

# 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, (left) presents the Undergraduate Student Diversity Award to second-year CWRU student Divya Manoharan (right), during the 10th Annual Diversity Awards Luncheon, held on April 18, 2018. Manoharan is a computer science and sociology major. She serves on the CWRU Undergraduate Student Government. Six individuals and a campus partnership were honored during the awards program. See article on the awards luncheon on pages 4 & 5.*

## CWRU to Offer Minor in African and African American Studies Beginning in Fall 2018

This fall, Case Western Reserve University will begin offering to its students a minor in African and African American Studies. The new minor will provide students with a comprehensive, interdisciplinary academic program that focuses on critical race theory, African and African American diasporic history, culture and literature and the religious, political and social dimensions of black life.

A celebration in recognition of the new minor was held on April 11 as part of the spring 2018 Ratner Family Lecture. Guest speaker for the event was Albert J. Raboteau, PhD, emeritus professor of Religion at Princeton University (NJ). Raboteau discussed "Balm in Gilead: Memory, Mourning and Healing in African American Autobiography." Following the lecture, a reception was held in celebration of the new minor, which is housed in the CWRU Religious Studies Department in the College of Arts and Sciences. Joy R. Bostic, PhD, associate professor in the department, is the founding director of the minor.

Bostic said she was committed to working to get the minor approved because "I understood what having the minor would mean to faculty and students and the potential impact the program could have on local, national and global communities. We have faculty members who are doing cutting edge scholarship related to the study of black cultures and black life on the African continent....these faculty members needed a space to further develop an intellectual community at CWRU..." In addition, CWRU student Andrea Doe said the minor is "very important, especially for black students." Doe, a second-year English major, helped garner support for the minor. "Any institution that has a population of African American and African students has the responsibility of providing them with the opportunity to learn about their histories and cultures in the classroom," she said.

The minor is the result of months of discussion and research about the possibility of starting the new interdisciplinary academic program and the hard work of students, faculty and administrators.

*Continued on pg. 8*



Photo: Eric Benson  
*Joy Bostic, PhD, is the founding director of the new African and African American Studies minor.*



Photo: Russell Lee  
*Sophomore Andrea Doe and Junior Arik Stewart were both instrumental in advocating for the minor and garnering support for it from students.*

## Vinson Set to Assume Provost, Executive Vice President Position at CWRU

This summer, Case Western Reserve University will welcome to campus Ben Vinson III as the university's new provost and executive vice president. Vinson will assume his new position on July 2.

Vinson comes to CWRU from George Washington University in Washington, DC, where he served as dean of the Columbian College of Arts and Sciences. Vinson will succeed W.A. "Bud" Baeslack III who will step down from his position as CWRU's provost at the end of the 2017-2018 academic year. Baeslack is expected to return to his faculty position in CWRU's School of Engineering.

Vinson has also served in positions at Barnard College (NY), Pennsylvania State University and John Hopkins University (MD). At John Hopkins, he served as professor of History and founded the Center for Africana Studies. He also served as a vice dean for interdisciplinary studies and graduate education at the university. While at George Washington, he secured funding for institutes focused on Hispanic leadership and religious freedom. He led the integration of the Corcoran School of the Arts and Design into Columbian College, collaborated with the dean of engineering to open a \$275 million, 500,000-square-foot interdisciplinary science and engineering building, and initiated graduate degree programs in Data Science and Applied Economics.

Vinson's research interests include colonial Mexico, with emphasis on the African presence in Mexico. He is the author of three books:



Ben Vinson III

Photo courtesy of George Washington University

*Before Mestizaje: The Frontiers of Race and Caste in Colonial Mexico, Flight: The Story of Virgil Richardson, A Tuskegee Airman in Mexico and Bearing Arts for His Majesty: The Free-Colored Militia in Colonial Mexico.* Vinson received his undergraduate degree from Dartmouth University and his doctorate from Columbia University.

In a published article about Vinson's appointment, CWRU President Barbara R. Snyder said Vinson "will bring an exemplary record of leadership, scholarship and far-sighted vision to his role as our next chief academic officer. His intellect, energy and powerful commitment to the mission of higher education make him well-suited to help our university realize even more of its extraordinary potential."



