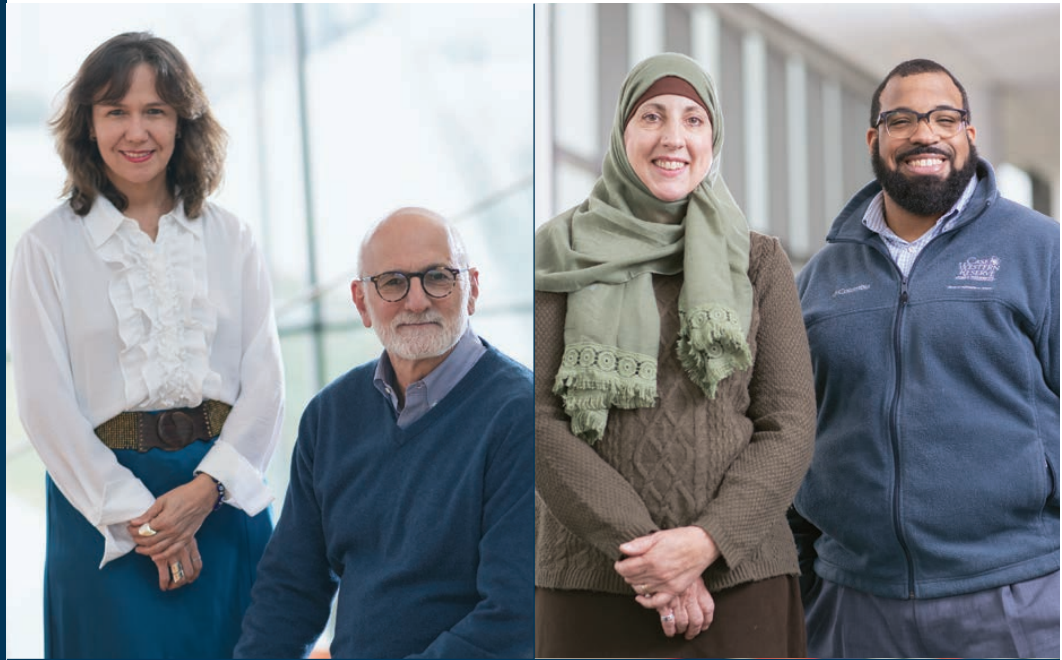


2019

annual
diversity
report



OFFICE FOR INCLUSION,
DIVERSITY AND EQUAL
OPPORTUNITY

 **CASE WESTERN RESERVE**
UNIVERSITY EST. 1826

Featured on the cover

Top left: Case Western Reserve University staff members and moderators of the Sustained Dialogue program **Ann Ghazy**, department assistant, University Technology, and **John Killings**, associate director, Multicultural Leadership & Programming, Office of Multicultural Affairs

Top right: CWRU faculty members and fall 2019 Power of Diversity speakers **Damaris Pinales-Alpizar, PhD**, associate professor of Hispanic Studies, Department of Modern Languages and Literatures, Ethnic Studies Program; and **Scott M. Williams, PhD**, professor and director of the Epidemiology & Biostatistics graduate studies program, Department of Population and Quantitative Health Sciences, School of Medicine.

Bottom photo: CWRU students, front, **Katharine Toledo**, junior majoring in political science and history; left, **Catherine Tong**, second-year graduate student pursuing an MBA; and **Arik Smith**, a senior majoring in computer science.

Photos by Russell Lee. Publication photos by Eric Benson, Michelle Burgess, Russell Lee, Daniel Milner and Georgio Sabino III.

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 disability.

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.

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.

MISSION STATEMENT

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

The office supports the university's mission by providing strategic leadership in the development of policies, procedures, and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students, and others. The office is a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.



As I write this letter, many in our community are feeling concerned and uneasy about recent events in our country and globally. I am grateful to our faculty, staff and students who continue to support one another and to demonstrate our core values of diversity and inclusion, especially in these unsettled times. In 2017, our Center for International Affairs launched a ***You Are Welcome Here at CWRU campaign***. I ask that we all continue to embrace this sentiment in our actions and words.

We are fortunate that for more than a decade, our Office for Inclusion, Diversity and Equal Opportunity has provided Case Western Reserve University with a strong foundation for advancing diversity and inclusion. The following pages provide outstanding examples of this important work. Our medical students came together to host a panel on *Navigating Marginalized Identities in Health Professions* to provide support for students from diverse backgrounds. Additionally, the campus community once again embraced our biannual Day of Dialogue events, which included discussions on civility in time of polarizing discourse and food insecurity and campus hunger.

I am proud that the university continues to receive accolades for its work, receiving for the eighth time the Higher Education Excellence in

Diversity (HEED) Award. In 2019, I had the privilege of signing the CEO Action for Diversity & Inclusion, joining more than 800 companies, universities and organizations working together to champion these values globally.

I would like to take this opportunity to thank Professor Joy R. Bostic, PhD, who has provided exceptional leadership as the Interim Vice President for Inclusion, Diversity and Equal Opportunity. It is also my great pleasure to welcome Robert L. Solomon, Jr., JD as our next Vice President for Inclusion, Diversity and Equal Opportunity. He will assume this position on February 1. Mr. Solomon joins us from The Ohio State University where he served as Assistant Vice Provost in the Office of Diversity and Inclusion. I look forward to working with Mr. Solomon and our university community as we continue our important diversity and inclusion work.

