

Insight on DIVERSITY

The Official Newsletter of the Office of Inclusion, Diversity and Equal Opportunity

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Campus Diversity Town Hall Meeting Highlights University's Progress and Challenges

Diversity successes and challenges for Case Western Reserve University's eight schools as well as the university as a whole were highlighted during CWRU's first Campus Diversity Town Hall meeting held this spring.

About 130 members of the CWRU community attended the event to hear about progress being made toward fulfilling diversity goals outlined in the university's Diversity Strategic Action Plan (DSAP). The three main DSAP goals are: improvement in campus climate; increase in the retention and recruitment of underrepresented minority students, faculty and staff; and development and leveraging of resources to advance diversity and inclusion.

The town hall, held on April 19 in the Wolstein Research Building Auditorium, was open to all current CWRU faculty, staff and students but was closed to the general public. It was sponsored by the Office of Inclusion, Diversity and Equal Opportunity with assistance from the university's Diversity Leadership Council. The office and the council are charged with implementing the DSAP.

"The town hall was our effort to be accountable to faculty, staff and students about progress being made toward reaching DSAP goals," said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD.

The town hall began with opening remarks from University President Barbara R. Snyder, followed by a brief overview of the university's diversity progress by Mobley. The majority of the 90-minute meeting was reserved for brief presentations by the university's eight deans (or a dean's designated representative). Presentations focused on individual schools' progress on one or more of the three DSAP goals. This portion of the town hall was introduced by Provost and Executive Vice President William A. "Bud" Baeslack III. In addition, there were presentations on diversity progress within two offices under University General (UGEN) – Information Technology Services and the Office of International Affairs. The last 30 minutes of the meeting was reserved for questions and comments from the audience.

Members of the campus community called for more focus on recruitment and retention of staff and increased inclusion of those with disabilities in conversations on diversity.

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University President Barbara R. Snyder discusses the importance of diversity and inclusion at CWRU during the Diversity Town Hall meeting.



Photo: Eric Benson

Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, presents the Diversity Office Excellence Award to Associate Director of Disability Resources Susan Sampson. In the nomination written in favor of Disability Resources receiving the award, the office was described as enabling students with disabilities to "have equal opportunities as other students." (See full story on page 3.)

More than 100 people attended the Office of Inclusion, Diversity and Equal Opportunity's Fifth Annual Inclusion and Diversity Achievement Award Luncheon. This year's event was held on April 17 in the Thwing Center Ballroom. During the luncheon, four members of the university community as well as a CWRU office were recognized for their contributions to enhancing diversity on campus. President Barbara R. Snyder attended the event and gave congratulatory remarks to the winners.



Aarti Pyati, associate director, University Counseling Services, discusses ways to promote diversity on campus during the table dialogue portion of the luncheon. Photos: Eric Benson



During the luncheon, CWRU's Supplier Diversity Initiative Council was recognized for its work. Pictured is council co-chair John Wheeler, CWRU Senior Vice President for Administration and council member Arlene Anderson, president, Minority Business Solutions, Inc.

Also during the event, retiring director of the university's Flora Stone Mather Center for Women Dorothy C. Miller, PhD, was recognized for her many contributions to women's issues and for advancing the cause of gender diversity on campus.

Annual Inclusion and Diversity

From the VP



As the 2012-2013 academic year comes to a close, it is a good time to reflect and celebrate all we have achieved on the diversity front. In April, we held our first campus-wide Diversity Town Hall meeting and by all accounts it was a success! About 130 members of our campus community attended, and the meeting provided a forum for questions and comments about university diversity and inclusion efforts. In addition, it revealed areas to focus on as we continue

to do this critical work. The town hall was the Office of Inclusion, Diversity and Equal Opportunity's way of being accountable to students, faculty and staff as we work to fulfill the goals outlined in the university's Diversity Strategic Action Plan. The meeting also provided evidence that diversity and inclusion efforts are taking place throughout the campus.