### From the VP

As we prepare to close out another academic year, I am filled with both pride and excitement. I am proud of all that has been accomplished on campus this academic year and excited about the good work yet to come. After months of discussions, research and steadfastness from faculty and students, this spring we announced the creation of a minor

in African and African American Studies. Classes in the minor will be offered this fall. The minor will pave the way for new research and help educate the campus community about the rich culture, past and present day triumphs and current challenges of the African diaspora.

We are also proud to announce the inaugural grant recipients of the newly established Inclusion Transformation Fund. President Barbara R. Snyder provided the funds for this OIDE initiative to support research, scholarship and projects that promote diversity and inclusion efforts. The fund is an outgrowth of last year's "Listening Tour," which gave the campus community an opportunity to suggest new initiatives to advance inclusive excellence.

Each spring, we host the Inclusion and Diversity Awards Luncheon and recognize individuals who have made significant contributions

to diversity and inclusion efforts. This year's winners demonstrate the far-reaching impact these individuals are having both on and off campus.

All of these accomplishments and more are highlighted in this edition of Insight into Diversity. Also in this issue, we introduce CWRU's incoming Provost and Executive Vice President Ben Vinson III. Vinson most recently served as dean at George Washington University. He will begin his new position in July. We look forward to his leadership and the impact his vision will have on our campus. We also have great expectations for a newly created diversity series aimed at providing campus members with the tools and skills they need to challenge bias, microaggressions and other exclusionary behavior. The Change Agent Series is slated to begin in the fall and will provide a deep dive and skill development on topics discussed in the campus-wide diversity education program, Diversity 360.

Finally, we congratulate all of our CWRU graduates. We wish them well in their future endeavors and appreciate all the ways they have enriched our campus with their presence, diverse perspectives, activism and innovative thinking.

Warm regards,

**Marilyn Sanders Mobley, PhD**

## Grant Recipients for New Inclusion Fund Initiative Are Announced



CWRU vice presidents pose with grant recipients. Pictured here, l to r, are: Marilyn S. Mobley, PhD, vice president for Inclusion, Diversity, and Equal Opportunity; Li Li, MD, PhD, Mary Ann Swetland Professor of Environmental Health Sciences and president, Asian Faculty Association; J. Sebastian Garcia-Medina, first year master's Medical Physiology student; Uriel Kim, MD/PhD candidate; Cami Ross, program coordinator, Center for International Affairs; Ivy Petsinger, fourth year Chemical Engineering major; Geneva Magsino, third year International Affairs major; and Lou Stark, vice president of Student Affairs. Not pictured here is Liz Roccoforte, director of the LGBT Center. (Photo: Georgio Sabino)

In response to feedback gained during the 2017 "Listening Tour," President Barbara R. Snyder has established the Inclusion Transformation Fund. The fund is being piloted for the 2018-19 academic year and supports research, scholarship and special projects dedicated to studying and/or advancing diversity and inclusion. The funding initiative emerged from the yearlong "Listening Tour" led by Vice President for Student Affairs Lou Stark and Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, last spring. The tour provided campus constituents with an opportunity to discuss and suggest diversity initiatives.

The Office for Inclusion, Diversity and Equal Opportunity will administer this fund, which will support research, scholarship and projects that promote diversity and inclusion on campus and beyond. "We are pleased that this fund encourages members of our campus community to participate in the work of creating a more inclusive campus culture," said Mobley. Grant recipients were honored at the 10th Annual Diversity Awards Luncheon on April 18.

### Grant recipients include:

**Faculty Category:** Dr. Li Li, MD, PhD, for the project "Asian Faculty Association Leadership Development Curriculum." A leadership workshop will train members of the Asian Faculty Association in social and emotional competency tailored to Asian cultures and cover such topics as cultural norms and power and conflict at work.

**Staff Category:** Cami Ross, on behalf of the Center for International Affairs, for a project entitled "Global Perspectives Orientation Module." The project is an orientation module that will include storytelling that connects the global classroom at CWRU to the global workplace.

**Staff Category:** Liz Roccoforte, on behalf of the LGBT Center, for the project "LGBT Career Resource Fair." The fair for LGBT students and allies will provide opportunities for students to meet with recruiters, with the goal of securing employment.

