

Insight on DIVERSITY

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

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IN THIS ISSUE

Visiting Committee Provides Guidance to OIDEO.....2

CWRU Sophomore Receives National Global Engagement Scholarship.....3

Trailblazer Portraits are Now on Display in Kelvin Smith Library and Toepfer Room.....8



Photo: Eric Benson

Some recipients of the university's inaugural Inclusion Transformation Fund grants displayed poster presentations of their research during the recent CWRU Diversity Awards Luncheon. The fund supports diversity and inclusion projects. Here, Man-Sun Sy, PhD, CWRU professor in the Department of Pathology and a member of the Asian Faculty Association, stands next to a presentation on the research project entitled "Asian Faculty Association Leadership Development Curriculum." Grant funding for this project was presented to Li Li, MD, CWRU professor of family medicine, Center for Community Health Integration and a member of the Asian Faculty Association. The awards luncheon was held to recognize CWRU community members and external partners for their contributions to diversity and inclusion. See article on the luncheon on pages 4 & 5.

Outgoing VP for Diversity, Inclusion and Equal Opportunity Shares Successes, Challenges and Reflections on Her 10 Years at CWRU

Case Western Reserve University's inaugural Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, is set to step down from her position at the end of June. Mobley came to Case Western Reserve University in 2009 and was the first person to fill the then-newly created cabinet-level position.

Mobley, who is a tenured professor of English, will take a one-year sabbatical to focus on her research and scholarship after leaving the vice president position. She is expected to return to the university in 2020 to teach. Mobley's departure was announced in September 2018 and a search committee was established soon after to select her successor. The incoming vice president is expected to be announced later this spring.

As Mobley prepares to leave her vice president position, she was asked to reflect on her ten years of service and share her successes, challenges and other thoughts.

Key OIDEO Accomplishments under Mobley's Leadership, Page 7

Dr. Mobley, you have served for 10 years as CWRU's inaugural Vice President for Inclusion, Diversity and Equal Opportunity. What has been your greatest achievement(s)?



Marilyn S. Mobley, PhD

Raising the level of awareness about diversity and inclusion throughout the campus community has been one of the achievements of which I am most pleased. I have been able to accomplish this through support from President Barbara R. Snyder, through sharing my vision for change, collaborating with others and by trying to think strategically at every turn about our programs, policies, and practices to be a more inclusive campus. From the Diversity Strategic Action Plan to Diversity 360 to the Trailblazer Project, my goal has been to raise awareness about the positive difference diversity, inclusion, and equity make. Designing a diversity course for SAGES gave me great joy because I know how important it is to study the spectrum of human differences from a both/and perspective over the course of a semester, not just in a 2-3 hour training. Those who have participated in Sustained Dialogue or Train the

Continued on pg. 6

Visiting Committee Provides Guidance to CWRU Office for Inclusion, Diversity and Equal Opportunity

Members of the Visiting Committee include (l to r) Cary Dell, manager, communications, Arconic; Meran Rogers, founder of GALA; Jakki Nance, CEO, Philanthropic Solutions, Ltd; Connie Hill-Johnson, managing director, Visiting Angels; Ka-Pi Hoh, PhD, operations manager, Lubrizol; Marilyn S. Mobley, PhD, CWRU vice president for Inclusion, Diversity and Equal Opportunity; Eric D. Keene, founder & president, Keene Advisory Group; Manju Gupta, attorney, Ulmer & Berne; Joy Roller, development director, Karamu House; Jennifer Greer, president, The Greer Agency; Alexandria Johnson Boone, president & CEO, GAP Communications Group; Louis Licata, founder, Licata & Associates; and Steven Minter, PhD, executive in residence, Cleveland State University. Committee members not pictured here include Teresa Metcalf Beasley, member, chair of Public Law Practice Group, McDonald Hopkins; and Deandra Williams Lewis, director of enforcement, ReliabilityFirst Corporation.



The Office for Inclusion, Diversity and Equal Opportunity's (OIDEO) Visiting Committee is expected to continue its work under the new CWRU Vice President for Inclusion, Diversity and Equal Opportunity. The current vice president, Marilyn S. Mobley, PhD, will step down from her position in June.

The Visiting Committee was established last spring with the support of University President Barbara R. Snyder. It is comprised of distinguished alumni and friends of the university from various

fields and disciplines, including law, engineering and the arts. Leveraging the time, talent and treasure of these influential community leaders, the committee is charged with providing strategic advice and guidance to the OIDEO on its mission, vision and impact. Committee members serve as ambassadors for OIDEO, dedicated to the mission of increasing diversity and promoting inclusive excellence at CWRU and beyond. The committee meets twice per semester during the academic year.



