MBA from Weatherhead in 1987 and enjoyed a successful career in human resources in the Cleveland area. Now retired, McDaniel has supported Weatherhead throughout the years with both her time and financial resources. She established the scholarship because she wanted to have a permanent, positive impact on Weatherhead students.

Scholarship recipients are selected based on leadership ability, academic performance, activities and financial need. Smith is recognized on the 2018 Grist 50 list, which highlights emerging green leaders. Banjo serves as an assistant residential college director at the university.

ANNUAL UNITY BANQUET AND SCHOLARSHIP DINNER

The Office of Multicultural Affairs (OMA) awarded scholarships to CWRU students for tuition, research and study abroad during the office's annual Unity Banquet & Scholarship Dinner held in April 2018. Pictured here are scholarship recipients with CWRU staff members: back row, l to r, CWRU staff member Janice Gerda and students Aya Bahij, Sofi Mira, Anthony James, Alberto Gonzalez, Arik Stewart, Jered Butler; front row, Pathamaporn Thongterm, Aaliyah Johnson, OMA Director Naomi Sigg, Fatima Rahman and Esmeralda Terrazas.



DIVERSITY ACROSS CAMPUS

PROFESSIONALS WITH PRIDE CAREER FAIR CONNECTS LGBTQIA+ STUDENTS AND EMPLOYERS

The university's LGBT Center sponsored the campus' first Professionals with Pride Collegiate Career Fair in fall 2018. The event connected LGBTQIA+ college

students with inclusive employers and assisted students in creating networks and securing jobs. In addition, it provided an opportunity for dialogue about supportive and inclusive environments for LGBTQIA+ and ally employees. More than 80 students from CWRU and neighboring universities and colleges attended the event. Nearly 20 employers, representing technology, engineering, banking, non-profits

Among incoming CWRU freshmen who completed the 2018 first-year survey, **17%** identified as LGBTQ.



Students had an opportunity to network with each other and employers during the Professional with Pride Career Fair.

and other sectors, attended the fair to network with students, discuss employment issues and talk about available positions at their companies. During breakout sessions at the one-day event, employers discussed such topics as laws impacting LGBTQ employees and social justice in the workplace.

CWRU Provost and Executive Vice President Ben Vinson III talks with students Adrian Hattan and Esmeralda Terrazas. Vinson, a historian of Latin America, assumed the provost position in summer 2018. He previously served as dean of George Washington University's Columbian College of Arts of Science. In fall 2018, Vinson held town hall meetings and began the planning process for the university's 2019-2024 strategic plan.



DIVERSITY ACHIEVEMENTS

TIMELINE: SELECTED KEY ACCOMPLISHMENTS OF THE OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY (OIDEO)

OIDEO Signature Program, Train the Champion, established

CWRU is co-principal investigator of NSF funded initiative to increase graduates of color that enter the professoriate, NOA-AGEP

2009	2011	2013	2015	2017
Created Diversity Leadership Council		OIDEO & Student Affairs launch award-winning program, Sustained Dialogue		Trailblazer Project established; portraiture initiative showcases contributions of alumni of color

KEY ACCOMPLISHMENTS OF THE OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY, 2009 TO 2018



The portraits of six CWRU alumna or former faculty were unveiled during the Trailblazer Project program in October 2018. Pictured here are three of the portraits and some honorees, (l to r) Grover C. Gilmore, PhD, dean of the Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) who represented Sarah Short Austin, a national public policy leader and MSASS graduate; MSASS alumna Joan Southgate, a former social worker and founder of the educational Underground Railroad project; and Steve Minter, PhD, MSASS alumni & former president of the Cleveland Foundation.

When Marilyn S. Mobley, PhD, arrived to campus in 2009 to serve as Case Western Reserve University's inaugural Vice President for Inclusion, Diversity and Equal Opportunity she was charged with creating a comprehensive, campus-wide strategic plan to promote and increase diversity and inclusion on campus. Now as she prepares to leave her post in June 2019, we reflect on the accomplishments of the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) under her leadership.

Below are key achievements listed by the five pillars Dr. Mobley identified as essential to the success of the OIDEO.

Research and Climate Assessment

- Developed Diversity Strategic Action Plans, 2012-2015 & 2016-2019

DIVERSITY ACHIEVEMENTS



Marilyn S. Mobley, PhD, poses with Damon Williams, PhD, national diversity leadership and organizational change expert, who served as the fall 2018 Power of Diversity speaker.

- Administered diversity climate survey, 2010
- Faculty diversity research group formed, 2013

Communication and Education

- Diversity Leadership Council created, 2009
- Office publications created – *Annual Diversity Report*, monthly *E-News* and the biannual newsletter, *Insight on DIVERSITY*, 2009
- Train the Champion – Diversity education training program for faculty and staff, 2011
- Sustained Dialogue – Part of the National Sustained Dialogue Campus Network, 2013
Honored with national dialogue award in 2017
- Diversity 360 – Campus-wide diversity education program, 2015

Programming and Resource Development

- Annual Diversity Awards Luncheon, 2009
- Power of Diversity Lecture Series, 2010
- Multicultural Welcome Reception, 2012 (soon after established Multicultural Graduation Reception)
- Diversity Annual Fund, 2012
- Viewpoint Forum – features speakers with divergent viewpoints that discuss critical diversity-related issues, 2013

- Established employee resource groups, 2013
- Partnered/sponsored Black Graduation & Latinx Graduation ceremonies, 2016

Compliance

- Diversity Town Hall, held in 2013
- Diversity Resource Forum, held in 2018
- Establishment of monthly workshop, “Fundamentals of Equal Opportunity,” 2018

Community Engagement and Outreach

- Supplier Diversity Council showcase of successful vendors, 2009
- Stokes 50-year Legacy Program, 2017
- OIDEQ Visiting Committee, 2018
- Inclusion Transformation Fund, 2018

Awards

National Higher Education Excellence in Diversity, 2012–2018
Commission on Economic Inclusion Best in Class
Board Diversity, 2013; Workforce Diversity, 2010–2012

BY THE NUMBERS

12% of the fall 2018 undergraduate population are members of under-represented racial groups, as is 12% of the graduate and professional student population.