**Undergraduate Student Category:** Geneva Magsino (with Ivy Petsinger, Akinola Akinbote and Hannah Clarke) for the "Periods for Peace" project. The project will provide sexual health and menstrual hygiene education as well as a mentorship program to girls in underserved communities in Cameroon, Central Africa.

**Graduate Student Category:** Uriel Kim (with Eric Chen) for the "Queer Health Advocacy Project." The program will prepare CWRU School of Medicine students with skills to become adept practitioners who are able to provide culturally humble and well-informed care to LGBTQ+ patients.

**Graduate Student Category:** J. Sebastian Garcia-Medina for a Spanish GED Program. This online education program will create a bridge between the Latino students at CWRU and the local Latino community.

For more information about the fund contact Regina Gonzalez at [regina.gonzalez@case.edu](mailto:regina.gonzalez@case.edu) or 216.368.5646.

## Diversity Change Agent Series Set to Begin in the Fall

The Office for Inclusion, Diversity and Equal Opportunity (OIDE) is preparing to launch a new education series aimed at providing individuals with skills needed to address and challenge acts of discrimination, inequity and injustices. Tentative plans call for the program to be launched in fall 2018.

The Change Agent Series is an outgrowth of Diversity 360, the campus-wide diversity education program. Feedback from Diversity 360 participants indicated a desire for a program that would provide individuals with the tools and skills necessary to respond effectively to

bias, microaggressions and other exclusionary behavior.

The series will include monthly 90 minute, lunchtime workshops and focus on one of the following: privilege/advantage, bias, microaggressions and empathy. Each topic will be the focus of a workshop at least once each semester. Drawing on recent research and scholarship, the workshops will provide a deeper dive into the selected topic and include a brief presentation, discussion and skills building exercises. Members of the OIDE staff will develop and facilitate the workshops.





Diversity Award winners pictured with CWRU senior leaders include (left to right), Lisa Nielson, PhD; Jaden List; Joy; Vice President for Inclusion, Diversity and Equal Opportunity; Margaret W. Wong, Esq.; and Divya Manoharan. Not pictured here is Divya Manoharan.

## OIDEO Hosts Tenth Annual Inclusion and Diversity Achievement Awards Luncheon

More than 100 staff, students and faculty attended the 10th Annual Inclusion and Diversity Achievement Awards Luncheon, sponsored by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO).

The luncheon, held on April 18, provided an opportunity for the OIDEO to recognize members of the Case Western Reserve University community who have made significant contributions to campus inclusion and diversity

efforts during the academic year. University President Barbara R. Snyder attended the event and provided congratulatory remarks.

Award winners were selected from nominations sent in for each category. A committee made up of CWRU Diversity Leadership Council members reviews the nominations and makes final selections for the diversity awards.

### Undergraduate Student Diversity Award: Divya Manoharan

She is a second-year computer science and sociology major at CWRU. Manoharan serves as the Undergraduate Student Government (USG) Vice President of Diversity and Inclusion. As a member of USG, she has worked to reform financial aid policies, advocated for the construction of all-gender bathrooms and pushed for the development of a resource center to provide clothing, food and textbooks for students in need. She is also the student representative on the CWRU Diversity Leadership Council.



### Senior Leadership Diversity Award: Lisa Nielson, PhD

Nielson is an historical musicologist with a specialization in women's studies. In 2017, she was appointed director of the CWRU Flora Stone Mather Center for Women. In 2011, she became CWRU's first Anisfield-Wolf SAGES Fellow. She teaches classes related to her research as well as to the mission of the Anisfield-Wolf Book Awards of fostering cultural tolerance and diversity.

Nielson is the recipient of numerous awards at CWRU, including the Richard A. Bloom, MD Award for Distinguished Teaching (2012), the Carl F. Wittke Award for Excellence in Undergraduate Teaching (2014) and the Faculty Prism Award from the LGBT Center (2017). She is currently working on a book entitled, *Music and Musicians in the Medieval Islamic World: A Social and Cultural History*.



### Graduate/Professional Student Diversity Award: Jaden List

List will graduate this May with a master's degree from the CWRU Mandel School of Social and Applied Sciences.

For the past two years, List has interned in the university's LGBT Center and established a number of innovative programs. List established "Found Families," a program that works to integrate people in the LGBTQ+ community based on age, religion, socioeconomic status, race and other experiences. Participants form small groups called "families" and connect with each other throughout the month. All family groups meet once a month at a "family reunion." In addition, List created "Our Place in Faith," a program which brought to campus LGBT supportive faith leaders who spoke with students.



