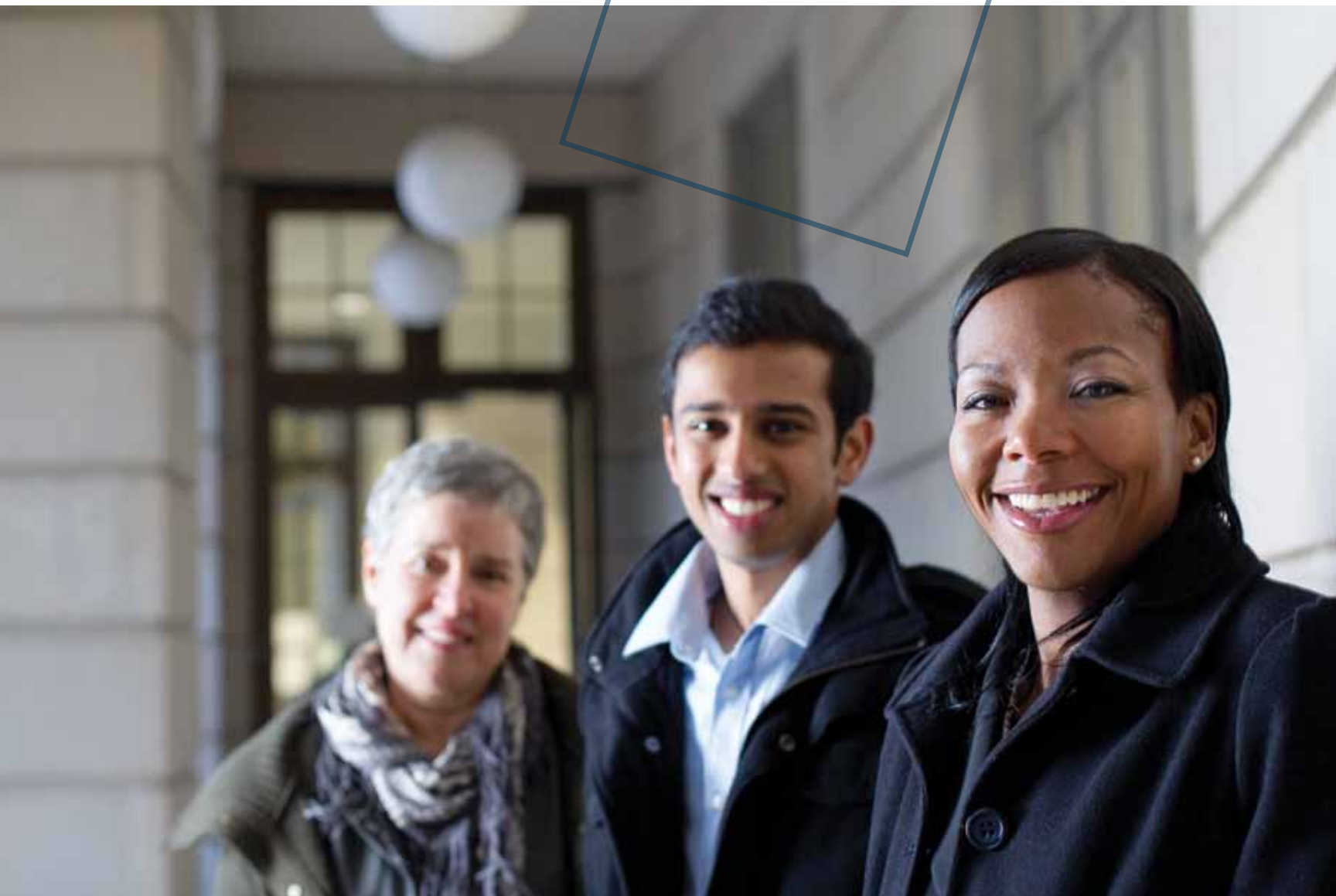


THE OFFICE OF INCLUSION,  
DIVERSITY AND EQUAL OPPORTUNITY

ADVANCING DIVERSITY  
2011 ANNUAL DIVERSITY REPORT



## THE OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

### VISION STATEMENT

Case Western Reserve  
University values excellence  
by promoting diversity  
through inclusive thinking,  
mindful learning and  
transformative dialogue.

