



UNIVERSITY OF FLORIDA RESERVE  
EST. 1826

think beyond



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.

Featured on the cover:

## 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

## FROM THE PRESIDENT

To the Case Western Reserve Community,

This annual report arrives at a unique moment for our country and our campus. Events involving police and race in Ferguson, New York City and Cleveland have propelled these subjects to the center of national conversations. At the same time, our university has engaged actively on those issues as well as other difficult subjects within our own community. Questions of identity and assumptions, aspirations and acceptance have no easy answers, but the very act of asking expands perspectives and opens paths to understanding.

The events of 2014 illustrate the essential importance of ongoing conversation and reflection. Our Office for Inclusion, Diversity and Equal Opportunity plays a pivotal role in encouraging and even sponsoring such activities, but this work cannot be limited to any single administrative unit or set of initiatives. As you see in the pages that follow, organizations and individuals across Case Western Reserve contribute in myriad meaningful ways. Particularly inspiring are the number of new efforts detailed here, from the fall's #webelonghere student movement to an Asian-American organization for female faculty. The Weatherhead School of Management launched a leadership program for women in STEM fields, while the medical school unveiled a Safe Zone program to enhance health professionals'



understanding of issues of importance to members of the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community.

These are just a few of the many examples detailed in this report; we look forward to witnessing the impact each will have on our community.

For now I want to thank everyone who has taken part in any of the organizations included in this report, as well as those who advanced principles of diversity in less formal ways. We have much more to do and your involvement matters immensely. I hope you remain engaged, and continue to draw others to the conversations.

Sincerely,

A handwritten signature in black ink that reads "Barbara R. Snyder". The signature is written in a cursive, flowing style.

Barbara R. Snyder

President

Case Western Reserve University

## FROM THE VICE PRESIDENT FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

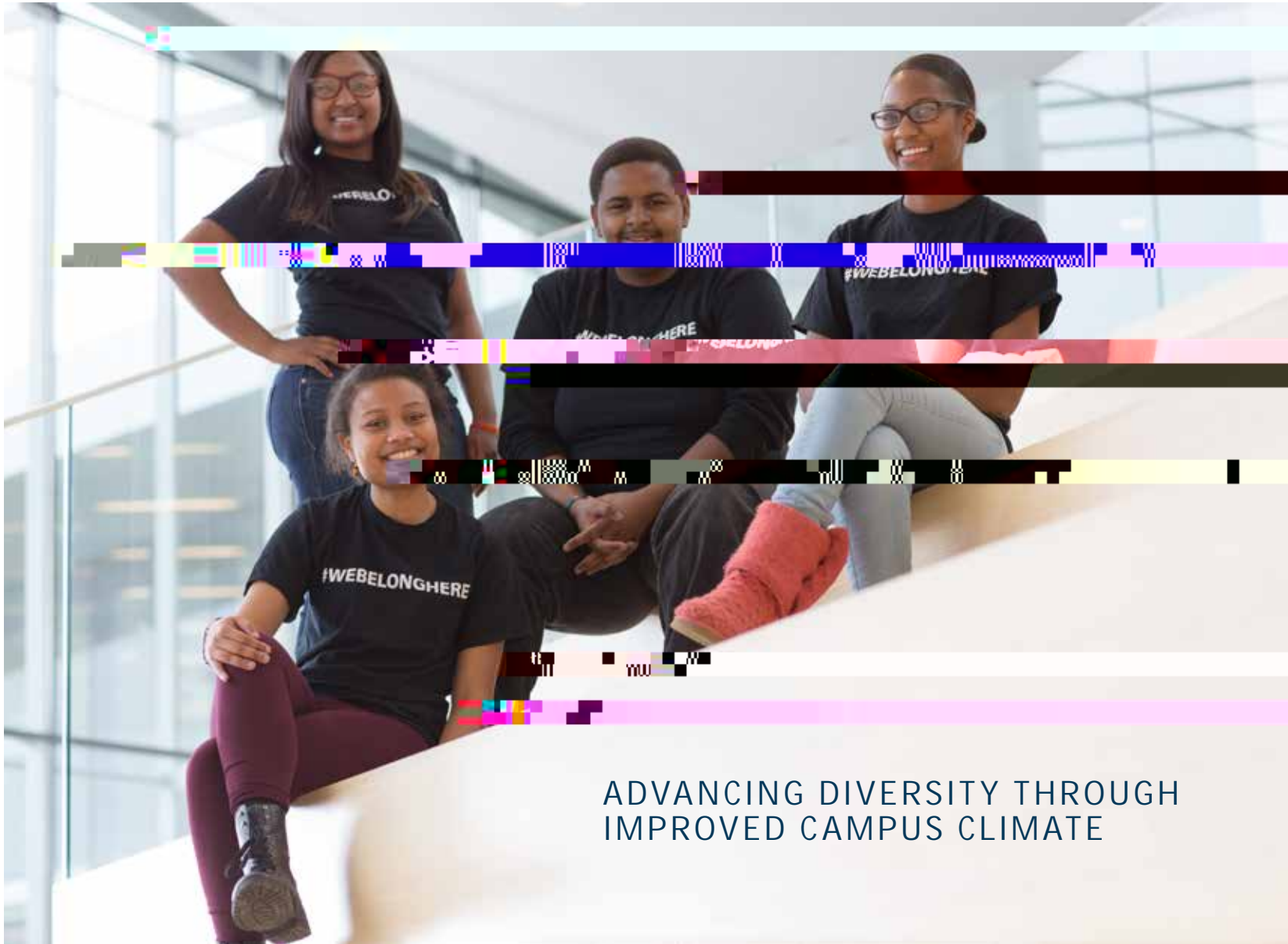
As we begin the final semester of Case Western Reserve University's three-year Diversity Strategic Action Plan (DSAP), we have many accomplishments of which to be proud. As we contemplate the best way to achieve the remaining goals of the plan, we have tremendous pride in having achieved significant goals related to the three DSAP focus areas: campus climate, retention and recruitment and resource development.

