

Insight on DIVERSITY

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

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Photo: Eric Benson

Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, congratulated and presented a gift to CWRU graduates during the Multicultural Student Graduation Reception held in May. The event was sponsored by the Office for Inclusion, Diversity and Equal Opportunity, President's Advisory Council on Minorities and the Office of Multicultural Affairs.

For more information see story on page 6.

Dialogue Program Receives High Marks; Plans Now Underway to Expand Initiative



Student members of one of CWRU's Sustained Dialogue groups

Photo: Randy Blackford

Community building, transformative, engaging – these are just some of the words used by participants in the Case Western Reserve University Sustained Dialogue Campus Network to describe their experiences in the program during a closing reception held in April. There was overwhelming support and enthusiasm for the program and for making it available to others on campus. As a result, plans are now underway to offer the Sustained Dialogue (SD) program again in the fall and to increase the number of participants.

A one-year pilot of the national SD program was launched at CWRU in the spring. The dialogue program is designed to enhance student engagement, promote cross-culture dialogue and provide participants with an opportunity to make positive change on campus. Under the program, participants meet weekly to discuss their experiences on campus and diversity and inclusion issues. The dialogue groups are encouraged to identify a campus challenge or issue of concern and develop recommendations for resolving the issue. SD is a volunteer program and no experience is needed to participate. The university program is jointly operated by the Division of Student Affairs and the Office for Inclusion, Diversity and Equal Opportunity.

The CWRU program included two student groups and one faculty/staff group. In total 26 students and 15 faculty and staff participated. At the closing reception, each dialogue group gave a summary of issues they discussed and presented their recommendations to CWRU administrators who

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CWRU Welcomes its First Female Athletic Director



Amy Backus

Amy Backus, the former senior associate athletic director at Yale University, will join the university July 1 to serve as the institution's first permanent female athletic director.

"I am delighted to return to Ohio to join a university so committed to the full development of students as scholars, leaders and citizens," Backus said in a campus article. "Athletics can be an invaluable part of preparing students for life and I look forward to working with our students, staff, faculty and alumni and the larger campus community to help advance Case Western Reserve's goals."

Backus, who grew up in Vermillion, Ohio, has had a long and impressive career in college athletics. She played basketball as a

student at Central Michigan University. After graduation, Backus served as assistant basketball coach at her alma mater. She later served as head coach at Otterbein College, Middlebury College and Northwestern University.

Backus came to Yale University in 1999. In addition to her athletic position at the university she served as a national chair of the National Collegiate Athletic Association Women's Basketball Rules Committee as well as on Yale's Intercultural Affairs Council Committee on Sexual Misconduct and the university's Alcohol Policy Committee. She remains active in the NCAA and is a member of its Division I Academic Performance Advisory Group and its Legislative Council.

At CWRU, Backus will lead a department that offers 19 varsity sports, 14 club sports and 35 intramural activities. As director of athletics and chair of physical education, she will lead a team of faculty and staff that totals 60 and bears responsibility for the university's athletic facilities.

From the VP



Another academic year has come to a close and this summer, as the campus begins to prepare for the upcoming academic year, it is a good time to pause and reflect on all that has been achieved during fall 2013 and spring 2014.

I am pleased to report that we have made significant progress in meeting campus-wide diversity and inclusion goals. In particular, the university's 2012 Diversity Strategic Action Plan (DSAP)

calls for the establishment of affinity groups – or as we call them Campus Community Resource Groups. In the spring, a caregivers' Campus Community Resource Group was established and later this summer an African American group will begin meeting. The Hispanic/Latino group, Alianza Latina/Latino Alliance, was established last fall and this spring hosted a campus visit for local high school students. Resource groups will help engage faculty and staff in creating a greater sense of community on campus. Ultimately, Campus Community Resource Groups are expected to increase retention of minority employees.

In addition, the DSAP calls for improvements in the campus climate. Feedback from our pilot Sustained Dialogue program – our cover story in this issue – indicates that this initiative is helping to bring about positive change on campus. The students, faculty, and staff who

participated reported feeling more engaged and are already benefiting from opportunities for regular dialogue with a diverse group of individuals. Another major story in this issue of the newsletter is the university's interim and forthcoming new sexual misconduct policy. A directive on sexual misconduct policies from the U. S. Department on Education forced all colleges and universities to review and make changes to their policies. The directive provided an opportunity for increased dialogue and awareness on campus about sexual misconduct issues. A final version of the policy is expected to be in place by the fall.