Featured on the cover: Kathleen Kash,  
Sai Kolluru and Stephanie Hall.

Cover and feature photos by Laura Webb.

### 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.

### MISSION STATEMENT

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

The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

Ultimately, 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.

## FROM THE PRESIDENT



To the Case Western Reserve Community:

Three years after our university launched the Office of Inclusion, Diversity and Equal Opportunity, we can point to significant gains in awareness, insight and inspiration across our campus. From the Power of Diversity Lecture Series to the annual award luncheon, the office provides rich offerings that give new perspectives and recognize outstanding contributions.

As you will see in the following pages, the office's newest programs include Train the Champion, an eight-month course where participants learn about the potential impact of differences among constituents relating to age, gender, race, disability and more. With regular conversations and ongoing reflection, participants explore ways to ensure this diversity benefits our community and its constituents.

In 2011 the office also worked to develop the university's first Diversity Strategic Action Plan. This comprehensive process involved conversations with literally dozens of faculty, staff, students and members of the community, and demonstrated the great interest that exists in this key university priority. Our challenge going forward will be to continue the momentum created by these conversations, and translate them into concrete, positive actions.

I commend Marilyn Mobley, our vice president for Inclusion, Diversity and Equal Opportunity, for her leadership of this planning process and many other activities. I applaud the office's staff, as well as the Diversity Leadership Council, for their efforts to maintain and build upon our existing progress. Finally, I thank all of the members of our campus community for everything that they do to advance diversity at Case Western Reserve each day.

A handwritten signature in blue 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 OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY



Greetings,

As the Office of Inclusion, Diversity and Equal Opportunity approaches its third year on campus, there is much to celebrate. The university has made significant progress toward becoming more inclusive and diverse. We've helped create a more conscientious and welcoming campus community through diversity programming and training, promoted increased collaborations with on-campus and external partners and provided opportunities for frank discussions on critical topics. Additionally, our Power of Diversity Lecture Series continues to educate, enlighten and prompt civic and community engagement through the words and research of nationally and internationally known thought leaders as well as Case Western Reserve faculty.

This year's report highlights some of our successes in advancing diversity among our faculty, staff, students and across the institution as a whole. A new initiative, Train the Champion—a program designed to develop diversity and inclusion leaders on campus—graduated its first cohort of staff and faculty champions. The report also shows how a faculty professional

development opportunity and collaboration project is crafting new campus leaders and helping to diversify the university's workforce. Finally, the report demonstrates how a student organization engaged the university in a national interfaith program.

I hope these success stories inspire others to join in our efforts. Even as we celebrate our progress, we know critical work remains as we continue our strategic initiatives to transform our campus community into a truly inclusive, welcoming environment that provides the education and awareness students, faculty and staff need to succeed in a diverse society.

Sincerely,

A handwritten signature in black ink that reads "Marilyn S. Mobley". The signature is written in a cursive, flowing style.

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

## ACROSS OUR INSTITUTION



Train the Champion graduates Angela Lowery, student service coordinator for the Center for Civic Engagement and Learning; Stephanie Hall, CWRU police officer; and Dan Anker, associate dean for faculty affairs and human resources at the School of Medicine.

The Office of Inclusion, Diversity and Equal Opportunity introduced a new diversity training program in 2011. Train the Champion is designed to help faculty and staff learn how to be leaders in creating an inclusive environment on campus. “The Office of Inclusion, Diversity and Equal Opportunity sounds the trumpet, but the mission needs to be carried out in the trenches by faculty and staff,” says **Dan Anker**, associate dean for faculty affairs and human resources in the School of Medicine. “Train the Champion will provide tools and perspective that will help make change happen.”