Besides our cover story on the town hall, this issue of *Insight on Diversity* highlights the diversity efforts of members of the Case Western Reserve University campus community in an article about the 2013 Diversity Achievement Award winners and the accomplishments of retiring Flora Stone Mather Center for Women

Director Dorothy C. Miller, PhD. Additionally, in this issue you will learn about the creation of a group for faculty involved in diversity-related research and how a diversity training session for faculty search committees is helping the university obtain a diverse workforce.

The university's connection to the local community is highlighted in a photo and brief story about young women from East Cleveland visiting the CWRU campus. Also in the issue, we highlight diversity honors the university recently received. CWRU was one of 50 local entities recognized by the Economic Inclusion Commission of the Greater Cleveland Partnership for progress in creating, enhancing and sustaining diversity strategies. In addition, the university's Staff Mentoring Circles program was awarded the "Successful Practices Award" by the College and University Professional for Human Resources.

There is much to celebrate as we close out another academic year. As we celebrate our successes, I hope we will also commit ourselves to taking steps and/or joining existing efforts to help the university reach its diversity and inclusion goals.

Warm Regards,

Marilyn Sanders Mobley, PhD,
Vice President for Inclusion, Diversity and Equal Opportunity



Diversity Achievement Award winners with President Barbara R. Snyder. Photographed (l to r) are Dorothy Miller, PhD, Charity Taylor, Susan Sampson, President Snyder, G. Dean Patterson Jr. and Demetra S.A. Gibson.

Achievement Award Luncheon

The 2013 Diversity Achievement Award winners are:

Dorothy C. Miller, PhD, Faculty Leadership Award.

Miller is the director of CWRU's Flora Stone Mather Center for Women and a clinical associate professor at the Mandel School of Applied Social Sciences. Miller has spent most of her career working to promote women's issues in the academy and advocating for women's concerns in the community. She has served as director of the women's center for 11 years and will retire at the end of the spring semester. She is the author of *Women and Social Welfare: A Feminist Analysis*.

G. Dean Patterson, Jr., Staff Leadership Award.

Patterson has more than 30 years experience in higher education and for much of that time has worked to support and meet the needs of underrepresented minority communities. Patterson is currently Associate Vice President for Students Affairs. In this position, he works to build campus community, manages student crisis situations and works to help others understand issues related to diversity and inclusion. He previously held a clinical faculty appointment at CWRU's Frances Payne Bolton School of Nursing.

Charity Taylor, Undergraduate Student Achievement Award.

Taylor is a senior Management and International Studies dual degree major with a minor in Economics. At CWRU she has been involved in various cultural activities and student groups. She is a member of CWRU's Voices of Glory gospel choir and has been involved in the "One Dress Campaign," a worldwide campaign aimed at raising awareness about human trafficking. Taylor has served in various volunteer positions, including mentoring a local

Burmese family, preparing taxes for those in need and serving as a big sister for the Big Brothers, Big Sisters Club.

Demetra S.A. Gibson, Graduate/Professional Student Achievement Award.

Gibson is a medical student at CWRU. In June, Gibson will start an Internal Medicine Residency at the University of Chicago Medical Center. She is interested in cancer disparities and plans to go into clinical and epidemiological research. Gibson is a member of the Student National Medical Association (SNMA), the nation's oldest student run organization focused on the needs and concerns of medical students of color. She has served as national president of SNMA as well as co-president of the CWRU chapter. Gibson has led efforts to provide academic support for medical students and has been involved in initiatives to recruit and retain students of color in the School of Medicine. She is editor of the Voices of Diversity blog.

Disability Resources, Department/Office/Unit Excellence Award.

In the nomination for the office, it was described as "compassionate" and helpful in securing accommodations and services that enable students with disabilities to "have equal opportunities as other students." In addition, the staff was credited with creating a welcoming campus environment for students. Disability Resources has also created a group for students with Asperger's and worked with the Emergency Management staff to ensure that students with disabilities are considered as plans are made on how to handle emergency situations. The office is part of Educational Services for Students and is staffed by Susan Sampson, associate director, and Lisa Meeks, assistant director.