Also in this issue, we highlight recent diversity accolades. This year, the university received a "Best in Class" award for Board Diversity from the Commission on Economic Inclusion. The Commission also recognized CWRU in its Commission 50, which recognizes local entities for their continued progress in creating, enhancing and sustaining diversity and inclusion strategies.

I am proud of all we have accomplished on campus and eagerly look forward to continuing our efforts to advance diversity and inclusion at CWRU. Already this summer talks are under way about the possibility of developing additional mentoring programs, enhancing diversity training and expanding the Sustained Dialogue program. These initiatives, along with existing programs and others being proposed, have the potential to transform our campus as well as the many individuals who visit, work and learn here.

Warm Regards,

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

CWRU is Expected This Fall to Adopt New Sexual Misconduct Policy

After several months of reviewing and gathering input, Case Western Reserve University this fall is expected to issue a final Sexual Misconduct Policy. The revised and updated policy is a result of the U. S. Department of Education's Office for Civil Rights in April 2011 issuing a "Dear Colleague Letter" to all education institutions reminding them of federal guidelines for addressing issues of sexual misconduct on campus, specifically allegations of sexual assault. Included in the guidance were recommendations for policies on sexual misconduct.

As a result of the directive from the U. S. Department of Education, the university adopted an Interim Sexual Misconduct Policy that went into effect in August 2013 and was updated in large part based on the "Dear Colleague Letter." The federal law that addresses sex discrimination and sexual misconduct in all educational programs that accept federal funding is Title IX. The university's Title IX Coordinator is Marilyn Mobley, PhD, vice president, Office for Inclusion, Diversity and Equal Opportunity (OIDEO). OIDEO, the university's Office of General Counsel and the Office of Student Affairs have worked tirelessly on the creation of the new interim policy.

Over the past year, those that administer the interim policy had the opportunity to investigate complaints/grievances under the policy and make recommendations for edits. In addition, the university community, including faculty, staff and students, has been able to give input on the policy. The university is close to finalizing a permanent policy but is also mindful that the recently assembled White House Task Force on Sexual Assault will likely make additional recommendations for such policies.

Important to know components of the policy include the fact that

sexual harassment and sexual assault (formerly two separate policies) both fall under one policy. In addition, the university community, with the exception of those identified as confidential sources, are required to report allegations of a violation of the Sexual Misconduct Policy when they become aware of such allegations. Under the policy, there are three designated reporting representatives where reports of allegations of sexual misconduct can be made and two are housed in OIDEO – Faculty Diversity Officer Melissa Burrows, PhD, and Equal Employment Opportunity and Diversity Manager Gia Adeen. The third location is in the Office of Student Affairs, Student Conduct & Community Standards.

In conjunction with the new policy, the university has re-evaluated the Sexual Conduct Committee and recently introduced the new Sexual Misconduct Prevention & Education Committee (SMPEC), co-chaired by Adeen and Monica Yost Kiss, associate director for women's health advocacy in the Flora Stone Mather Center for Women. In addition to attending meetings as a large group, SMPEC members are assigned to one of four subcommittees, designed to address preparedness, prevention and response and recovery issues around sexual misconduct. The subcommittees have been encouraged to incorporate the feedback from the White House Task Force on Sexual Assault in developing their work.

The new Sexual Misconduct Policy will be very much aligned with OIDEO's mission to advance a more inclusive, welcoming and supportive community for students, faculty and staff. In addition, the new policy will help CWRU create and strengthen the kind of community it wants to be for the safety, health and success of students, staff and faculty. For more information or questions about the policy, contact OIDEO at 368-8877.



Award Winning Filmmaker & Feminist Activist Scheduled to Speak on Campus This September

CWRU is pleased to announce that this fall international documentary filmmaker Lee Mun Wah and writer, author and feminist activist Gloria Steinem will be on campus in September to give public lectures.