Train the Champion aims to foster an environment that embraces diversity; assist with retention and recruitment of faculty, staff and students; encourage overall workplace satisfaction; and foster a sustained dialogue on diversity, with specific focus on issues in higher education and at Case Western Reserve.

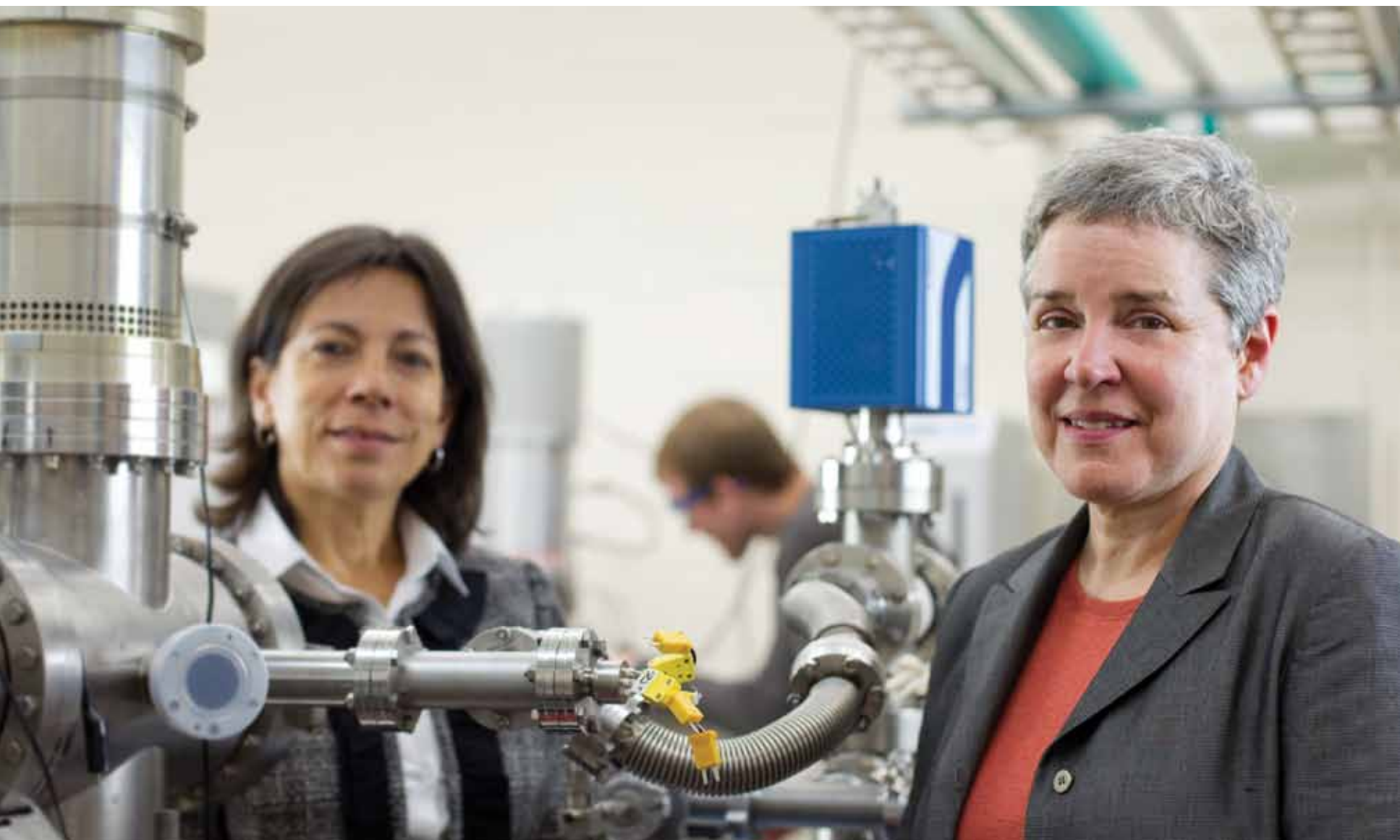
Program topics incorporate all aspects of diversity, from disability issues to cultural constructions of race to intergenerational differences. Gladys Haddad, professor of American studies, says she participated in the program because she believes in its mission to embrace all dimensions of diversity. The promotion

of diversity on campus is critical to the university’s success, Haddad says, echoing the views of other program participants.