Sincerely,

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

Barbara R. Snyder
President, Case Western
Reserve University

The 2018–2019 academic year, was a time of transition and growth for Case Western Reserve University. The Office for Inclusion, Diversity and Equal Opportunity's inaugural vice president, Marilyn Mobley, PhD, stepped down to return to her faculty position in the Department of English. As this annual report indicates, our work over the past year has been a testament to the strong foundation of the university's diversity, equity and inclusion efforts built over the last 10 years under President Barbara R. Snyder's direction and Dr. Mobley's leadership.

It also attests to the deep commitment and passionate energy of Provost Ben Vinson III and change agents across the campus community who have continued to build upon this foundation and establish new diversity and inclusion efforts. In recognition of its ongoing diversity work, Case Western Reserve University received its eighth Higher Education Excellence in Diversity (HEED) Award, a national honor that recognizes universities and colleges for their outstanding commitment to diversity.

Our university has continued to demonstrate its diversity commitments with new campus efforts such as the establishment of a gender-inclusive LGBTQ Greek-letter student organization,

pipeline programs in nursing and STEM fields aimed at increasing the number of women and underrepresented students in these fields and the securing of additional corporate resources that support programs and scholarships for underrepresented students. We have continued to support the National Sustained Dialogue program and offer our Diversity 360 training to students, staff and faculty across the university and neighboring institutions.

As interim vice president, it has been my privilege to work with the office staff members, President Snyder, Provost Vinson and the entire campus community as we build upon the foundation of the past 10 years to deepen and continue to grow the work of diversity, inclusion and equity on our campus and in the community.

With great appreciation and deep gratitude,



Joy R. Bostic
Interim Vice President
Inclusion, Diversity and
Equal Opportunity



**MEDICAL STUDENTS SPONSOR EVENT
ON NAVIGATING MARGINALIZED
IDENTITIES IN HEALTH PROFESSIONS**



Student organizations in the Case Western Reserve University School of Medicine came together to explore challenges and issues of concern for individuals from marginalized groups preparing to enter the health profession.

The groups sponsored a panel discussion entitled “Navigating Marginalized Identities in Health Professions” to discuss and focus attention on the experiences of diverse students in the university’s School of Medicine. In the past, the CWRU chapter of the American Medical Women’s Association (AMWA) held events to discuss challenges faced by women in medicine. This year, however, various student groups collaborated to focus on a more intersectional understanding of identity. The fall event focused on women, members of racial and ethnic groups, those with disabilities, individuals that identify as LGBTQ+ as well as those in more than one of these groups.

The event was hosted by the AMWA along with the CWRU chapters of the Student National Medical Association/Latino Medical Students Association, American Medical Student Association Committee on Gender & Sexuality and the Association of Women Surgeons.

“We felt that attempts to narrow discussions of identity... to just womanness, without considering the complexities added by other axes of oppression, would ultimately do a disservice to our learning,” said Pooja Podugu, a first-year student in the CWRU School of Medicine. Podugu and first-

“The event also provided a sense of safety and kinship for medical students from marginalized groups.”

Pooja Podugu,
CWRU School of Medicine student

year medical student Pavitra Ravishankar are co-chairs of the AMWA. Both students helped to organize the panel discussion.

Nearly 80 individuals attended the event, which included a panel

discussion featuring CWRU School of Medicine student DaShawn Hickman, local surgeon Stephanie Worrell, MD, and local obstetrician-gynecologist Karen Ashby, MD, both of University Hospitals. The discussion was moderated by Adrienne Fletcher, PhD, assistant dean of diversity and assistant professor in the CWRU Jack, Joseph and Morton Mandel School of Applied Social Sciences.

“We believe students benefited from the event by learning firsthand some of the more complex, insidious ways in which racism, sexism, homophobia and ableism manifest within the medical field,” Podugu said. “The event also provided a sense of safety and kinship for medical students from various marginalized groups,” she said.

The student medical groups are hoping to sponsor a similar event in the near future and are exploring the possibility of hosting workshops or a brown bag lunch series to continue discussions related to marginalized groups in health professions.

Medical students who helped organize the panel discussion include (left to right) Fadeke Muraina; Shaarada Srivatsa; Pooja Podugu, co-chair, CWRU chapter of the American Medical Women’s Association (AMWA); Stacy Jeong; and Pavitra Ravishankar, AMWA co-chair. Adrienne Fletcher (right), PhD, assistant dean of diversity and inclusion and assistant professor at the university’s Jack, Joseph and Morton Mandel School of Applied Social Sciences, gave a brief presentation during the event and moderated the panel discussion.



LUNCH & LEARN SERIES SHOWCASES FACULTY'S DIVERSITY AND INCLUSION RELATED RESEARCH

Case Western Reserve University faculty share their knowledge and showcase their diversity-related research through the Diversity 360 Lunch & Learn Series. The monthly series provide an opportunity for CWRU scholars to discuss their research and for the campus community to dialogue and think more deeply about issues presented in Diversity 360, the comprehensive, campus-wide diversity education program. The Office for Inclusion, Diversity and Equal Opportunity sponsors the series and co-sponsors Diversity 360.

Each Lunch & Learn session includes lunch, a presentation and time for the audience to dialogue about the topic. The sessions provide an opportunity for the campus community to hear diverse perspectives on important national, local and campus diversity and inclusion issues.