Wah is a renowned filmmaker who is probably best known for his 1994 film *The Color of Fear*, a ground-breaking production depicting eight men of diverse races and backgrounds discussing the state of race relations. His most recent film, *If These Halls Could Talk*, features college students discussing diversity and their experiences on college campuses.

Wah will kick off the 2014-2015 Power of Diversity Lecture Series with a lecture on

September 4 at 4:30 p.m. in the Tinkham Veale University Center. A public screening of his film will be shown the day before the lecture. The event is being sponsored by the Office for Inclusion, Diversity and Equal Opportunity, First Year Experience and Family Programs and the Office of Multicultural Affairs. To RSVP for this event send an email to divesity-rsvp@case.edu.

"The Longest Revolution: An Evening with Gloria Steinem" is the culmination event for the 10th anniversary of the Flora Stone Mather Center for Women. It is also the inaugural event for the Town Hall of Cleveland at Case Western Reserve University.

Steinem will give a public lecture on September 9 at 5 p.m. in the Tinkham Veale University Center. Information on ticket reservations is forthcoming. Please check the CWRU Center for Women website.

Steinem is a well-known feminist activist and writer. She gained notoriety as a spokesperson for the Women's Liberation Movement in the late 1960s and 1970s. In 1968, she helped to found *New York Magazine* where she served as a political columnist. In 1972, she co-founded *Ms. magazine*. She has continued to be involved in women's issues as well as issues related to child abuse, non-violent conflict resolution and organizing across boundaries for peace and justice.



OIDEO Hosts Sixth Annual Inclusion and Diversity Achievement Award Luncheon



CWRU graduate student Elane Reyes shares ideas from her group for enhancing diversity on campus during the "table talk" discussion.

Nearly 120 CWRU faculty, staff and students attended the Office for Inclusion, Diversity and Equal Opportunity's Sixth Annual Inclusion and Diversity Achievement Award Luncheon held April 14, 2014. The annual event is an opportunity to honor and recognize members of the CWRU campus community who have made significant contributions to enhancing diversity and inclusion on campus. Winners are selected from nominations submitted by the campus community. University President Barbara R. Snyder attended the event and gave congratulatory remarks to the winners. In addition, she stressed the importance of inclusion and diversity at CWRU.

The annual luncheon also includes a "table talk" discussion, at which time members of a table discuss a diversity-related

question and then report to the larger group their reflections and recommendations. This year's question asked individuals to imagine that they were charged with spending a \$1 million grant to support new and existing campus diversity and inclusion initiatives and programs. There were lively discussions at the tables as attendees talked about how they would use the grant money.

Some suggestions for the "fantasy" grant money included:

- Scholarships for students of color
- Funds to increase and improve recruitment and retention of faculty of color
- Mentoring programs
- Mandatory diversity training for managers and others.



Corporate partners and supporters also attended the luncheon. Pictured here are Debra Green, director of Community Outreach, Medical Mutual and Tracy Oliver, director of Media Relations, Dominion East Ohio Gas.

Photos: Eric Benson

Participants Praise Sustained Dialogue Program

(continued from page 1)

attended, including University President Barbara R. Snyder; Lou Stark, PhD., vice president for Student Affairs; Marilyn S. Mobley, PhD., vice president, Inclusion, Diversity and Equal opportunity; and G. Dean Patterson, associate vice president, Student Affairs.

"I was impressed and moved by what was shared by the dialogue groups," Mobley said. "I believe our campus community is all the better for the level of engagement that took place during the Sustained Dialogue program."

Specific proposals from the dialogue groups are expected to be released in the fall after the administration has had an opportunity to thoroughly review and respond to them. However, some issues and needs identified by the groups are:

- Provide diversity training for all campus constituents
- Increased focus on student mental health issues
- Establish a peer-operated student mental health organization
- Restructure and improve the university's student advising program
- Increase the retention of faculty and staff of color
- Enable employees time each month to attend campus lectures, workshops and other events held during the work day
- Develop a clear and effective system in which students and employees can voice concerns

In the fall, in preparation for the upcoming SD program, a free, two-day



Members of the Sustained Dialogue student group Photo: Randy Blackford

training session will be held September 20-21 at Cuyahoga Community College, Metro Campus. CWRU faculty, staff and students interested in participating in SD are urged to attend the training. More information about the training will be forthcoming.