The inaugural Train the Champion class included 31 staff and faculty members. The eight-month program consists of monthly sessions and additional brown bag lunches to facilitate further, less formal discussions. The inaugural class completed the program in November 2011, and a new cohort will start in January 2012.

Aarti Pyarti, associate director and training and multicultural specialist in University Counseling Services and a graduate of the program, already had some diversity and social justice training before participating in Train the Champion, but wanted to learn more about specific Case Western Reserve diversity and inclusion issues and how to get the campus community more involved in the dialogue. “An awareness of diversity and inclusion is as important as the awareness that everyone on campus needs to eat, to sleep, to communicate with one another, or any other basic task,” Pyarti says.

## AMONG OUR FACULTY



IDEAL program participants Daniela Calvetti, mathematics department chair; Kathleen Kash, physics department chair; and graduate assistant Paul Quayle.

Case Western Reserve hosted nearly 100 higher education administrators from six area universities at the Institutions Developing Excellence in Academic Leadership (IDEAL) Plenary Conference on Sept. 16, 2011. The event brought senior leadership, diversity officers and other members of the university community together to discuss best practices for advancing equity and inclusion, particularly those related to recruiting women and underrepresented minority faculty in science and engineering.

IDEAL was established at Case Western Reserve in 2009 with a \$1 million grant from the National Science Foundation. The three-year program strives to foster environments conducive to recruiting, advancing and retaining women and underrepresented minority faculty in science and engineering. IDEAL brings together Case Western Reserve and five public research universities across Northern Ohio: Bowling Green State University, Cleveland State University, Kent State University, the University of Akron and the University of Toledo.

Each university annually selects three individuals who demonstrate leadership abilities—typically department chairs like **Kathleen Kash** and **Daniela**

**Calvetti** or emerging faculty leaders with the potential to become chairs, deans or associate deans—to participate in IDEAL. Individuals from the various universities work collaboratively to address issues related to inclusion of women and underrepresented groups. Eleven Case Western Reserve faculty members have been part of the program. “Women and underrepresented faculty are sometimes overlooked for leadership opportunities,” says Marilyn S. Mobley, vice president for Inclusion, Diversity and Equal Opportunity. “The IDEAL program provides a very intentional strategy for addressing this barrier.”

“We know that we are not keeping pace with the rest of the world in producing scientists and engineers, while younger faculty, both female and male, are looking for changes in the workplace environment,” says Lynn Singer, deputy provost, vice president for academic affairs at Case Western Reserve and the grant’s principal investigator. “To be competitive globally, we will need to transform university policies and practices that are barriers to the achievement of equity and the full participation of all faculty.”

## AMONG OUR STUDENTS



Hindu YUVA members mechanical engineering major Sai Kolluru (CWR '12), president; psychology and sociology major Rekha Iyer (CWR '12), secretary; and biomedical engineering major Ricky Patel (CWR '12), vice president.

The initiative of a student organization resulted in the university participating in President Barack Obama's Interfaith and Community Service Campus Challenge. The student group Hindu YUVA—Youth for Unity, Virtues and Action—submitted a proposal to the national program for a series of campus-wide interfaith programs to be held during the 2011-2012 academic year. Through interfaith dialogues and a guest lecture series entitled Speaker on Campus, the group is advancing the university's efforts to meet its goals in this area of cultural diversity.