Lunch & Learn sessions have focused on campus issues, such as accommodations for CWRU students with disabilities, national issues such as the #MeToo movement and U.S. immigration policies as well as general topics of interest related to diversity and inclusion, such as intersectionality.

The sessions provide an opportunity for the campus community to hear diverse perspectives on important diversity and inclusion issues.

Feedback on the Lunch & Learn sessions has been positive. On program evaluations, attendees said they enjoy the opportunity to engage with scholars on important topics. In addition, they indicate that their knowledge and understanding is enriched by listening to the perspectives of other members of the campus community. On average, about 45 individuals attend each Lunch & Learn session.

The Lunch & Learn Series enhances and complements the learning presented in the Diversity 360 diversity education program.

Diversity 360 is aimed at improving campus climate and increasing

interactions among individuals from various backgrounds. It covers such topics as implicit bias, marginalization and microaggressions.

Diversity 360 was established in 2015 and since that time more than 12,000 CWRU staff, faculty and students have completed a Diversity 360 session. Initially, sessions were voluntary but now the training is part of the new student and faculty orientations and new staff members also are required to take the training.

Diversity 360 Lunch & Learn presenters include (left to right) Danielle Bernat Sabo, PhD candidate and advocate for gender violence prevention and response in the CWRU Flora Stone Mather Center for Women, who discussed “#MeToo on Campus: How Can Universities Best Support the Telling, Listening and Reliving of Student Trauma Narratives?”; John Flores, PhD, associate professor and immigration and labor historian, CWRU Department of History and co-director of the Social Justice Institute, who discussed “Deporting Diversity: How Deportation Affects the Latinx Community of the United States”; Shemariah Arki, EdD, post doctoral scholar in Intersectional Feminism, CWRU Flora Stone Mather Center for Women and founder of the Ellipsis Institute for Women of Color in the Academy, who discussed “Intersectionality”; and Karie Feldman, PhD, CWRU lecturer and co-director of the Undergraduate Studies in Sociology, who discussed “Do State Sponsored Parental Leave Policies Reduce Family Inequity?: A Cross-State Examination of Leave Policies and Family Sustainability.”



CORPORATIONS SUPPORT SCHOLARSHIPS AND PROGRAMS FOR UNDERREPRESENTED STUDENTS

The Office of Corporate Relations at Case Western Reserve University facilitates connections for CWRU to bring faculty, students and alumni together with the corporate sector. One of the key areas of focus with the corporate community is diversity and inclusion. The Corporate Relations team continues to engage corporate partners and diverse alumni with a focus on scholarships for underrepresented students and program support for diversity initiatives on campus. Significant successes in industry support for diversity and inclusion at CWRU include scholarship and program support from Lubrizol Corporation and support for diversity initiatives from Underwriters Laboratories.

Lubrizol

Lubrizol Provides \$500,000 for Scholarships for Underrepresented Students and \$125,000 for CWRU Emerging Scholars Program

In 2019, The Lubrizol Corporation announced that it will provide scholarship funds to support undergraduate science, technology, engineering and mathematics (STEM) students, with a preference for women and underrepresented students of color. The scholarship awards will go to Cleveland area students interested in STEM fields who are “Say Yes to Cleveland” Scholars and/or Cleveland Scholars from the Cleveland Metropolitan School District or East Cleveland Public School District, who are also Pell Grant eligible.

Support will also go to students participating in the CWRU Emerging Scholars Program. The program provides mentoring and an advisory and peer support network throughout a student’s college career at CWRU.



Underwriters Laboratories Provides \$800,000 for STEM Scholarships and \$200,000 for CWRU ENVOYS Program

In 2019, Underwriters Laboratories partnered with Case Western Reserve University on an \$800,000 multiyear investment towards scholarships aimed at underrepresented students of color in STEM fields.

Underwriters Laboratories, the global safety science research and standards development organization, also supported the CWRU ENVOYS Program with a \$200,000 multiyear gift. ENVOYS is an immersive high school STEM education, training and college preparatory program. It seeks to increase access and persistence in STEM at CWRU for underrepresented students from the Cleveland and East Cleveland public schools.

Lubrizol representative and corporate relations personnel met with CWRU scholarship winners. Pictured here, left to right, back row, Mark Sutherland (MGT '81), vice president of public affairs at Lubrizol; Anne Borchert, assistant vice president of corporate relations and strategic projects at CWRU; and Anthony C. Peebles, director of diversity and corporate relations at CWRU. CWRU scholarship winners, left to right, include Cierra Springs, a third-year biomedical engineering major; Akwasi Duah, a third-year civil engineering major; and Vanezza Alvayero, a first-year nursing major.

THETA PI SIGMA PROVIDES GREEK LIFE EXPERIENCE AND LEADERSHIP OPPORTUNITIES TO CWRU'S LGBTQ STUDENT COMMUNITY



Theta Pi Sigma, a gender-inclusive, LGBTQ-focused Greek student organization at Case Western Reserve University, is promoting inclusiveness and providing a Greek Life experience to LGBTQ and allied students.

The Greek organization, established on campus in spring 2018, also provides a formal space for students with marginalized orientations, gender identities and expressions, and allies to engage in leadership and philanthropy activities. The organization has sponsored events to support the LGBT Center of Greater Cleveland and co-hosted Drag Ball, an annual event that showcases CWRU students and local drag performers.

The CWRU chapter is one of only eight Theta Pi Sigma chapters nationwide. The organization is founded on the principles of growth, progress and leadership for the LGBTQ community.

