



CWRU DIVERSITY TASK FORCE FOR THE 2007-08 STRATEGIC PLAN

Opening Statement:

As CWRU positions itself as a private research university fully equipped to meet the needs of a 21st century education, embracing inclusion as value that drives decision—making will be imperative. The changing demographics in the population of the United States, the needs of a new generation of scholars, the aging (and retirement) of the professorate, and the internationalization of education and research have already begun to impact our institution.

The Diversity Task Force of the 07-08 CWRU Strategic Plan recommends that CWRU adopt the goal of creating a “**culture of inclusion and appreciation.**” A culture of inclusion and appreciation enhances human dignity and actively diminishes prejudice, discrimination, and intolerance. A culture of inclusion and appreciation improves the learning environment and quality of life for all those associated with the university and makes a positive impact on the surrounding community. **The Task Force strongly recommends that this Goal should permeate all aspects of the CWRU Strategic Plan.**

CWRU has a long history of excelling in education, research, and scholarship, but its current academic culture still reflects values that have historically favored the population that established the institution. The new demographic of faculty, staff and students are expected to flourish in a system with inherent intellectual biases and established systems of unconscious privileges. To remain competitive in the 21st century, CWRU must make positive advances towards a culture of inclusion. Initiatives launched in the last five years can become part of the institutional structure as progress towards this goal. However, for CWRU to remain competitive, the University must make positive and conscious decisions to create and maintain a culture of inclusion and appreciation for all its constituents, and build and maintain extensive initiatives towards that goal. Having a diverse student body, staff, and faculty enhances the overall educational community by infusing it with differing points of view, differing educational foci, a diverse workforce of active alumni, and a constant flow of ideas that stimulate scholarship and academic culture.

Below, the Diversity Task Force of the 2007-08 CWRU Strategic Plan outlines a definition of diversity and proposes basic values that can build and maintain a culture of inclusion and appreciation for CWRU. Also attached is an index of diversity activities and initiatives that that can be utilized by the University Community.

Preamble to Task Force Recommendation:

Given that Case Western Reserve University believes that a culture of inclusion and appreciation enhances human dignity and actively diminishes prejudice, discrimination, and intolerance, our goal is to improve the learning environment and quality of life for all those associated with the university and to positively impact the surrounding communities.

The Diversity Task Force for the CWRU Strategic Plan's Definition of Diversity: *As a scholarly community, Case Western Reserve strives to recruit and retain peoples of diverse racial, ethnic, cultural, socio-economic, national, and international backgrounds, welcoming a diversity of thought, pedagogy, religion, sexual orientation, gender identity/expression, political affiliation, and disability by creating a culture of appreciation and inclusion in which they can thrive.*

Task Force Members:

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Richard Cole, CWRU Strategic Plan Steering Committee; Staff Advisory Council
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Associate Vice President for Student Affairs. CWRU Alum

Amanda Shaffer, CWRU Manager for Faculty Diversity and Development

Recommendation:

Create A Culture of Inclusion and Appreciation at CWRU Reflecting Four Key Values

1. Improving the Learning Environment

- Actively recruiting and Maintaining a diverse student body staff, and faculty
 - Acknowledging that Cultural and Intellectual diversity expands the body of knowledge **that embraces** globalization
 - **Creating** a curriculum inclusive of the many aspects of diversity

2. Enhancing human dignity and actively diminishing prejudice, discrimination, and intolerance

- Create a university culture that makes CWRU university of choice for students, faculty, and staff
- Build a university culture that is recognized around the world as a responsible, progressive university that embraces diversity

3. Improving the quality of life for those associated with the university

- Proactively Responding to and Capitalizing on the changing demographics and internationalization of Higher Education
- Increase the level of engagement, innovation and commitment for all who are associated with the university

4. Positive impact on the quality of life for CWRU's surrounding community

- Acknowledge that the surrounding community has much to offer and share with the university
 - Invite Collaboration and Dialogue University-Wide with community partners
- Develop and enhance strategic partnerships within local communities
 - Enhance the current university efforts in service learning

APPENDIX:

Implementing a Culture of Inclusion and Appreciation at CWRU:

Diversity Adds Value to the CWRU Educational Environment by

- Improving the Learning Environment
- Improving the quality of life for those associated with the university
- Providing positive impact on the quality of life for CWRU's surrounding community
- Enhancing human dignity and actively diminishing prejudice, discrimination, and intolerance

University-Wide Initiatives and Activities

- Board of Trustees, President, and Administration adoption of a Culture of Inclusion and Appreciation as a Key Value to CWRU
 - Communicated through allocation of resources, a system of incentives and rewards for diversity initiatives, and constant referencing in speeches and written communication
- A Vice-Provost that oversees and coordinates all diversity activities at CWRU
- Childcare/family friendly campus
- Conversation about systems of privilege for traditionally white male campuses

Faculty-Centered Initiatives and Activities

- Diversity Plans for all Schools and Departments
 - A System of Rewards and Accountability to those plans
- Cultural Competency conversations
- Search Committee Bias conversations
- Promotion & Tenure committee bias conversations
- School-wide articulation of mentoring plans and promotion and tenure guidelines
- University Ombudsman
- Office of Faculty Development
- Education on Recruiting and Retaining a diverse faculty
- School wide process to diversify curriculum
- University-wide programs to promote collegiality

- Creating a culture of appreciation of faculty scholarship
- Creating an office to help faculty secure grants and funding for their scholarship
- Service learning as a value to curriculum and **as a rewarded faculty activity**
- University Sanctioned Training of Post-Docs and Graduate Students who are under-represented minorities (“growing our own faculty”)
- **Enhancing opportunities for CWRU’s faculty to work with under-represented summer scholars performing research**

Student-Centered Initiatives and Activities

- Sustained Diversity Dialogue Series
 - **University** Ombudsman
 - Cultural dialogue series
 - A culture of “how can I help you” in student services personnel
 - Child care center
 - Service Learning as a value in their curriculum
 - Diversified curriculum
 - Attention paid to gender issues, minority issues, GBLT issues, arts and humanities, scholarship of women and minorities, minority voices in academic disciplines
 - Recruitment and retention of under-represented minorities
 - **Integration of Commuter Students into University Life**
 - **Outreach to Cleveland City Schools to promote admission to CWRU (“Growing our own students”)**
 - **Enhancing CWRU’s recruitment of under-represented summer scholars to perform research with faculty**

Staff-Centered Initiatives and Activities

- Development workshops for Administrators and Supervisors regarding Leadership and Communication skills
- **University** Ombudsman
- Identifying qualified staff for promotion to administrative positions
- Identifying qualified under-represented minorities for top administrative staff
- University-wide articulation of education benefits for staff and their right to take advantage of them
- **Inclusion of staff who work hourly wages and do not have computer access**

Alumni-Based Initiatives and Activities

- Involving alumni in recruiting and retention efforts
- Involving alumni in student placement efforts
- Inviting diverse alumni to express their experience at CWRU with the University Community
- Asking alumni to mentor students/faculty
- Asking under-represented minority alumni to sit on university search committees
- Celebrating Alumni successes in a public form

Initiatives and Activities for the Surrounding Community

- Invite Collaboration and Dialogue University-Wide with community partners
- Enhance the current university efforts in service learning
- Enhance the Current Community Partnerships
- Celebrate and invite academic interaction with the young people in CWRU's Head Start Program and in and the summer NYSP Program

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