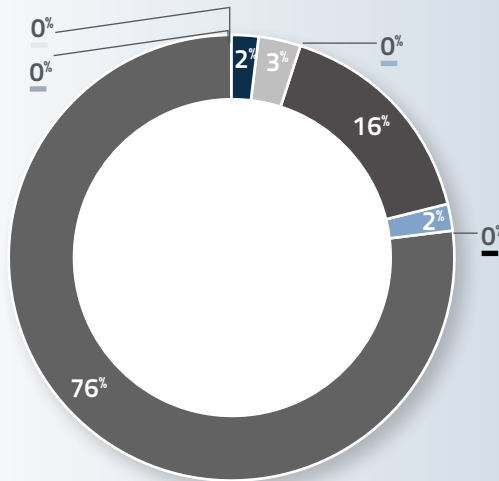
10,211 students, faculty and staff have completed Diversity 360, the campus-wide diversity education program, since its inception in fall 2015.

7 consecutive years (2012–2018) that CWRU was honored with the national Higher Education Excellence in Diversity (HEED) award from *INSIGHT Into Diversity* magazine.

DEMOGRAPHIC SNAPSHOT

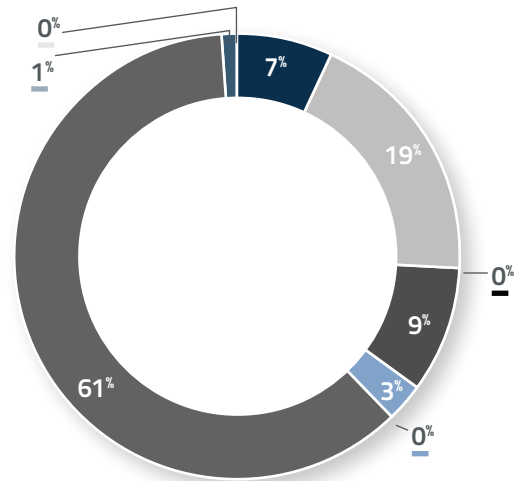
FALL 2018

FULL-TIME FACULTY: 1,210



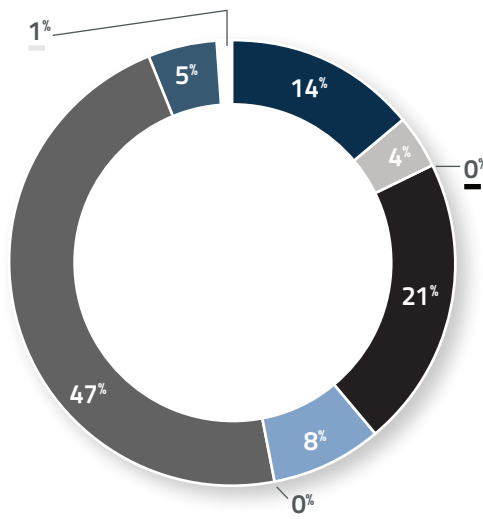
MALE: 740 FEMALE: 470

FULL-TIME STAFF: 3,049



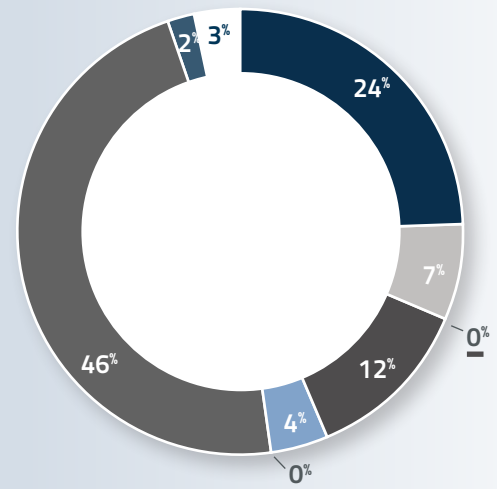
MALE: 1,202 FEMALE: 1,847

UNDERGRADUATE STUDENTS: 5,262



MALE: 2,868 FEMALE: 2,394

GRADUATE & PROFESSIONAL STUDENTS: 6,629



MALE: 2,912 FEMALE: 3,717

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

Faculty and staff data are preliminary for fall 2018.

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:

(l to right) **Jered C. Butler**, CWRU fourth-year student with a double major in Aerospace Engineer and Mechanical Engineer and vice president of campus initiatives for the student organization, Undergraduate Diversity Collaborative; **Marel Corredor-Hyland, MBA**, diversity, campus partners and human resources development team leader for CWRU's Kelvin Smith Library; and **Joachim Voss, PhD**, CWRU professor and director of the Sarah Cole Hirsh Institute for Evidence-Based Practice, Frances Payne Bolton School of Nursing.

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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.