Retiring Director of Center for Women Looks Forward to More Time for Scholarly Research and Writing

Photo: Eric Benson

When Flora Stone Mather Center for Women Director Dorothy C. Miller, PhD, officially retires at the close of the 2013 spring semester, she won't be heading off for lazy days in an easy chair or packing her suitcases for travel to faraway places. Instead once Miller leaves Case Western Reserve University, she will be busy conducting scholarly research and writing on women's economic issues.

Miller, who came to the university in 2002 from Wichita State University, was hired to establish CWRU's women's center. Looking back on her 11 years at the university, she says "I totally loved my job," but her director's position left little time for some of her interests, such as researching, writing and attending campus lectures. Miller plans to be back on campus to attend lectures and other events she didn't have time to participate in as director of the Center for Women. In addition, she is looking forward to remaining engaged with women's issues by attending conferences and staying connected online and through scholarly journals and publications.

Although Miller isn't planning a retirement of total rest and relaxation, after such a successful career at CWRU she is quite deserving of some relaxation. When Miller arrived on campus to establish the women's center there was only her, a desk and a telephone. Today the center has six full-time staff and nine student interns. It occupies the majority of the space on the second floor of the Thwing Student Center and has nearly \$2 million in endowments. "People should know that I really love this university," she said. "It has been an honor to be here and to help it grow."

Programs offered by the center include leadership development programs for women faculty and staff, counseling for women, awareness sessions on violence against women, workshops on healthy relationships, drop-in discussion groups, Women in Science and Engineering Roundtable, Women's History Month celebration, the annual Women of Achievement Luncheon and the Spotlight Lecture Series. In addition, along with the International Student Services and University Counseling Service, the center sponsors the

International Women's Group, which brings international graduate women students together for social events, workshops and mentoring.

Miller said she is most proud of the fact that the center has "had an impact on the lives of all women on campus." Although the center has not engaged every single female on campus it has provided programs and services for every female constituent group on campus – students, staff, faculty and alumnae. "That's what we set out to do," Miller said. "We didn't want to leave anyone out." The center also reaches out to men and annually provides programming targeted to them, such as sessions on violence against women and masculinity issues. Miller estimates that annually about 2,000 different individuals come into the center and engage in its programs.

Although Miller said she loved nearly every aspect of her job as director, the biggest challenge she faced was educating people about the center and what it does. Too many people on campus are misinformed about the center, she said. Some people think the center hates men, others think it is just for white women or just for students, while still others are indifferent to the center because they believe its programs and efforts do not pertain to them, Miller said.

Reflecting on her 11 years on campus, Miller said conditions for women on campus have improved, but more must be done. For example, she said there needs to be more activities and events on campus that deal with women's issues that are not hosted by the center but by other campus groups, organizations, offices or departments.

Nationally, conditions for women have also improved, Miller said. However, women are constantly facing adversities and pockets of backlash, she said. Miller also noted that in recent months there have been debates about motherhood and women working outside the home as well as renewed debates about women's reproductive health issues. It's frustrating that today women are fighting some of the same battles women fought in years past, Miller said.

New Group Unites CWRU Faculty Involved in Diversity-Related Research

A new group for faculty involved in diversity-related research has been established by the Office of Inclusion, Diversity and Equal Opportunity, in conjunction with the university's Lesbian Gay Bisexual Transgender (LGBT) Center. The Diversity Research Group (DRG) was established to connect faculty with various research initiatives to other colleagues with similar interests connected to the burgeoning and varied field of diversity.

The first meeting of the DRG was held in February. Invitations to participate in the group were extended to faculty members who were past speakers of the Office of Inclusion, Diversity and Equal Opportunity's Power of Diversity Lecture Series and faculty who had expressed an interest in developing a lesbian gay bisexual transgender queer/questioning (LGBTQ) research group.