From the VP

As I prepare to step down as Case Western Reserve University's inaugural Vice President for Inclusion, Diversity and Equal Opportunity (OIDEO), I am extremely proud of all that has been accomplished during my ten years with the university. Of course, these accomplishments are not mine alone but rather they represent the

commitment and hard work of staff, students, faculty and senior leaders as well as alumni and external partners. Despite these many accomplishments, there is still much work to do. Some weeks it appears that we encounter new challenges on a daily basis. Although I will not be on the front line as these challenges are addressed, I will continue to be an advocate. I plan to support diversity and inclusion efforts in my role as an English professor at the university – a role I will assume after my one-year sabbatical.

In this newsletter, the final edition for me as the university's senior diversity officer, it is fitting that many of the articles highlight institutional successes related to our efforts around promoting diversity and inclusive excellence. We review key accomplishments

made by OIDEO over the past ten years. In a special one-on-one interview, I reflect on successes and challenges I experienced during my tenure as vice president.

This issue also highlights the 2019 winners of the CWRU Diversity Awards. The biographical profiles of winners are testaments to the progressive work happening on our campus and within the larger community. We also introduce the OIDEO Visiting Committee, which provides strategic advice and guidance to the office. We recognize CWRU sophomore Adiah Bailey, one of five students nationwide to receive a 2019 Global Engagement Scholarship. We also note that the Trailblazer Project, which is now in its third year, has diversified portraits on campus. Portraits of the Trailblazer classes of 2017 and 2018 are on display in Adelbert Hall's Toepfer Room and the Kelvin Smith Library atrium, respectively.

When I consider these achievements, including diversity initiatives and programs now in place at CWRU, I am confident that the university will continue this important work, striving to become a more diverse, inclusive campus community.

Warm regards,

Marilyn Sanders Mobley, PhD

CWRU's Think Big Initiative Will Provide Recommendations and Direction for the Future



Recommendations and potential next steps for the future of Case Western Reserve University will be presented later this month as the university's Think Big initiative draws to a close. CWRU Provost and Executive Vice President Ben Vinson III announced the Think Big initiative in December 2018.

The campus-wide initiative seeks to discover "who we are as an institution" and to develop plans to ensure that in the midst of a rapidly changing society, CWRU continues to thrive. The Think Big initiative will produce overall themes and direction for moving forward.

The initiative is unique in that it seeks to engage the entire campus community in preparing the university for the future. The Think Big website states, "preparing a university to thrive in the future requires...broad engagement."

Throughout the 2019 spring semester, a host of events and activities were held to engage the campus community in thinking

about and discussing the future of the university. For example, book discussions were sponsored, special speakers were featured and a number of campus-wide dialogues and conversations were held to gather input from CWRU students, staff and faculty.

Two major components of the Think Big initiative are "the Thinkers" and the "Seed Sprints." Thinkers are a group of CWRU faculty, staff and students that serve as an advisory group for the provost and the project. They were selected from more than 150 applications and introduced to the campus community in February.

The Thinkers participated in Think Big activities and conversations and gathered additional information from readings and interviews. The group will help identify and assess strategic choices for the university and present final recommendations on big ideas and direction for the future.

Late last year, the campus community was encouraged to apply for modest funding for pilot programs dubbed "Seed Sprints." Funds were made available for interdisciplinary pilot projects that could advance the university and inform the work of the Thinkers. Numerous proposals were submitted and 17 received funding.

Seed Sprint teams will report on their programs at a campus event on May 3 and the Thinkers will report on their findings and recommendations at the end of May.

"Once these final big ideas and directions emerge, we will begin to identify concrete ways to bring them to life," Vinson wrote in an April 2019 update on the project.

CWRU Sophomore Receives National Global Engagement Scholarship

Adiah Bailey, a sophomore at Case Western Reserve University, is one of five students to receive the 2019 Global Engagement Scholarship, a national award given by *INSIGHT into Diversity* magazine and the National Association of Diversity Officers in Higher Education (NADOHE).

The partnership between the magazine and NADOHE was developed to support underrepresented students who often do not have the funds to take advantage of study abroad opportunities. Scholarship winners receive \$2,000 to support studying abroad and appear in the April 2019 edition of *INSIGHT Into Diversity*. Students from public and private higher education institutions across the country applied for the award, which was established in 2018.

Bailey is majoring in economics and international studies with a minor in anthropology and Spanish. In the fall, she will study in Argentina and Chile through the Emerging Economies Program, which focuses on the impact of laws, culture, outside institutions and business practices on globalization and economic growth in the two countries.



CWRU Vice President for Inclusion, Diversity and Equal Opportunity and NADOHE Board Member Marilyn S. Mobley, PhD, poses with CWRU sophomore and Global Engagement Scholarship winner Adiah Bailey during the 2019 NADOHE annual conference, which was held in March in Philadelphia, PA. Scholarship winners were recognized at the conference.