The Sustained Dialogue Campus Network is an initiative of the International Institute for Sustained Dialogue and is headquartered in Washington, DC. Currently, Sustained Dialogue programs exist on 15 campuses across the country, including Harvard University, Northwestern University, the University of Virginia and locally at Cuyahoga Community College and Cleveland State University.

For more information, contact program chairs janetta.hammock@case.edu; naomi.sigg@case.edu and edwin.mayes@case.edu.

For national program information visit sdcampusnetwork.org.

The 2014 Diversity Achievement Award Winners



Pictured (l-r) Elfreda "Alfie" Chatman-Walter, Nusaiba Chowdhury, University President Barbara R. Snyder, Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley PhD, Luis Muniz-Felician and Rajesh Viswanathan PhD.

Rajesh Viswanathan, PhD Faculty Leadership Award

As an assistant professor in the Department of Chemistry, his research interests include organic chemistry, biochemistry and chemical biology. He is a former Lubrizol Graduate Fellow, Bernard Berk Fellow and MCM Scholar, Indian Institute of Technology, Kanpur. He is committed to outreach to underrepresented students and works to provide them with research opportunities. He is currently involved in the National Science Foundation funded Bridge to Success Program in conjunction with Cuyahoga Community College (Tri-C). As part of the program, he hosts Tri-C students in his lab, exposing them to research. He has also accepted into his lab and worked with a local high school student during a summer program. He is currently hosting a student from the L'Universite des Antilles et de la Guyane, Martinique, West Indies for a five-week internship.

Elfreda "Alfie" Chatman-Walter, Staff Leadership Award.

She is the associate director for Corporate Relations and is responsible for raising funds from industry partners for research, sponsorships and philanthropy with specific emphasis in healthcare and diversity. She is a strong advocate of diversity and inclusion, which her professional and personal affiliations reflect. Her affiliations include: United Way of Mahoning Valley, the Western Reserve Historical Society African American Auxiliary, board member for the United Black Fund of Greater Cleveland, the Cleveland Foundation African American Philanthropy Committee and the Consortium of African American Organizations. At CWRU, she serves on the Diversity Leadership Council and the Supplier Diversity Initiative Council. She also regularly supports and works with the campus student chapter of the National Society of Black Engineers.

Nusaiba Chowdhury, Undergraduate Student Achievement Award

She is a second year medical anthropology major from Garland, Texas. On campus, she is involved in the Sexual Assault and Violence Educators, the Alpha Chi Omega Fraternity for Women and the Anthropology Student Association. She tutors international students through CWRU's Educational Services for Students and is an intern at US Together, one of Cleveland's refugee resettlement agencies. She is passionate about diversity and inclusion issues. Through social media, blogging and initiatives on campus, she works for reproductive justice, rights for marginalized communities and works to break down stereotypes about Muslim women and women in general. After receiving her undergraduate degree, she plans to pursue a master's degree in Anthropology or Public Health at CWRU and ultimately wants to work on social justice issues in a health-related field.

Luis Muniz-Feliciano, Graduate/Professional Student Achievement Award.

Originally from Puerto Rico, he is a 5th year PhD student in the Department of Pathology-School of Medicine. He will defend his doctoral thesis in fall 2014 and is currently seeking a post-doctoral research position in higher education. On campus, he is a member of the Minority Graduate Student Organization and served as president of the organization from 2011-2012. In addition, he has been involved in the School of Medicine's Post Baccalaureate Research Education Program (PREP) and as part of the program traveled to Puerto Rico to recruit students to CWRU. Also as part of PREP, he hosted minority and non-minority students and organized outings to local restaurants. In addition, he once organized an intramural volleyball team which included players from Puerto Rico, Taiwan, Spain and America. He is the recipient of numerous awards, including the John Wallace Minority Fellowship, the Minority Scientist Travel Award from the Annual American Association of Immunologist and, also from that association, the Young Investigator Award.

Special Receptions Honor Multicultural and LGBT Students

A number of events and special receptions were held in April and May to honor undergraduate, graduate and professional students who were members of the Case Western Reserve University May 2014 graduating class.