The Sustained Dialogue program has had meaningful and positive impact on campus climate. The program, which encourages cross-cultural engagement, has provided an opportunity for participants to present thoughtful recommendations aimed at enhancing the experiences of the entire campus community.

Through its activities, the new employee resource groups—the Alianza Latina/Latino Alliance and the African American Community Resource Group—have advanced our recruitment and retention efforts. Additionally, our Diversity Champion Annual Fund continues to provide a vehicle for alumni, corporate and external partners to contribute to our diversity efforts. We also welcomed Elfreda "Alfie"

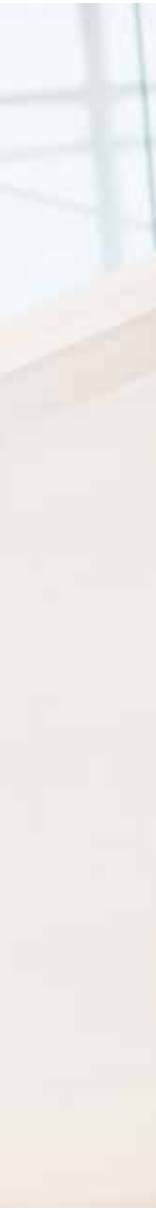


A handwritten signature in black ink, appearing to read "Kymberly Schaefer", written over a grey horizontal line.



## ADVANCING DIVERSITY THROUGH IMPROVED CAMPUS CLIMATE

Members of the student movement #webelonghere include (l to r), Makela Hayford, Destinee Henton, Samuel Tate and Jazmine Kirkland.



Increased awareness and dialogue about race relations on campus, in the surrounding communities and the nation is a significant and welcomed byproduct of the Case Western Reserve University student movement #webelonghere. The activist group, formed in fall 2014, staged campus protests and flash monologues, participated in nationally and locally-organized protests related to race and police brutality, engaged in discussion forums and motivated campus student groups to focus on diversity issues.

Since its inception, a number of campus student groups have reached out to #webelonghere to discuss diversity and inclusion issues and talk about possible collaborations and programs, including the Resident Hall Association, student cultural groups and fraternities, said Makela Hayford, a second-year CWRU sociology major and a member of the activist group.

“Our group increased awareness and opened doors to make students want to get involved,” said group member Destinee Henton, a fourth-year political science major. There was always a core group of students involved on campus but since #webelonghere more students are actively engaged, said Jazmine Kirkland, a junior and member

## ADVANCING DIVERSITY

Individuals involved in the inaugural faculty/staff Sustained Dialogue group include (l to r), Nathan Fein, first year coordinator, Residence Life & Services; Camille Warner, PhD, assistant professor, School of Nursing; Diana Fox, student services specialist, Weatherhead School of Management; Edwin Mayes, director, First Year Experience and Family Programs; Sueji Smith, first year coordinator, Residence Life & Services; and seated in front, Felicite Chatel-Katz, coordinator, Multicultural Programs, School of Medicine.