OIDEO Hosts Eleventh Annual Inclusion and Diversity Achievement Awards Luncheon

Diversity Award winners pictured with CWRU senior leaders include Heather Burton, PhD; Erin Phelps; Shemariah Arki, EdD; Vice President for Student Affairs Lou Stark; Margot James Copeland; University President Barbara R. Snyder; Victor Ruiz; Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD; Ibtesam Ghazy; and Emily Pentzer, PhD.

A record number of CWRU students, staff, faculty, alumni and community leaders – nearly 150 – attended the 11th Annual Inclusion and Diversity Achievement Awards Luncheon on April 10 in the Tinkham Veale University Ballroom.

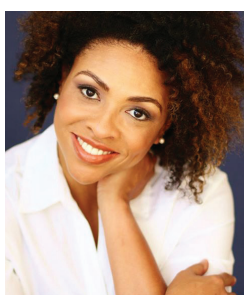
The annual event, sponsored by the Office for Inclusion, Diversity and Equal Opportunity, provides an opportunity to recognize staff, faculty and students who have made significant contributions to campus inclusion and diversity efforts. External partners are also recognized at the luncheon. University President Barbara R. Snyder attended the event and provided congratulatory remarks. She also thanked Marilyn S. Mobley, PhD, for her service as the university's inaugural vice president for inclusion and diversity.

Mobley is set to step down from her position at the end of June. Also during the event, members of the CWRU African American Alumni Association surprised Mobley with a special award, honoring her for her commitment, passion and achievements during the 10 years she served as the university's chief diversity officer.

Listed below are the 2019 diversity award winners. Winners were selected from nominations sent in from members of the university community. A committee made up of CWRU Diversity Leadership Council members reviewed the nominations and made final selections for the awards.

Staff Diversity Excellence Award: Heather Burton, PhD

Heather Burton is director of the NSF ADVANCE IDEAL-N and Partner Institutions Faculty and Student Development at CWRU. She is also an adjunct faculty in Pan-African Studies and social work at Case Western Reserve University and the University of Akron. She is the founder of Crimson Heights Ministries, Inc., a 501(c)3 geared towards the holistic development of women. Burton is also a member of the Sustained Dialogue program and a trained facilitator for Diversity 360. In 2018, she created a summer bridge research program between CWRU and three HBCUs. She also manages the Case Fisk Partnership program. Burton is an author and has been involved in acting for more than 30 years.



Undergraduate Student Diversity Excellence Award: Ibtesam Ghazy

Ibtesam Ghazy is a CWRU second-year student majoring in biology, nutritional biochemistry and sociology. As co-president of the Muslim Student Association, she coordinates campus events and works to develop relationships between CWRU students and the local Muslim community. Ghazy is also a staff reporter for the university's student newspaper, *The Observer*, where she focuses on the achievements of underrepresented groups and international issues. She also writes for the *Athenian Magazine* and the University Health Counseling Center newsletter. Ghazy has been a volunteer for the Food Recovery Network and the Washington branch of the Council on American-Islamic Relations. She strives to live up to her name, which means "smiling warrior" in Arabic.



Graduate/Professional Student Diversity Excellence Award: Erin Phelps

Erin K. Phelps, poly queer black femme, is a third-year PhD student in the Department of Sociology at CWRU. Her work focuses on LGBT liberation in institutions. She is the author of a book chapter entitled "Transgender Identity Disclosure via YouTube Narratives" in the 2017 anthology *GenderSpectives: Reflections on Gender from a Communication Point-of-View*. Phelps also serves as president of QGrad, the official CWRU organization for LGBTQ+ graduate and professional students. She is also a womanist and yoga teacher. Phelps seeks daily to "hold herself accountable to people who are within the margins" and works to foster solidarity and community.





Photo: Eric Benson

Inclusion and Diversity Awards Luncheon

Community Leadership Diversity Excellence Award: Margot James Copeland

Copeland is executive vice president and director of Philanthropy and Civic Engagement at KeyBank. She also serves as chair and CEO of the KeyBank Foundation, guiding the company's philanthropic investments in education, neighborhood prosperity, workforce development and community service. Under her leadership, the KeyBank Foundation was named one of America's 50 most community-minded companies. During her service as Chief Diversity Officer at KeyBank, the company gained national attention for its diversity achievements. She serves on several boards including boards at Kent State University, the Cleveland Clinic and Say Yes to Education, NY, NY. Copeland is the recipient of numerous national and local awards and honors.