“Theta Pi Sigma represents a space for students, regardless of gender identity, to have a Greek Life experience without feeling the pressure of having to adhere to the primarily binary structure of Greek Life,” said Emma McCann, president of the organization and

student coordinator in the CWRU LGBT Center. McCann, an anthropology major, is completing a bachelor’s degree and working on a master’s under the university’s Integrated Graduate Studies Program.

Although the organization does not participate in formal campus Greek recruitment activities, it holds an informal recruitment each semester. The recruitment period is for two weeks and during that time, the organization hosts events to give potential members the opportunity to learn more about Theta Pi Sigma and its mission.

However, Theta Pi Sigma joins other campus Greek organizations for informational events, such as Taste of Greek Life – an event that highlights CWRU Greek organizations and provides free desserts to participants.

Theta Pi Sigma “is a wonderful organization for people who would

like to advocate for LGBTQ inclusion within Greek Life and also experience the support and community that Greek organizations offer,” McCann said.

Among incoming first-year students who completed a 2019 survey, 17% identified as LGBTQ.

Pictured here are some members of the CWRU Theta Pi Sigma chapter, left to right (identified by first name only by request), Zo, a fourth-year psychology/communication science major; Hanna, a fourth-year English/sociology major; Malcolm, a fifth-year electrical engineering major; Theta Pi Sigma president Emma, a fourth-year anthropology major; and Aidan, a fifth-year electrical engineering major.

ADVANCING DIVERSITY THROUGH TRANSFORMATIVE DIALOGUE



Several CWRU students gathered to discuss food insecurity on campus during a fall 2019 Day of Dialogue session. Pictured here (left to right) are third-year students Hunter Stecko, Naveena Bontha, Jasmine Cuenca and Fatima Rahman.



Pictured here are Day of Dialogue participants, in photo on the left (left to right), AmariYah Israel, assistant director, CWRU LGBT Center; Lisa Kollins, administrator, CWRU Social Justice Institute; and fourth-year student Kayele Silue.

Pictured in photo on the right, Dedra D. Hanna-Adams, financial aid director, CWRU School of Nursing and Laurine Gajkowski, ND, RN, clinical instructor, CWRU School of Nursing.

CWRU PROGRAM BRINGS CAMPUS COMMUNITY TOGETHER TO SHARE AND HEAR DIVERSE PERSPECTIVES

Members of the Case Western Reserve University campus community come together to share ideas and hear diverse perspectives on important campus, local and national issues during biannual “Day of Dialogue” events.

Day of Dialogue events are held in the fall and spring and provide an opportunity for staff, faculty and students to come together and examine important topics and concerns. The events promote cross-cultural engagement and campus dialogue.

Under the Day of Dialogue program, four to six topics are held simultaneously at different locations across campus. Individuals then select to attend one of the locations based on the topic being discussed there. Day of Dialogue events typically are held on a Friday early in the semester from 12:45 p.m. to 2 p.m. Trained CWRU Sustained Dialogue moderators facilitate the discussion groups, which typically include twenty individuals or less. The small group size allows for intimate, in-depth dialogue.

Day of Dialogue is an outgrowth of the CWRU Sustained Dialogue program. Under the Sustained Dialogue program, student dialogue groups and faculty/staff dialogue groups meet weekly for a semester or for the entire academic year to dialogue about diversity and inclusion issues as well as campus issues of concern. In the Sustained Dialogue program, participants explore their own and others’ identities and engage with individuals from diverse backgrounds. Dialogue groups develop recommendations on ways to improve the campus experience and make CWRU more welcoming

and inclusive. The recommendations are presented to the university president and vice presidents during a special event held in late spring. The success of the CWRU Sustained Dialogue Program gained national attention in 2017 when it was honored with an award from the national Sustained Dialogue Campus Network.

“Day of Dialogue provides an opportunity for all members of the campus community to have a Sustained Dialogue experience,” said Edwin Mayes, CWRU director of first-year experience and family programs and a co-chair of the Sustained Dialogue program. The program is especially beneficial to individuals who are interested in Sustained Dialogue but are unable to commit to meeting weekly, Mayes said. In addition, Day of Dialogue introduces Sustained Dialogue and its methodology to individuals who wish to learn more about the program.

During the November 2019 Day of Dialogue, topics discussed included “Civility in a Time of Polarizing Discourse,” “Food Insecurity & Campus Hunger,” “Campus Climate” and “Fostering a Culture of Self-Care.”

Past Day of Dialogue topics focused on immigration issues, taking a knee during the national anthem, campus socio-economic issues, defining beauty, gun control and building relationships with communities surrounding the university.

The first Day of Dialogue event was held in fall 2017 and since that time more than 200 campus members have participated in the initiative.

DIVERSITY ACROSS CAMPUS



Case Western Reserve University provides numerous opportunities for students to get involved in the campus community, develop supportive networks, interact with those from diverse backgrounds and learn valuable leadership skills. The university has more than 300 undergraduate and graduate organizations and more than 30 cultural student organizations. These organizations engage the student population and are part of the university's recruitment and retention efforts. Pictured here are CWRU student leaders and organization members (from left to right) Benjamin Wang, first-year computer science major and a member of the CWRU Asian American Alliance; Imani Behrens, second-year dental student and president of the CWRU Student National Dental Association; Hendrik Dewalk, PhD candidate and president of the Biomedical Engineering Graduate Student Association; and Tianyi Li, first-year nutritional biochemistry and metabolism major and a member of the Asian American Alliance.