On May 9, the Office for Inclusion, Diversity and Equal Opportunity held its annual Multicultural Student Graduation Reception. Nearly 100 individuals attended the reception, including 30 graduates. The event was co-sponsored by the Office of Multicultural Affairs and the President's Advisory Council on Minorities. University President Barbara R. Snyder spoke at both events, which were opened to the CWRU campus community as well as family members and friends of the graduates.

On April 30, the university's LGBT Center held its fifth annual Lavender Graduation. The reception is held to honor and applaud graduating lesbian, gay, bisexual, transgender, queer, asexual and allied students. This year about 100 people attended the event, including 16 graduates. Lavender Graduate events are held each year on numerous college campuses across the country.

The university's graduation ceremony was held on May 18 at the Veale Convocation, Recreation and Athletic Center and about 1,800 graduates attended the event. International mediator and peacekeeper Mohamed Ibn Chambas was the commencement speaker. He urged graduates to dream, focus and actualize their life's purpose.



Photo: Eric Benson

Graduates, family members and friends attended the Multicultural Student Graduation Reception. During the event graduates had an opportunity to acknowledge friends and family members who helped them succeed at CWRU.



May graduates received gifts and wore special graduation cords during the recent Lavender Graduation reception.

Photo: Dan Milner

New CWRU Community Resource Groups Established

CWRU's Office for Inclusion, Diversity and Equal Opportunity is continuing to grow and expand Campus Community Resource Groups (CRGs).

The newest –Campus Community Resource Group Caregivers, launched in March 2014. Its purpose is to provide support to members of the campus community serving in the role of caregiver for family members and others. Diana Morris, PhD, associate professor of Gerontological Nursing and executive director of the University Center on Aging & Health, is the group's current officer. In addition, an African American group is scheduled to launch in June 2014.

The caregiver group met twice in spring semester and is exploring the possibility of meeting monthly in the future. Given the various demands placed on caregivers and the ways in which their schedules can change at a moment's notice, the group has discussed using technology to meet rather than gather together at one set location. One such technology being explored is Adobe Connect.

The first campus cultural CRG, Alianza Latina/Latino Alliance (Alianza), was launched in September of 2013. The purpose of the group is to bring together Hispanic/Latino faculty and staff from across the campus for cultural awareness, friendship, student recruitment and retention efforts and public service. All, regardless of race or ethnicity, are invited to join the group.

Alianza has met monthly and discussed outreach efforts, awareness events and partnerships to aid local Hispanic/Latino students. In April, Alianza partnered with Esperanza, Inc., a local nonprofit, with "the mission of improving the academic achievement of Hispanics by supporting student graduation from high school and promoting post-secondary educational attainment." Alianza hosted a campus visit for a group of high school students involved in Esperanza's Saturday Academy.



Photo: Eric Benson



Diana Morris

Alianza meets the first Tuesday of each month at noon in Nord Hall. All are welcome to attend. Individuals are encouraged to visit the group's website, which includes updates on Alianza's activities and local Hispanic and Latino resources at www.case.edu/diversity/resource/alianza.html. Officers of the group include: Executive Sponsor Suzanne Rivera, PhD, associate vice president for research; Edwin B. Mayes, director of first-year experience and family programs; and Damaris Punaes-Alpizar, PhD, associate professor of Spanish.

The community groups are an outgrowth of the university's Diversity Strategic Action Plan (DSAP). The DSAP has three goals: improve campus climate, increase retention and recruitment of underrepresented students, faculty and staff; and enhance leveraging and development of resources to advance diversity and inclusion. An action item listed under the goal of improving campus climate campus climate is to develop and implement campus "affinity" or "community resource" groups. The groups are aimed at connecting and engaging faculty and staff by involving them in creating a more welcoming and inclusive campus environment.

Prior to the development of the DSAP, three resource groups already existed on campus and continue to operate at CWRU: the President's Advisory Council on Minorities, the President's Advisory Council on Women, and the Staff Advisory Council.