The DRG was formed on the belief that collaboration in the form of a research think tank provides a valuable opportunity for colleagues from diverse fields of interest, research and scholarship to discuss diversity in higher education, said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. Additionally, the opportunity leads to cross-disciplinary dialogue, interdisciplinary collaboration, community building and publishing based on various research interests.

The idea for a diversity-focused research group is a result of a comment made during a presentation to CWRU's Academic Affairs Council last fall. Director of the LGBT Center Elisabeth "Liz"

Roccoforte and Matthew Garrett, PhD, assistant professor, Choral Music Education, gave a presentation on campus LGBT issues before the council. In his presentation, Garrett mentioned his interest in convening a group of faculty to participate in an LGBTQ research think tank. Upon hearing about plans for a research think tank, Mobley suggested the group be expanded. This led to the establishment of the DRG, which is open to faculty interested in LGBT, racial, gender and other diversity-related research.

"This group has the potential to bring people together from numerous parts of our campus for the purpose of open dialogue on researching issues of diversity," Garrett said of the DRG. He added that the purpose of the group should not be pre-determined or planned but instead faculty involved with the DRG will collectively form a group identity unique to those involved. "Involvement from a wide variety of departments and disciplines will yield greater opportunities for creative, intriguing and perhaps unexpected modes of inquiry," Garrett said,

For more information about the DRG, contact Mobley at marilyn.mobley@case.edu or Garrett at chorus@case.edu.



Matthew Garrett, PhD

East Cleveland students of the Links Academy engaged in a career aspiration activity during a recent visit to the CWRU campus. The visit provided the young women with information on college and career goals. The students also met and talked with CWRU students and staff.

The visit was coordinated by the Office of Inclusion, Diversity and Equal Opportunity in conjunction with Corporate Relations, Office of Multicultural Affairs, the Center for Civic Engagement and Learning and Women in Science and Engineering (WISER). Links Academy is operated by the Cleveland Chapter of The Links, Inc., a volunteer service organization of women committed to enriching, sustaining and ensuring the cultural and economic survival of African Americans.



Photo: Eric Benson

Preferred Name Policy Expected to Help Create A More Comfortable Campus Environment for LGBT & Other Students

A new "preferred name policy" at Case Western Reserve University is expected to help create a more comfortable and inclusive campus environment for transgender and gender non-conforming students as well as others. The policy allows any student to create a preferred name that can be stored and made visible in multiple places, including advising, class and grade rosters. Students can identify a preferred name by completing an online form.

The new name policy is a result of the work of the Lesbian Gay Bisexual Transgender (LGBT) Center and the university Registrar's Office. Previously, students had no choice but to use their legal names on all university-related rosters. "This policy often created uncomfortable and vulnerable situations for transgender and gender non-conforming students," said LGBT Center Director Elisabeth "Liz" Roccoforte. She noted that a number of students expressed concern to her about having to use their legal names instead of names they preferred. The old name policy caused difficulties for some students when interacting with faculty and other students, Roccoforte said.

As a result of students' concerns, the LGBT Center and the Registrar's Office began working together in spring 2012 to create a policy that reflected national best practices for creating inclusive space for transgender and gender non-conforming students, while also aligning with other campus policies and state and federal laws. The result of the collaboration was the new preferred

name policy. The policy will not only benefit members of the LGBT community but may also be helpful for international students and other students who simply prefer to be known by a name other than their legal name, Roccoforte said.

As a result of its collaborative work with the LGBT Center, the Registrar's Office this year was awarded the 2nd annual Prism Award, given "in recognition of going above and beyond in creating a welcoming space for LGBT individuals...." The award was given during the Lavender Graduation on May 1, an annual event that recognizes and celebrates the accomplishments of lesbian, gay, bisexual, transgender and queer/questioning and allied students of the class of 2013.

"These [name policy] changes are indicative of the collaborative nature of the work happening on campus regarding LGBT policies and practices," Roccoforte said. "It reflects a campus that continues to value diversity of all kinds, including gender expression and identity."