DIVERSITY ACCOLADES

UNIVERSITY RECEIVES NATIONAL DIVERSITY EXCELLENCE AWARD

Case Western Reserve University received the 2019 Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine, a national diversity-focused higher education publication.

The award recognizes colleges and universities across the country that demonstrate an outstanding commitment to diversity and inclusion. CWRU was one of 92 recipients of the national diversity award in 2019.

CWRU has received the award every year since the honor was established in 2012. To be considered for the award, higher education institutions complete an extensive application and

summarize their diversity and inclusion initiatives. The 2019 CWRU application highlighted a number of the university's successful diversity and inclusion programs, including Mentor Circles & Mentor Fellows; Sustained Dialogue, the university's award-winning diversity dialogue initiative for students, staff and faculty; Rooney Rule-like policies that require a diverse applicant pool for faculty and top administrative positions; and the Trailblazer Project, a portraiture initiative that showcases the contributions of CWRU alumni of color and women and helps to diversify the images that appear in campus common areas.

CWRU PRESIDENT SIGNS CEO ACTION PLAN FOR DIVERSITY

In 2019, Case Western Reserve University President Barbara R. Snyder signed the CEO Action for Diversity & Inclusion. The CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Launched in 2017, today more than 800 of the world's leading companies, universities and business organizations have signed the document and pledged to leverage their individual and collective voices to globally advance diversity and inclusion.

Those who signed the pledge are committed to:

- Cultivating workplaces that support open dialogue on

complex, and sometimes difficult, conversations about diversity and inclusion

- Sharing best as well as unsuccessful practices
- Implementing and expanding unconscious bias training
- Creating and sharing strategic inclusion and diversity plans with board of directors

The **CEO Action for Diversity & Inclusion™** was collectively formed and is led by a steering committee of CEOs and leaders from Accenture, BCG, Deloitte US, The Executive Leadership Council, EY, General Atlantic, KPMG, New York Life, P&G and PwC.

CWRU SCHOOL OF ENGINEERING PROGRAM PREPARES LOCAL UNDERREPRESENTED STUDENTS FOR STEM FIELDS

Now entering its 14th year, the ENVOYS program continues to thrive as a community engagement program for the Case Western Reserve University's School of Engineering. ENVOYS is an immersive high school education, training and



As a participant in the ENVOYS program, Yvonne Chappelle worked on research with her mentor Al de Leon. Later, Chappelle attended and graduated from CWRU.

college preparatory program that seeks to increase access and persistence in science, technology, engineering and mathematics fields (STEM) for underrepresented students from Cleveland and East Cleveland public schools.

The program includes three academic years and three summers of programming for students in grades 10–12. It provides students with mentors and coursework in chemistry, physics, math, engineering design and polymer science. Students also conduct laboratory research with graduate student mentors.

The program creates a pipeline of underrepresented students for CWRU and helps prepare students for STEM work in college. Since 2006, 79 students have been enrolled in ENVOYS. Of the students that graduated from the program, 100% matriculated to college and 86% selected to major in a STEM field. Of all program participants, 94% are African American or Hispanic students.

Twelve ENVOYS students have matriculated to CWRU. Of these students, seven are undergraduates and five have graduated from CWRU, including one student who graduated with a PhD in macromolecular science and engineering.

The program was created by David Schiraldi, PhD, CWRU Peter A. Asseff Professor and professor of Macromolecular Science and Engineering, along with Eric Baer, CWRU Leonard Case Professor and Distinguished University Professor.

ENVOYS began as part of the National Science Foundation's Science and Technology Center, through the Center for Layered Polymeric Systems. The ENVOYS program is currently supported by generous gifts from CWRU alumni and others.

DIVERSITY AND INCLUSION ACROSS CAMPUS

DENTAL SCHOOL MAINTAINS A DIVERSE STUDENT POPULATION

The Case Western Reserve University School of Dental Medicine continues to be successful in its efforts to diversify its student population. During the 2018-2019 academic year, 13.4% of students in the school self-identified as a member of an underrepresented group – this percentage has remained steady for the past four years and is equal to the national average of 13%.

In addition, the school has established a chapter of the Student Hispanic Dental Association. In previous years, the school lacked the number of students and Hispanic faculty to serve as mentors needed to form a chapter. The student Hispanic association and the Student National Dental Association – geared primarily to African American students – provide support and mentors to underrepresented students in the school.

- ▶ *CWRU dental medicine students provide free services to local students. Therapy dogs are often used to help keep children calm during dental procedures.*



CWRU LAW FACULTY PLEDGE TO CREATE AND SUSTAIN A DIVERSE, INCLUSIVE LEARNING ENVIRONMENT

The Case Western Reserve University School of Law faculty publicly set out its dedication and aspirations to recruit diverse faculty, staff and students and create an inclusive learning environment, in a document entitled "Commitment to Diversity."

Law School faculty adopted the document in April 2019 to express their desire to create and sustain a diverse and inclusive environment, in and out of the classroom. Faculty will "strive to create a culture of inclusion that encourages relationships and interactions among people of different backgrounds, enhances human dignity, actively diminishes

prejudice and discrimination and improves the quality of life for everyone in our community," according to the document.

CWRU Associate Dean for Academic Affairs and Judge Ben C. Green Professor of Law Jessie Hill helped to guide the development of the statement, which when completed was unanimously approved by faculty in the Law School.