### Staff Diversity Award: AmariYah S. Israel

She is the assistant director of the LGBT Center at CWRU. In this role, she organizes programs and events and coordinates various diversity, inclusion and social justice initiatives. She has been involved in the CWRU Sustained Dialogue Program, Diversity 360 Program and has helped coordinate the LGBT and Women's Center Collaborative.

In addition, she facilitates Safe Zone trainings. She has given numerous talks and facilitated workshops on intersectionality, pronouns, preferred names and on how to avoid exclusionary language. She also worked along with the LGBT Director to establish Gender Inclusive Housing at CWRU.





R. Bostic, PhD; Elizabeth Miller; University President Barbara R. Snyder; Chamois Williams; Marilyn S. Mobley, PhD, (Photo: Eric Benson)  
ere is Staff Diversity Award winner AmariYah Israel, who was traveling and unable to attend the diversity luncheon.

## on and Diversity Awards Luncheon

### Faculty Diversity Award: Joy R. Bostic, PhD

Bostic is an associate professor in the Department of Religious Studies at CWRU and the founding director of the university's minor in African and African American Studies. She is also a program faculty member of CWRU's Women's and Gender Studies and Ethnic Studies programs.

Her teaching and scholarship focus on such areas as African American religion and culture; religion, healing and social justice; and womanist/feminist theory. She is the author of the 2013 publication, *African American Female Mysticism: Nineteenth-Century Religious Activism*.

Bostic received a Master of Divinity degree from Garrett-Evangelical Theological Seminary and was ordained a Christian minister in Evanston, Illinois. In 2006, Reverend Bostic received a PhD in systematic theology from Union Theological Seminary, New York.



### Community Leadership Diversity Award: Margaret W. Wong, Esq.

Wong is managing partner of Margaret W. Wong & Associates, LLC and has more than 40 years of experience in immigration and nationality law and legal practice management. Wong & Associates is a nationally and internationally renowned full-service immigration firm.

Wong is a member of the U. S. Courts of Appeals in the 2nd, 4th, 6th, 7th and 9th Circuits and a member of the U.S. District Courts of the Northern and Southern districts of Ohio. She is the author of the 2009 publication *The Immigrant's Way* and is a frequent speaker on a range of immigration topics. In addition, Wong serves as an adjunct professor at the Case Western Reserve University School of Law and as co-chair of the Immigration Law Committee for the National Asian Pacific American Bar Association. She was the first Asian American to serve as president of the Cleveland Chapter of the Federal Bar Association. Wong is the recipient of numerous awards and honors and has served on various boards. She received degrees from Western Illinois University and a JD from the University at Buffalo Law School.



### Collaborative Diversity Excellence Award: The Alumni Association (TAA) and The Center for International Affairs (CIA), Case Western Reserve University

The Alumni Association (TAA) and The Center for International Affairs (CIA) of Case Western Reserve University have developed a collaborative relationship, which builds bridges within the university and partners throughout the world. TAA-CIA projects include the International Alumni Newsletter, Summer Send-Offs in China and alumni receptions in Brazil and China.

Their most recent collaboration, the Study Abroad-Alumni Connections program, connects current CWRU students studying abroad with CWRU alumni living abroad. Alumni serve as cultural bridges throughout the students' time abroad and help students leave their university enclaves and experience their host culture.

Participants of the program develop deeper relationships with the broader CWRU community and learn that they are part of a network that spans generations, backgrounds, languages and cultures.



Photo: Eric Benson  
Chamois Williams, (left) associate director, Alumni Outreach & Affinity Programs, TAA and Study Abroad-Alumni Connections Program Coordinator; and Elizabeth Miller, assistant director, International Student Services, CIA and CIA-TAA Liaison, accepted the diversity award at the luncheon. Not pictured is Tamara Covarrubias, CIA and Study Abroad-Alumni Connections Program Coordinator.



## A Host of Events Were Held on the CWRU Campus in Celebration of Black History Month



*Students represent the 1970s during the Black Student Union event.*

The CWRU campus community enjoyed a range of art, music, dining and literature during the month of February as various departments, offices and organizations celebrated 2018 Black History Month.