All CWRU faculty and staff interested in assisting in creating a welcoming environment, supporting retention, and engaging the campus community are welcome to attend upcoming CCRGs meetings. For additional information contact, Melissa Burrows, PhD, Faculty Diversity Officer at melissa.burrows@case.edu. Melissa is overseeing the development of CWRU community groups.

NCAA Internship Grant Helps Improve Diversity Efforts In Athletics

When Crystal Davis assumed her position as assistant to the CWRU Athletic Director at the beginning of the 2013-2014 academic year, her arrival to campus represented a major victory for both the university and for Davis. Davis' position is made possible by a National Collegiate Athletic Association's Ethnic Minority and Women's Internship Grant for Division III institutions. The university was awarded the grant in March and conducted a national search to fill the assistant position. Davis will be on campus until May 2015.

The grant funding enables a university to recruit a young professional woman or person of color to a two-year position in its athletic department. The program helps a school and/or office

increase its diversity and gain access to a different perspective. For Davis, the grant enables her to gain valuable work experience. In addition to her assistant duties, Davis serves as the assistant coach of the women's basketball team.

The NCAA grant program has been in existence for more than 15 years and is very competitive. In fact, the university had applied for grant funding in the past but was unsuccessful. Davis, who formerly served as an assistant coach at Wilmington College (OH), said she was attracted to the CWRU position because it allows her to continue to coach and gain administrative experience.



Crystal Davis

Inaugural CWRU Pride Ohio Leadership Award Winners are Announced

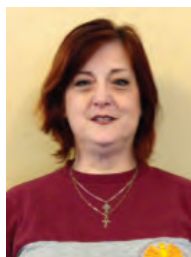
This spring the CWRU Alumni Association presented the first ever CWRU Pride Ohio Leadership Awards. The new awards program recognizes and provides financial assistance to outstanding undergraduate or graduate students who are working to make a significant impact on the LGBT community or helping to advance the mission of the community at CWRU, locally and/or nationally.

The awards program was created by the CWRU Alumni Association with support from LGBT alumni and others, and is expected to annually award up to \$2,000. To qualify for an award, a student had to write a personal statement detailing their interest in LGBT issues and their commitment to the community.

The inaugural winners of the awards are:
Carolyn Oatis, a first-year student, who served as treasurer of Spectrum, a CWRU student group that addresses LGBT Issues. She used her award money to attend the Midwest Bisexual Lesbian Gay Transgender Ally College Conference held in February in Kansas City, MO.



Carolyn Oatis



Cheri Smalley

Cheri Smalley, a graduate student in the Jack, Joseph and Morton Mandel School of Applied Social Sciences, is involved with Dare2Care in Cleveland, a group that works with teens and teachers in an effort to create fair minded leaders willing to educate others about identity and bring awareness on bullying.

Smalley used her award money for a spring break study abroad program in Amsterdam, Netherlands, where she enrolled in a class entitled "Gender and Sexuality Justice – LGBT Life in Contemporary Dutch Culture."

CWRU Receives "Best in Class" Award

The university has received a "Best in Class" award for Board Diversity in the nonprofit category from the Commission on Economic Inclusion, a program of the Greater Cleveland Partnership. For the past three years, the university has been recognized for workforce diversity by the Commission on Economic Inclusion, a program of the Greater Cleveland Partnership, and as a result was inducted into its Hall of Fame last year. In announcing CWRU's award, it was noted that eight of the university's 47 Board of Trustees members (17%) are racially diverse – above the nonprofit/government average of 15%. In addition, 13 board members are female.

Key's to the university's success in board diversity noted by the Commission include: Identifying diversity as a core CWRU value; utilizing benchmarking data to evaluate board composition; linking diversity initiatives to the compensation of the university president; having a succession plan to ensure that officers continue to provide a high level of engagement and expertise; and offering board members access to the university's extensive diversity training programs.

University Again Receives Recognition For its Diversity Strategies

Case Western Reserve University has once again been recognized for its diversity progress and strategies by the Economic Inclusion Commission of the Greater Cleveland Partnership. In April, the university was recognized as a member of the 2014 Commission 50. The Commission 50 designation recognizes organizations for their progress in creating, enhancing and sustaining diversity and inclusion strategies. Each year, the Economic Inclusion Commission 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.