By striving to achieve the goals outlined in the diversity document, the CWRU School of Law expects to improve the quality of the education it provides to its students and the overall diversity within the legal profession.

DIVERSITY AND INCLUSION ACROSS CAMPUS

NEW INITIATIVE BUILDS COMMUNITY AMONG FEMALE STUDENTS IN THE CWRU SCHOOL OF ENGINEERING

A new program within the Case Western Reserve University School of Engineering strives to build a community of female students in technology fields. Established with a gift from alumnus and Craigslist founder Craig Newmark (CIT '75; GRS '77, computer science), the Women in Tech Initiative fosters learning and growth in technology and engineering through mentorship and professional learning opportunities.

Through student input and research, the Women in Tech Initiative identified three priority areas important to students to help them progress and feel supported in the fields of technology and engineering. The areas include meeting other students interested in technology fields, networking with professionals in the field and learning about future career opportunities.



CWRU students (left to right) Anna Jaskoviak, a junior majoring in electrical engineering, and Brianna Lemon, a senior majoring in computer science, pose together at a spring 2019 Women in Tech event.

Over the past year, the initiative has sponsored programs including a fall mixer and the Women in Tech Spring Event.

MANDEL SCHOOL AD HOC GROUP FOCUSES ON DIVERSITY ISSUES

The CWRU Jack, Joseph and Morton Mandel School of Applied Social Sciences continues to focus attention on issues related to diversity, equal opportunity and inclusion. Last fall, the school, under the leadership of Adrienne Fletcher, PhD, assistant dean for diversity and inclusion and assistant professor, formed the Ad-hoc for Diversity and Inclusion Group. During the 2018-2019 academic year, the group discussed issues pertaining to school climate, faculty engagement with students and student

The percentage of Mandel School students that identify as a member of an underrepresented group has remained steady over the past years – 31% in fall 2015 and 30.5% in fall 2019.

recruitment and retention. The group also explored best practices by reviewing recruitment and retention strategies at other universities.

In addition, the Mandel School sponsored lectures and faculty participated in events that focused on issues related to diversity. A Martin Luther King, Jr. lecture was held at the school and featured James Wehn, PhD candidate in art history and Andrew W. Mellon Foundation Fellow, who discussed *Who RU2Day: Mass Media and the Fine Art Print*. In February 2019, Fletcher participated in a local PBS radio discussion entitled “Blackface in America.”

DIVERSITY AND INCLUSION ACROSS CAMPUS

SCHOOL OF NURSING PARTICIPATES IN SUMMER PROGRAM AIMED AT INCREASING DIVERSITY IN HEALTH PROFESSIONS

In an effort to prepare future health professionals who can provide care to diverse communities, the CWRU Frances Payne Bolton School of Nursing this past summer participated in the University Hospitals' Health Scholars Summer Program. The CWRU School of Medicine also was involved in the program. University Hospitals is a nationally recognized, broad-base health care system located in Cleveland, Ohio.

The summer program is part of a year-round curriculum designed to support underrepresented students in the Cleveland area who are interested in careers in medicine.

It provides local students with opportunities to interact with faculty and staff from multiple health sciences schools at Case Western Reserve University.

During the program, students and their mentors explored different experiential nursing stations. For example, students viewed a helicopter simulator to see, hear, and feel a flight nurse attending to a patient during a medevac and practiced swaddling and infant rescue maneuvers with "choking" infant manikins.



WOMEN OF ACHIEVEMENT LUNCHEON ▲

The CWRU Flora Stone Mather Center for Women honored the achievements of faculty, staff and students at its biannual luncheon, held in November 2019. Those honored include (left to right), Rachel Lovell, PhD, senior research associate at the Begun Center for Violence Prevention Research and Education at the CWRU Jack, Joseph and Morton Mandel School of Applied Social Sciences; Jaclene A. Zauszniewski, PhD, RN-BC, Kate Hanna Harvey Professor in Community Health Nursing; Susann Brady-Kalnay, PhD, Distinguished Researcher in the Department of Molecular Biology and Microbiology; Delaney Jones, undergraduate student; Heather Burton, PhD, director of IDEAL-N and Partner Institution Faculty and Student Development; Lillian Emmons, PhD, who received the "Notable Woman of the Year" award at the luncheon; and Angela Clarik-Taylor, PhD, director of the CWRU Center for Women.

DIVERSITY AND INCLUSION ACROSS CAMPUS

SCHOLARSHIP PROGRAM INCREASES ACCESS TO STUDY ABROAD

The newly created Think: Global Study Abroad Scholarship program is helping to eliminate financial barriers that often keep underrepresented students from studying abroad. The scholarship program was established from generous donations from the CWRU International Affairs Visiting Committee, which is made up of business leaders, those involved in international relations and executives from various industries across the country.

"This scholarship is a real game-changer for students who would not be able to study abroad without it," said Angela Miller, EdD, director of Education Aboard at the university's Center for International Affairs. "It helps level the playing field and creates access to global learning for students."

The first Think: Global scholarships were awarded in spring 2019 to six CWRU students. The awards ranged from \$500 - \$1,500 and made it possible for students to maximize their educational careers at CWRU by being exposed to ideas, perspectives and cultures outside the United States.

"By experiencing the beauty of different religions and cultures, enjoying traditional meals both in homes and from street vendors ... and learning in and out of the classroom, I have become a more intentional learner and global citizen," said scholarship recipient Olivia O'Brien, a CWRU engineering major with a minor in economics, who traveled and studied throughout Israel.