The name policy and the form to complete to create a preferred name are available online at <http://www.case.edu/registrar/prefname.html>. Students can also change their gender by completing an online form, <http://www.case.edu/registrar/genderchange.html>.

Campus Diversity Town Hall Meeting Highlights University's Progress and Challenges

(Continued from front page)

Next year's town hall meeting is expected to include more detailed information on diversity efforts and progress in individual schools as well as information on the university's overall progress.

Information about the university's overall diversity progress was highlighted in a handout that was available to those that attended the meeting. Some highlights from the handout include:

Campus Climate

CWRU 2010 Campus Climate Survey included the statement CWRU is a "comfortable place for me." Respondents were asked to state if they agreed or disagreed with the statement.

- Staff and students exceeded 82% on the responses "somewhat/strongly agree" with the statement
- 68% of faculty said they "somewhat/strongly agree"
- International undergraduate students were significantly less likely than domestic minorities to agree

Recruitment and Retention of Underrepresented Minorities

- Since 2008, total CWRU faculty increased by 6.9%
- Women faculty increased 11.4% from 2008 levels
- Minority faculty increased 5.6% from 2008 levels
- Minority full-time staff decreased 1% from 2008 levels, while total CWRU staff increased by a modest 1.3%



The town hall attracted individuals from all sectors of the CWRU campus community — faculty, staff and students.

- There was a record number of minorities (14.4%) in the fall 2012 freshmen class
- Minority graduate students increased 2% from 2008 levels

Enhanced Leveraging of University Resources to Advance Inclusion & Diversity

- Secured seed funding from Dominion Corp for Association of Underrepresented Minority Fellows (AUMF) programming
- Generous gift from an anonymous donor in support of the LGBT Center

Training Session for Faculty Search Committees Aids University Efforts To Recruit a Diverse Workforce

As part of CWRU's effort to recruit and retain a diverse workforce, the Office of Faculty Diversity is continuing to work with faculty, departments and schools to provide an outreach and recruitment training plan for those involved in faculty searches. The Office of Faculty Diversity is housed in the Office of Inclusion, Diversity and Equal Opportunity and training sessions are provided by Manager of Faculty Diversity Robynn K. Strong. The training session, entitled *Interrupting Bias in the Faculty Search Process*, includes a film and facilitated discussions about the film and diversity and hiring at colleges and universities.

The training session is required for all faculty members who have been asked to serve on a search committee. The 90 minute training session explores how biases and assumptions can influence the faculty search process, including how they can negatively impact employment for individuals from underrepresented groups.

Effective outreach and recruitment is critical to a successful search in terms of finding the best possible candidate.

Specifically, the training session discusses and prepares search committee members to: identify biases that may occur during the evaluation process of faculty searches and faculty candidates; examine assumptions related to competence and best-fit of a candidate; become change-agents in their departments and transform the hiring process. Since the training became mandatory for faculty search committees in July 2011, 611 faculty members have completed the session.

Many of the efforts to recruit and retain diverse faculty focus on issues and concerns related to hiring more women and underrepresented minorities. Effective outreach and recruitment is critical to a successful search in terms of finding the best possible candidate for the job, Strong said. "Where women or people of color are under-utilized within the discipline of the faculty search, the university as a federal contractor has a specific obligation to engage in a good faith effort to correct that under-utilization," she said.

Caroline S. V. Turner, a professor in the Educational Leadership Program at Sacramento State University and author of *Diversifying the Faculty: A Guidebook for Search Committees*, collected data from 689 faculty searches at three large U. S. elite public research universities and identified three best practices for making a successful hire of a diverse faculty member. Best practices included diversity on the search committee; diversity valued in the job announcement and at the institutional level; and a strong advocate for diversity on the faculty search committee. The Office of Faculty Diversity has incorporated these best practices into faculty guidelines and policies for the university.