Officers of the African American Community Resource Group include, (l to r) Bridget Chapman, assistant director of student success and retention, Office of Multicultural Affairs; Denise Douglas, PhD, associate dean, executive education, Weatherhead School of Management; and Elfreda "Alfie" Chatman-Walter, director, diversity and corporate relations. Not shown is David Miller, associate professor, Jack, Joseph and Morton Mandel School of Applied Social Sciences.









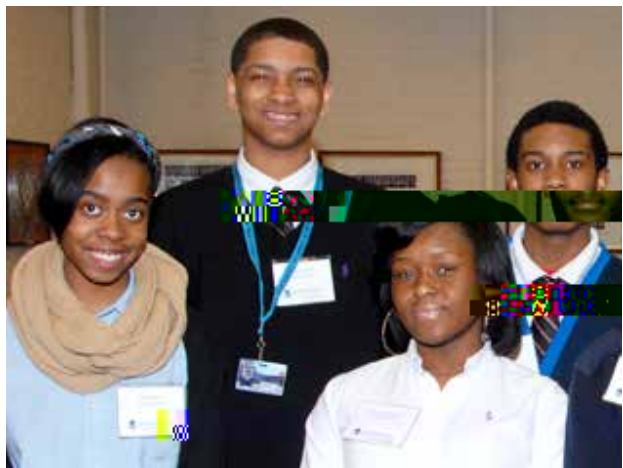
The university's student chapter of the National Society of Black Engineers (NSBE) and the Society of Women Engineers

Corporations today realize that they must build a workforce that reflects and supports an ever increasing diverse consumer base. Case Western Reserve University has developed a multitude of corporate partners and these partnerships enable companies to promote their brands to students and recruit employees. In addition, these partnerships provide cross promotional opportunities to market mutual core values. Diversity is one such value.

At CWRU, corporate philanthropy has played a pivotal role in furthering campus diversity and inclusion initiatives. Alcoa, through its Campus Partnership Program, has provided support for



### School of Nursing Continues to Support Mentoring Program for East Cleveland Youth



The Frances Payne Bolton School of Nursing continues to support the Provost Scholar’s program, a mentoring program aimed at improving student’s academic achievement and promoting postsecondary education. Embarking on its third year, the program annually pairs 20 East Cleveland middle school students with university faculty and staff. University mentors volunteer their time and expose students to college life and their specific campus work and/or research.

“The program helps students by trying to keep them from dropping out, improve their grades and advance the notion that the possibility of college exists for them,” said Faye Gary, EdD, who leads the program and is the Medical Mutual of Ohio Kent W. Clapp Chair and Professor of Nursing at CWRU’s School of Nursing. The program is an investment in the future of the local community as well as the nation, she said. Also involved in the program is CWRU Provost William “Bud” Baeslack, III, who helped to develop the program along with East Cleveland City School District Superintendent Myrna Loy Corley.

### Law School Honored for Support of “Pipeline” Organization

In September 2013, the CWRU School of Law was recognized by CLEO, the Council on Legal Education Opportunity, as a William A. Blakey Diversity Pipeline Architect. This award honors the law school’s longstanding commitment to CLEO, an organization devoted to diversifying the legal profession by expanding legal education opportunities to minority, low-income and disadvantaged groups.

The law school has shown its commitment to diversity through pipeline initiatives designed to encourage underrepresented minorities to consider legal careers, such as the Law and Leadership Institute and the Stephanie Tubbs Jones Summer Legal Academy. The institute is a four-week summer program for Cleveland area high school students. During the program, students hear from lawyers and judges, take college tours and serve in internships at local law firms. The program is a partnership with the Ohio State Bar Association, Ohio law schools and others. The summer legal academy is a two-week intensive law institute teaches high school students how to prepare for and conduct trials and allows them to observe real court proceedings, meet prominent lawyers and judges and participate in a mock trial.

The Blakey award was named in honor of a former CLEO council chair who dedicated his life to ensuring that the educational pipeline was accessible to all students. CWRU was among the inaugural group of recipients of the award.

# HIGHLIGHTS

Spoken English Seminar Provides Academic,

a cross-disciplinary, team-taught course that introduces students to social justice from a range of perspectives.

Curriculum for the minor will emphasize history; theory; distribution of power, resources and opportunities; and remedies for social injustices.

A planning team began discussing the possibility of a minor in 2010. The effort and planning was led by Rhonda Williams, PhD, Social Justice Institute director and founder and associate professor of History.