"There is a saying in Hinduism or Sanatana Dharma as it is called, 'Truth is One but the Paths are Many,'" says YUVA president and founder **Sai Kolluru** (CWR '12). Kolluru says the dialogue about religion often centers on tolerance, which can have a negative connotation. "What we need to do is approach religion from a celebration perspective. This way we educate and learn from the traditions we all come from and work toward solving the problems of the 21st century."

To promote religious celebration and interfaith activities, Hindu YUVA held an interfaith dialogue in April 2011 in which Muslims and Hindus discussed similarities and differences in their religions. Hindu YUVA plans to engage the campus community in similar interfaith dialogues annually.

Hindu YUVA's commitments also extend to areas of service. Seva, or "selfless service," affords the student organization the opportunity to work with a group of Bhutanese immigrants in Northeast Ohio by providing job placement assistance and sponsoring a healthcare clinic. "As a second-generation Indian-American, we can relate to the hardships that the Bhutanese refugees face, as our parents faced those very same hardships a few decades ago," says Sagnik De (CWR '12), a YUVA member who has been working with the immigrants. "We have a duty to share the experiences and knowledge that we have to better the lives of others."

For his leadership in Hindu YUVA and for expanding the interfaith dialogue to include faculty, students and staff from across campus, Kolluru received the undergraduate student 2011 Diversity Award from the Office of Inclusion, Diversity and Equal Opportunity.

## HIGHLIGHTS

### INSTITUTIONAL

- > The Office of Inclusion, Diversity and Equal Opportunity, the Diversity Leadership Council and Criticality Management Consulting, with input from 225 campus community members, developed a **Diversity Strategic Action Plan**. The plan, which is expected to be finalized in early 2012, will address campus climate, retention and recruitment issues and will recommend strategic initiatives for advancing diversity at Case Western Reserve.
- > Case Western Reserve was selected **2010 Best in Class in the Workforce Diversity** category for nonprofit/government organizations by the Greater Cleveland Partnership. “We congratulate Case Western Reserve for its demonstrated commitment to building and maintaining diverse and inclusive organizations,” said Andrew Jackson, senior vice president of the Greater Cleveland Partnership. “The university’s progress, as well as that of other commission members, demonstrates that Northeast Ohio employers are actively engaged in making economic inclusion a strategic priority.”
- > Case Western Reserve’s **Supplier Diversity Initiative Council** hosted a workshop last spring that provided local community leaders an opportunity to learn about sustainability initiatives at the university and from one another. The event included a tour of the campus to view current sustainability projects like the wind turbine next to the Veale Convocation, Athletic and Recreation Center.

Workshop attendees included local vendors, contractors and representatives from the private and public sectors in Greater Cleveland.

- > Case Western Reserve’s Social Justice Institute held the **Social Justice, Race and Profiling Intergenerational Think Tank** in fall 2010. The event brought scholars, activists and corporate leaders from across the country together to discuss the social implications of racial and ethnic profiling. The institute also has developed an oral narrative project with the city of East Cleveland and held a United Nations Social Justice Day conference in tribute to Case Western Reserve alumna Jean Donovan, a social justice advocate who was killed while doing charity work in El Salvador in 1980. The institute also began plans for a new social justice minor.



### FACULTY

- > In 2010, Case Western Reserve launched its **Engineering Strategic Hiring Initiative**. Through this effort, the university aims to recruit highly qualified, diverse applicants to the Case School of Engineering and build on its existing strengths and create powerful new collaborations focused in three key research areas—human health, energy and advanced materials.
- > Nord Distinguished Assistant Professor LaShanda Korley presented “**Promoting Diversity in Academia: The Importance of Mentoring**” as a part of the Power of Diversity Lecture Series. The university honored Korley with the 2011 John S. Diekhoff Award for Graduate Teaching and Mentoring in recognition of her exemplary contributions to the education and development of graduate students at the university.
- > The YWCA of Greater Cleveland honored Pamela B. Davis, dean of the School of Medicine, and Alison Hall, associate dean for graduate education at the medical school. Davis received the **Women of Achievement Award** for her outstanding accomplishments and distinction in her career and community work. Hall received the Women of Professional Excellence Award for her leadership in shaping expectations, creating relationships and coordinating initiatives as founding associate dean of graduate education in the School of Medicine.