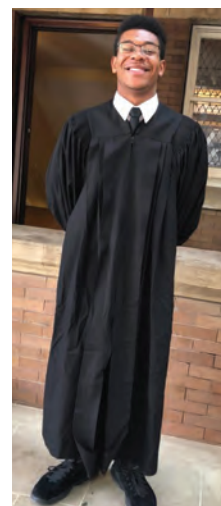
The campus celebration began on February 2 with an open dialogue on the subject “Where Are We Now? Diversity in the Context of Black History Month,” held as part of the Lunch & Learn series sponsored by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) and the Office of Multicultural Affairs.

The OIDEO also sponsored a Power of Diversity Lecture on February 13 entitled “One America: The Micro Cultural Change to Bring ‘United’ Back

into USA,” featuring former Walgreens Chief Diversity Officer and Child Advocate Steve Pemberton. On February 14, the office co-sponsored an International Read-In featuring readings by Black Nobel Laureates of Literature Toni Morrison & Wole Soyinka. On February 20, the office presented a second Power of Diversity Lecture featuring chair of the CWRU Department of Modern Languages & Literature and professor of French Cheryl Toman, PhD, who discussed “The Fight for Inclusion in the African Canon: Women Writers of Cameroon & Gabon.”

### Other Black History Month events included:

- On February 21, the CWRU School of Medicine and the CWRU Social Justice Institute hosted “Confronting Structural Racism: What is my Role?” The event included panelists and an interactive discussion about ways to take action against structural racism and health inequity.
- On February 22 and again on February 27, the Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) sponsored “Black Excellence: Then and Now,” a bazaar featuring black-owned businesses. Also on February 22, a reception was held to recognize the winners of the CWRU and Cuyahoga Community College Martin Luther King Jr. Reflection Competition.
- On February 25, the CWRU Black Student Union presented “A Walk Through Time: A History of Collegiate Living for Young African Americans.” The event featured a guest speaker and an interactive exhibit of live wax models depicting famous African American educators. The event also included a fashion show that highlighted six decades of African American fashion.
- On February 28, MSASS sponsored a reception that featured soul food from black-owned restaurants, music and an open mic.
- On February 28, there was a campus screening of the 2016 film, *Hidden Figures*. The movie depicts the true story of black female mathematicians who worked at NASA during the Space Race.



*Students portrayed famous African Americans, including Supreme Court Justice Thurgood Marshall, during the Black Student Union event.*

## Power of Diversity Lectures Available on Live Stream

CWRU campus members and the general public can now view Power of Diversity lectures online. This academic year, The Office for Inclusion, Diversity and Equal Opportunity (OIDEO) officially launched live streaming of its annual Power of Diversity Lecture Series. The series seeks to inspire campus dialogue, educate and enlighten individuals about issues of concern to communities of color and provide a platform for diverse perspectives and viewpoints.

Each year, the series includes eight lectures – two lectures from distinguished international or national diversity thought leaders, four lectures featuring distinguished scholars from the university’s own faculty and two lectures given by CWRU campus staff and/or administrators. The lecture series is one of the OIDEO’s signature programs and attracts nearly 400 attendees each academic year.

This academic year, the series featured national thought leaders Beverly Guy-Sheftall, PhD, director of the Women’s Research and Resource Center at Spelman College, GA and Steve Pemberton, chief human resources officer at Globoforce and former senior executive at Walgreens. Pemberton is also a diversity leader and child advocate.

CWRU faculty members discussed such topics as the power of imagination, racial disparities in tobacco cessation programs, women writers in Cameroon & Gabon and ways to make progress toward racial equity and inclusion. Staff members discussed global diversity and issues related to students with disabilities pursuing degrees in the health sciences.

Live streaming is available when the lecture is being presented at [www.case.edu/livestream/s1](http://www.case.edu/livestream/s1). A few weeks after the lecture, the live streaming video is posted on the OIDEO website for up to three months at [case.edu/diversity/](http://case.edu/diversity/). Live streaming expands participation in the annual lecture series by allowing those who are unable to attend the lecture in-person to see and hear the lecture as well as ask questions of the speaker. In addition, live streaming this academic year allowed viewers from outside the state of Ohio to participate in Power of Diversity lectures.