### University Retreat Provides a Safe Space For Students to Explore Identity Issues

A diverse group of 27 undergraduate and graduate students attended the university's first PULSE Retreat, held October 2014 at a local state park lodge. PULSE stands for Perspective, Understanding, Leadership and Sustained Exchange and provides an opportunity for individuals to explore issues of identity, inclusion, empathy and leadership. The two and a half day retreat was modeled after the Washington, DC-based Sustained Dialogue Campus Network's national PULSE retreat.

"It is our hope that retreats like this continue so that our students can continue to have dialogues," said Nathan Fein, coordinator of First-Year Residence Education, who helped plan and lead the retreat.

The retreat was sponsored by the Office of Multicultural Affairs, the Center for Civic Engagement and Learning and Residence Life & Services.

### CWRU Offers Social Justice Minor

After much planning and discussion, the university now offers a minor in social justice. Influenced by and integrated with the CWRU Social Justice Institute's other initiatives and collaborative approach, the foundation of the newly established minor is SJUS 100,

### Asian Faculty Group Formed to Provide Professional and Personal Support

An Asian female faculty group has been formed and aims to create a forum where members can connect with one another; work to improve their status on campus, including advancement in leadership positions; provide a venue for mentoring and supporting colleagues; and discuss concerns. The group is advised by the Flora Stone Mather Center for Women.

About 30 women are part of the group, which is open to Asian faculty, post docs and doctoral students. The group is led by chair, Michiko Watanabe, PhD, professor, Dep9(d b)-.S.8(e)5.7(p9(d b)-t)-3.6(h)1.7(e)1.3(r C)0.5(e)5.6(n)2.1

### Latino Groups Increase Hispanic Heritage Month Programming

The Alianza Latina/Latino Alliance Community Resource Group significantly increased focus and awareness of Latino culture through expanded programming during the 2014 Hispanic Heritage Month.

The resource group, in conjunction with the Hispanic Heritage Month programming, significantly increased focus and awareness of Latino culture through expanded programming during the 2014 Hispanic Heritage Month.

# HIGHLIGHTS

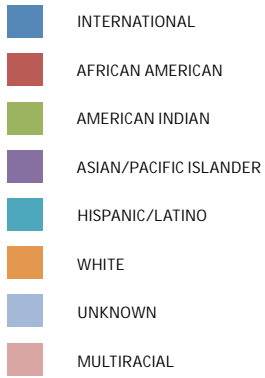




# DEMOGRAPHIC SNAPSHOT

FULL-TIME FACULTY<sup>a</sup>  
TOTAL: 1,291

FULL-TIME STAFF  
TOTAL: 2,876



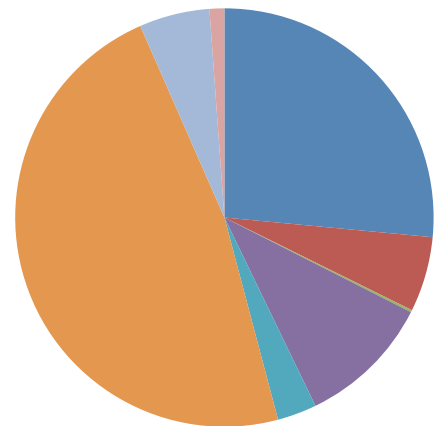
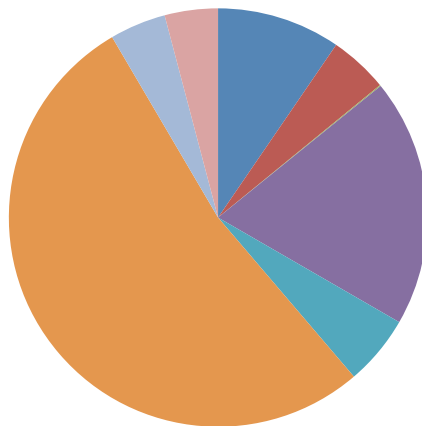
<sup>a</sup> Numbers include only those faculty who are university employees

<sup>b</sup> U.S. citizens and permanent residents identified as African American, Native American, Hispanic/Latino, Asian, Native Hawaiian or Other Pacific Islander, or multiracial

Sources: Faculty Database, Office of the Provost; Human Resources; Registrar

UNDERGRADUATE STUDENTS  
TOTAL: 4,911

GRADUATE & PROFESSIONAL STUDENTS  
TOTAL: 4,200



Male: 2,664 Female: 2,247

Male: 2,727 Female: 3,133

## BY THE NUMBERS

# 14%

of students in the 2014 incoming class are from underrepresented racial groups.

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