### STUDENT

- > Case Western Reserve awarded Christopher Jennewein (CSE ’11) the inaugural **Douglas W. Nock Endowment Scholarship**, which recognizes undergraduate students or admitted high school graduates who advance the mission of the lesbian, gay, bisexual, transgender community at the university.
- > The Office of Multicultural Affairs hosted its annual **Unity Banquet and Scholarship Dinner** to celebrate the academic accomplishments of underrepresented students and graduating seniors. The event featured actor and author Hill Harper. Harper’s foundation, Manifest Your Destiny, promotes empowerment and educational excellence to underserved youth.
- > In October 2011, a team from Case Western Reserve visited Fisk University in Nashville, Tenn., to meet prospective students. During the visit, Case Western Reserve Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley delivered a lecture, discussing Toni Morrison’s fiction and the intersections of race, gender and class. The event was part of the ongoing partnership between the two universities. Established in 2002, the **Case Western Reserve-Fisk Partnership** allows students from both schools to attend the other university for a semester, enroll in dual-degree programs, and participate in joint research with a national or international scope. In addition, the partnership has produced summer research programs for students, the Fisk to Case Western Reserve recruitment fair, faculty collaborations and the Case Western Reserve Social Justice Institute Intergenerational Think Tank inspired by the Fisk University Charles S. Johnson Think Tank.



## BY THE NUMBERS



521

individuals attended Power of Diversity lectures

31

graduates in the inaugural class of Train the Champion

\$12.6 million

awarded by the university to minority- and women-owned businesses

547

new faculty and staff members completed a diversity and inclusion session during orientation

404

individuals completed faculty search training

137

staff, faculty and students completed Lesbian, Gay, Bisexual and Transgender (LGBT) Safe Zone training

75

people attended the first reception for underrepresented minority students, faculty and staff, which was hosted by the President's Advisory Council on Minorities and the OIDEO

240

first-year law students participated in diversity and inclusion workshops

84

staff and administrators completed departmental diversity and inclusion training sessions

93

individuals attended the third annual Inclusion and Diversity Achievement Awards Luncheon

225

members of the campus community provided input as part of developing the university's Diversity Strategic Action Plan