For more information, contact Janetta M. Hammock, OIDEO’s diversity program manager at [janetta.hammock@case.edu](mailto:janetta.hammock@case.edu).





Steve Pemberton, chief human resources officer for Globoforce and former diversity executive for Walgreens, gave a powerful and engaging lecture in February entitled "One America: The Micro Cultural Changes to Bring the 'United' Back into USA." His speech was part of the spring Power of Diversity Lecture Series.

(Photo: Dan Milner)



Beverly Guy-Sheftall, PhD, feminist scholar and director of the Women's Research and Resource Center at Spelman College, was the fall 2017 Power of Diversity speaker. She delivered an address entitled "Lessons from Charlottesville: Intersectionality 101," followed by a book signing. Here Guy-Sheftall, right, holds her book and poses with Lauren R. Welch, CWRU assistant director of communications & marketing, Jack, Joseph and Morton Mandel School of Applied Social Sciences. (Photo: Eric Benson)



Comedian, activist and video blogger Franchesca "Chescaleigh" Ramsey was the guest speaker at the April 13 Unity Banquet & Scholarship Dinner sponsored by the CWRU Office of Multicultural Affairs.

(Photo: Dan Milner)

Grace Clifford, associate director of the CWRU Educational Services for Students Disability Resources, discussed "Building a Culture of Inclusion: Creating Campus Advocates for Students with Disabilities in the Health Sciences" in March as the spring staff Power of Diversity Lecture Series speaker.



The Office of Multicultural Affairs (OMA) awarded scholarships to CWRU students for tuition, research and study abroad during the office's annual Unity Banquet & Scholarship Dinner held on April 13, 2018. Pictured here are scholarship recipients with CWRU staff members: Back row, l to r, CWRU staff member Janice Gerda and students Aya Bahij, Sofi Mira, Anthony James, Alberto Gonzalez, Arik Stewart, Jered Butler; front row, Pathamaporn Thongterm, Aaliyah Johnson, OMA Director Naomi Sigg, Fatima Rahman and Esmeralda Terrazas Valencia.





## Diversity Office Offers Monthly Employment Law/Equal Opportunity Workshop

Do you need information on how to apply for a workplace accommodation or have questions about how the law operates in the workplace? To answer these types of questions, the Office for Inclusion, Diversity and Equal Opportunity is now offering a one-hour session each month entitled, *The Fundamentals of Equal Opportunity*.

Using case examples, *The Fundamentals of Equal Opportunity* is an education session covering employment-related issues, including employment discrimination and harassment, reasonable accommodation and workplace relationships. Although the session is useful for anyone interested in improving work environments and relationships, it is particularly valuable for managers and supervisors.

The sessions are open to all faculty and staff. Unless otherwise noted, the sessions are held on the fourth Wednesday of each month from 12:00 p.m. to 1:00 p.m.

Those interested in attending a session should visit [orgsync.com/138213/](https://orgsync.com/138213/) to sign up. For further information, contact Christopher Jones, JD, assistant vice president and director of equity in the Office for Inclusion, Diversity and Equal Opportunity, at [christopher.jones3@case.edu](mailto:christopher.jones3@case.edu).

## CWRU to Offer Minor in African and African American Studies Beginning in Fall 2018

*Continued from pg. 1*

Bostic provided leadership for and participated in the development of the proposal for the minor and oversaw the administrative process of moving the proposal forward. Marilyn S. Mobley, PhD, vice president for Inclusion, Diversity and Equal Opportunity and a faculty member in the Department of English, helped organize early faculty discussions about the proposal and met with students interested in the progress of the discussions. However, both Bostic and Mobley credit the students with helping to gain approval for the minor.

Members of the student group #webelonghere helped to mobilize students and began a renewed call for a stand-alone program in African and African American Studies. Doe and Arik Stewart, a junior computer science major and president of the African American Society, were instrumental in advocating for the minor and garnering support for it from CWRU students. The minor was approved by the CWRU Faculty Senate and the CWRU Board of Trustees at their February meetings.

Courses for the minor will be taught by current CWRU faculty and fall offerings include "Advanced Readings in the History of Race," "Race and Ethnic Minorities in the United States" and "Racial Inequality and Mass Imprisonment in the U.S."