UNITY BANQUET ▲

The academic accomplishments of underrepresented students and graduating seniors were recognized during the CWRU Office of Multicultural Affairs (OMA) 29th Annual Unity Banquet and Scholarship Dinner held in April, 2019. Pictured here are scholarship recipients front row (left to right) CWRU students Nadra Haji-Suleyman, Chiedza Chinakwetu Fatima Rahman, Unique Hayes, Director of the OMA Naomi Sigg, Oluchi Onyukwu and Jiara Sanders. In the back row are (left to right) CWRU students Joel Fuentes, Chelsea Williams, Cassandra Lopez, Imani Behrens and Adrianna Milton.

DIVERSITY AND INCLUSION ACROSS CAMPUS

TEATIME FOR PEACE EVENT PROMOTES INTERACTION BETWEEN MUSLIMS AND CAMPUS MEMBERS

Muslims and individuals from various religious faiths as well as those with no religious affiliation came together to learn from one another and begin to dispel myths and fears, during the “Teatime for Peace” event, held on the Case Western Reserve University campus in September 2019.

The event was planned to allow campus and community members to get to know Muslims in an effort to break down barriers that can create fear. The event also sought to build a sense of community.

More than 100 individuals attended the event, at which participants gathered in small groups to talk with one another while enjoying tea and other refreshments.

The Teatime for Peace event demonstrated the university’s ongoing commitment to diversity and inclusion, said Ann

Ghazy, a staff member with the CWRU University Technology who is Muslim. “It also allowed Muslim students, faculty and staff to feel valued and included while simultaneously building bridges between multifaith groups on campus.”

The campus event was co-sponsored by the Cleveland chapter of the Council on American-Islamic Relations and the university’s Muslim Student Association, Interreligious Council, Office for Inclusion, Diversity and Equal Opportunity, Social Justice Institute and the Office of Multicultural Affairs.

CWRU is one of more than 20 locations around the Greater Cleveland area where a Teatime for Peace event has been held since these events were created in 2015. Teatime for Peace is a nonprofit group dedicated to countering the “political rhetoric of divisiveness and fear of American Muslims,” according to a posting on the group’s Facebook page.



VIEWPOINT FORUM ◀

“Democracy 2020: When Did Polarization Become Normal?” was the topic discussed during the November 2019 Viewpoint Forum, sponsored by the CWRU Office for Inclusion, Diversity and Equal Opportunity. The forum provided an opportunity for the campus community to hear diverse viewpoints on critical issues. Speakers for the November event were (left to right) Justin Buchler, PhD, associate professor in the CWRU Department of Political Science; Adrienne Fletcher, PhD, assistant dean for Diversity and Inclusion and assistant professor in the CWRU Jack, Joseph and Morton Mandel School of Applied Social Sciences; and moderator of the discussion Joy R. Bostic, PhD, interim vice president for Inclusion, Diversity and Equal Opportunity.

CWRU SOCIAL JUSTICE INSTITUTE SPONSORS PROGRAMS AND FILMS THAT FOCUS ON THE INDIGENOUS COMMUNITY

Spearheaded by Indigenous Community Coordinator Susan Dominguez, PhD, the Case Western Reserve University Social Justice Institute presented a series of events during the 2018-2019 academic year that focused on the Indigenous community. Dominguez is also the SAGES Teaching Fellow in the CWRU Department of English.

In October 2019, the Social Justice Institute welcomed Faith Spotted Eagle (Ihanktownwan Dakota) for *Traditional Leadership from Mother Earth: Standing Rock and the Mni Wiconi Gathering*, co-sponsored by Native Cleveland with the Beamer-Schneider Professorship in Ethics. Spotted Eagle is an activist and environmentalist who provided Indigenous leadership during the gatherings at Standing Rock and protests against the North Dakota Access Pipeline. The Mni Wiconi ("water is life") was an historic convergence of numerous American Indian and Alaska Native Tribes, as well as supporters and onlookers. Spotted Eagle shared the story of the protest and explained how traditional knowledge and beliefs provide a profound and enduring framework for social justice.

Together with the CWRU School of Medicine Office of Student Affairs, the Institute in November 2019 presented a screening of the documentary film *Don't Get Sick After June: American Indian Healthcare*. The film presents a troubling portrait of the U.S. government's failure to provide health care in fulfillment of federal treaty and trustee obligations with American Indian nations. CWRU medical students and community members discussed health justice and the poor health outcomes of the vulnerable communities in Indian Country.

Last spring, Dominguez presented *The "Tiny Horrors" of Cultural Genocide: Indigenous Children in Residential and Boarding Schools, 1870-1970*, as part of the Social Justice Research Lunch



Activist Faith Spotted Eagle (left) poses here with recent CWRU graduate Sarah Adams during a campus visit.

Series. In the lecture, Dominguez discussed a century of North American federal policy that took children from families for years at a time, creating conditions of PTSD and genetically embedded intergenerational trauma.

Also in the fall, as part of Hispanic Heritage Month events, the Institute co-sponsored "Mankiller: A Documentary and Discussion with Filmmaker Valerie Red-Horse Mohl." Wilma Mankiller was an activist, feminist and Cherokee Chief who defied the odds to fight injustice and give a voice to the voiceless. She overcame sexism and personal challenges to emerge as the Cherokee Nation's first female Principal Chief in 1985. Director and producer of the film, Valerie Red-Horse Mohl (Cherokee), spoke following the screening, examining the legacy of Mankiller and discussing her own work related to bringing Native stories to the screen.