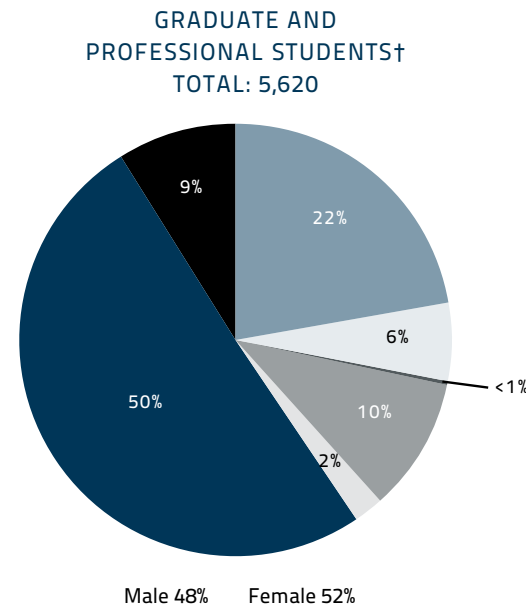
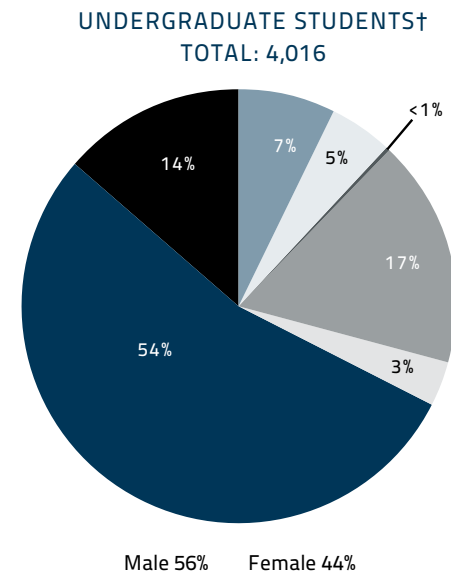
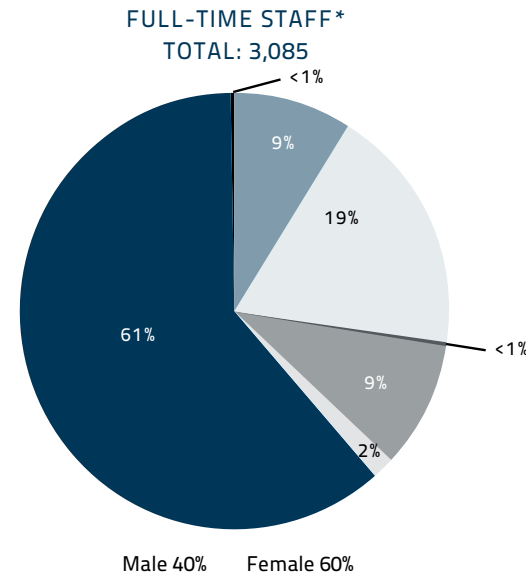
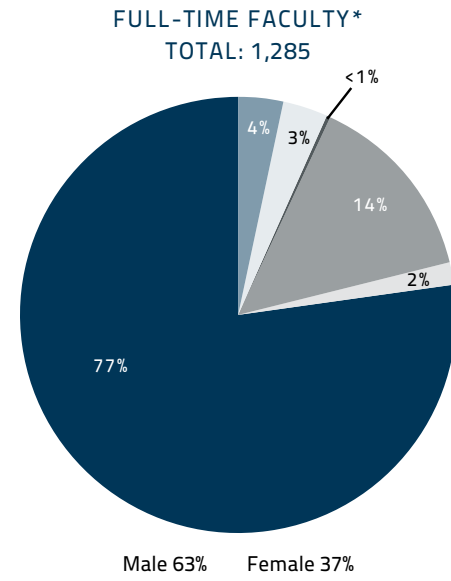
\$10,000

in corporate sponsorship from KeyBank (\$5K) and the Cleveland Hopkins International Airport (\$5K) to fund the Power of Diversity Lecture Series

## DEMOGRAPHIC SNAPSHOT

### KEY TO CHARTS ON RACE/ETHNICITY

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



\*Faculty and staff data is current as of November 2011.  
Data reflects only those faculty who are university employees.  
†All student data is current as of September 2011.  
Percentages may not sum to 100 due to rounding.

### OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

#### STAFF

**Marilyn S. Mobley**  
Vice President, Inclusion,  
Diversity and Equal Opportunity  
marilyn.mobley@case.edu

**Melissa K. Burrows**  
Equal Employment Opportunity and  
Diversity Specialist  
melissa.burrows@case.edu

**John M. Clochesy**  
Faculty Diversity Officer  
diversityofficer@case.edu

**Liz Roccoforte**  
Diversity Program Manager  
liz.roccoforte@case.edu

**Robynn K. Strong**  
Executive Aide  
robynn.strong@case.edu

**Janetta Hammock**  
Diversity Communications Specialist  
janetta.hammock@case.edu

**The Office of Inclusion, Diversity and Equal Opportunity**

10900 Euclid Avenue

Adelbert Hall, Suite 315

Cleveland, Ohio 44106-7048

216.368.8877

[case.edu/diversity](http://case.edu/diversity)