Although it appears that more and more individuals on campus are embracing the importance of diversity, some people still question why the university should be concerned with the diversification of faculty. As Strong points out during the training session, a diverse faculty body enriches the campus community as well as campus perspectives, curriculum and students. Additionally, it promotes understanding and mutual respect and helps recruit a more diverse student body, she said.

News Anchor Quiñones To Speak on Campus

The Office of Inclusion, Diversity and Equal Opportunity Power of Diversity Lecture Series presents John Quiñones, co-anchor of ABC's newsmagazine *Primetime* and sole anchor of the *Primetime* series *What Would You Do?*

Monday, October 7, 2013, 4:30 p.m.

Iris S. and Bert L. Wolstein Research Building Auditorium

Quiñones is ABC's first Latino correspondent and a seven-time Emmy Award winner. His *What Would You Do?* series shows the way people react when confronted with various dilemmas, some of which deal with race, gender, ethnicity and age.

To RSVP for this event, send an email to diversity-rsvp@case.edu.



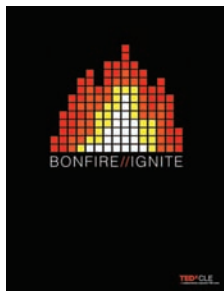
CWRU Recognized for its Diversity Progress & Strategies

Case Western Reserve University has been recognized as a member of the 2013 Commission 50. The Commission 50 designation recognizes organizations for their progress in creating, enhancing and sustaining diversity and inclusion strategies. Given by the Economic Inclusion Commission of the Greater Cleveland Partnership, the Commission 50 recognizes 25 for-profit and 25 nonprofit/government organizations with the highest combined scores on board, senior management, workforce and supplier diversity on the Commission's Employers Survey on Diversity. The organizations selected this year were announced in late April. For more information and a list of the 50 organizations, visit <http://www.gcpartnership.com/Economic-Inclusion/Commission/Commission-50.aspx>.



OIDEO VP Featured at Fourth Annual TEDxCLE Event

Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, was one of three individuals from Case Western Reserve University selected to participate in the 2013 TEDxCLE event held in March at the Cleveland Museum of Art. TED stands for Technology, Entertainment, Design and is an annual event that brings together leading thinkers from various sectors to share their knowledge and perspectives. The TEDxCLE is an independently organized TED event that brings together local leaders. This year's theme was "Bonfire/Ignite" and



presenters focused on how collaboration can help move Cleveland forward. Mobley's talk, "The Paradox of Diversity," discussed challenges to achieving progress in diversity. Other CWRU speakers included Kipum Lee, a doctoral candidate at Weatherhead School of Management who specializes in the design of organizations and systems and spoke on "Master Builders for the 21st Century"; and Pablo Ros, the Theodore J. Castele University Professor at CWRU's School of Medicine and chair of the Department of Radiology of University Hospitals Case Medical Center, who co-led the talk "Innovation in Medical Imaging: How You Make Two Bears Dance" with Dominic Smith, vice president and general manager of computer tomography at Philips Healthcare. Mobley's talk can be viewed at <http://www.tedxcle.com/dr-marilyn-sanders-mobley/>. Check the TEDxCLE website for videos of other speakers, www.tedxcle.com.

Staff Mentoring Circles Program Receives Award

The university's Staff Mentoring Circles program has been awarded the "Successful Practices Award" by the College and University Professional Association for Human Resources. The CUPA-HR award recognizes a team or individual that demonstrates creativity, process improvement or professional achievement with the implementation of a new practice that contributes to the overall excellence of the institution's human resources program, services and/or administration. Mentoring Circles is a year-long professional development and mentoring initiative for staff. Those responsible for the program and the award are Melissa Burrows, PhD, Faculty Diversity Officer; Kathleen Dowdell, Anthropology, co-chair of Staff Training & Development, College of Arts and Sciences; Shirley Mosley, director, Human Resources, Organizational Development and Learning; and Mitzi Vazquez-Long, manager, Human Resources, Organizational Development & Learning.