DIVERSITY AND INCLUSION ACROSS CAMPUS



TRAILBLAZERS ▲

Three distinguished alumni were honored for being trailblazers in their respective fields at the Third Annual Trailblazer Project Unveiling Ceremony, held in October 2019 during CWRU Homecoming Weekend. Those honored, from left to right, include the late Samuel Allen Couter, Jr., PhD (GRS '70), former Harvard University professor of neurology, who was represented at the ceremony by his daughter Philippa Couter Hogstadius; M. Deborrah Hyde, MD (MED '77), first African American female neurosurgeon in California and second in the nation, who was represented by her longtime friend Deborah Blades, MD; and Wilma Peebles-Wilkins, PhD, DPNAP (SAS '71), Dean Emeritus at Boston University and former scholar at the John Hope Franklin Center at Duke University, who spoke during the ceremony. The Trailblazer Project is a portraiture initiative aimed at showcasing the contributions of CWRU alumni of color and women and diversifying the images that appear in campus common areas. The Trailblazer Project is sponsored by the Office for Inclusion, Diversity and Equal Opportunity.



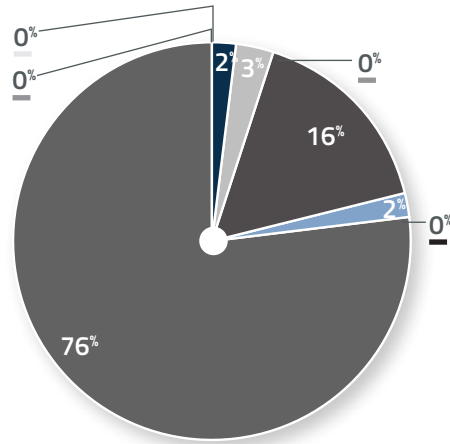
DIVERSITY LECTURE ►

Several weeks of campus activities held in recognition of Hispanic Heritage Month concluded with a public lecture by Sonia Manzano, who played "Maria" on Sesame Street for 30 years. Manzano, an award-winning television writer, author and actor, was one of the first Hispanics featured on national television. In October 2019, she delivered a Power of Diversity Lecture entitled "From the South Bronx to Sesame Street (A Puerto Rican Story)"

DIVERSITY SNAPSHOT

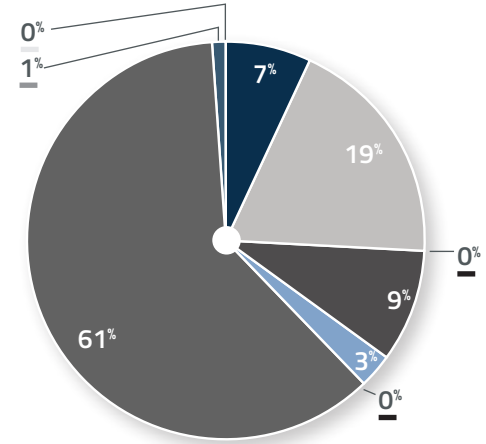
- INTERNATIONAL
- AFRICAN AMERICAN
- AMERICAN INDIAN
- ASIAN
- HISPANIC/LATINO
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- WHITE
- MULTIRACIAL
- UNKNOWN

FULL-TIME FACULTY: 1,155



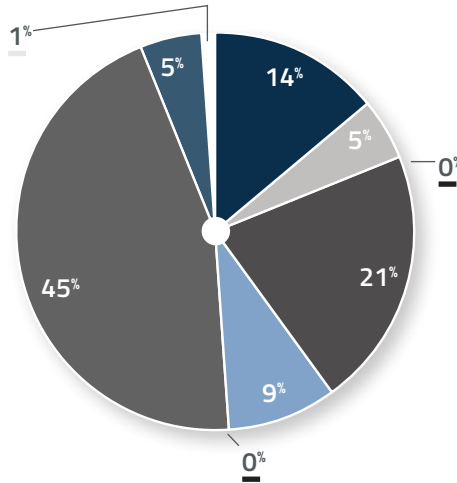
MALE: 703 FEMALE: 452

FULL-TIME STAFF: 3,031



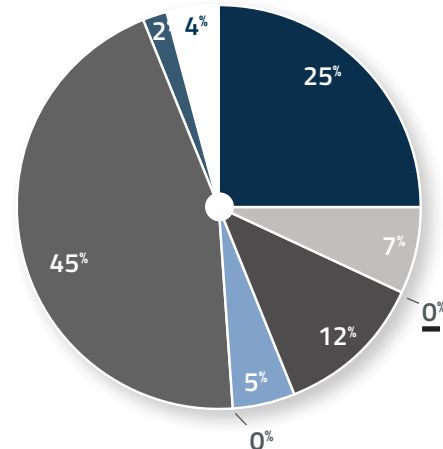
MALE: 1,199 FEMALE: 1,832

UNDERGRADUATE STUDENTS: 5,383



MALE: 2,906 FEMALE: 2,477

GRADUATE & PROFESSIONAL STUDENTS: 6,491



MALE: 2,833 FEMALE: 3,658

Faculty and staff data are preliminary for fall 2019. Numbers include only Board-appointed faculty who are university employees. Sources: Faculty Database, Office of the Provost; Human Resources; Registrar



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