Faculty Diversity Excellence Award: Emily B. Pentzer, PhD

Emily Pentzer became the Frank Hovorka Assistant Professor of Chemistry at CWRU in 2013. She received a secondary appointment in Macromolecular Science and Engineering in 2015. Her research uses organic synthesis to access new materials and assemblies as a route to understand structure-property-application relationships and access properties not possible with current state-of-the-art systems. Pentzer regularly participates and organizes professional development events for graduate students and facilitates the transition of graduate students and post-docs to successful careers in academia. She is the recipient of the 2016 NSF Faculty Early Career Development (CAREER) award and serves as an associate editor for the *Polymer Chemistry* journal.



Community Leadership Diversity Excellence Award: Victor A. Ruiz

Victor A. Ruiz is the executive director of Esperanza, Inc., whose mission is to improve the academic achievement of Hispanics in Greater Cleveland by supporting students to graduate high school and promoting postsecondary education. Under Ruiz's leadership, Esperanza has been a leader in addressing the educational needs of Cleveland's Hispanic community and has been involved in collaborative efforts that helped to increase the Hispanic high school graduation rate from 30% in 2010 to nearly 70% in 2014. Ruiz serves in leadership roles on several boards and committees, including boards at Cuyahoga Community College, United Way and Say Yes to Cleveland. He is a former W.K. Kellogg Foundation National Fellow.



Senior Leadership Diversity Excellence Award: Lou Stark

Lou Stark has been vice president for student affairs at CWRU since 2013. He is responsible for several university offices that focus on diversity and inclusion including the Office for Multicultural Affairs, LGBT Center, Flora Stone Mather Center for Women and Focus Programs. Focus Programs include Trio Upward Bound, Talent Search and a tutoring and mentoring program for Cleveland area students. Stark, along with Marilyn S. Mobley, PhD, co-sponsor the university's award winning Sustained Dialogue Program. In addition, the two hosted a listening tour during the 2016-17 academic year that provided a space for groups and individuals across campus to give recommendations on ways to make CWRU more inclusive.



Diversity Collaboration Excellence Award: Ellipsis Institute, Shemariah J. Arki, EdD

Shemariah J. Arki, an intersectional feminist scholar, is an instructor in the Department of Pan African Studies at Kent State University and the founder of the Ellipsis Institute for Women of Color in the Academy at CWRU. She has worked in both the CWRU Flora Stone Mather Center for Women and the Office for Inclusion, Diversity and Equal Opportunity. Through her work, she has collaborated with offices, departments and individuals on campus. The Ellipsis Institute works to provide connections and relationships that build a support network, navigate barriers to access and build allies in the journey towards gender equity. In March 2019, the Ellipsis sponsored "Women of Color on the Line: Our Bodies Are Borders," its annual conference that was held on the CWRU campus.



Outgoing Vice President Dr. Mobley Shares Her Successes, Challenges and Reflections

Continued from pg. 1

Champion know how important it is to learn about these issues, to be able to engage in mindful conversation and to be committed to lifelong learning for the sake of our campus, our community, our nation and the world.

What surprised you most in this position?

I was surprised that change still takes a long time in higher education, even when you have buy-in from the top and commitment from key stakeholders. Moving from best practices to next practices takes time, even when there is agreement that it is time to do so.

What was your greatest challenge?

My greatest challenge was having enough hours and resources to do all I wanted to do. Managing expectations is always a challenge of leadership and sometimes that means everyone will not always be pleased with what you accomplish, but I believe in bringing my best to the work every single day nevertheless. Thanks to my tremendously gifted and committed team, the Office for Inclusion, Diversity and Equal Opportunity contributed a great deal in my 10 years, despite the challenges. We were a relatively small staff, but I like to refer to us as “the little engine that could” and did.

What will you miss most as you prepare to step down as Vice President for Inclusion, Diversity and Equal Opportunity?

I will miss the students, my colleagues on President’s Cabinet, President’s Council, the Diversity Leadership Council and my faculty colleagues. I will also miss the freedom and support I experienced at CWRU to produce new ideas for meaningful change and to watch those changes come to fruition in a way that helps us enhance campus climate and campus culture. There is more to do, of course, but this campus community has been committed to inclusive excellence, and the progress we have made is apparent thanks to so many who work so hard on a regular basis. I am hopeful that



Mobley poses with Steve Pemberton, human resources and diversity executive, who delivered the CWRU Power of Diversity lecture in spring 2018. Mobley established the lecture series in 2010.

the progress we have made will continue after my successor is hired.

What parting advice can you give for the host of individuals on campus that will carry on the work of making CWRU more welcoming, inclusive, diverse and equitable for all?

My parting advice is that everyone should remember that Dr. King taught us that “change never rolls in on wheels of inevitability. It

takes constant struggle” and that bell hooks reminds us “there is joy in struggle.” I have loved the work I have done and the people with whom I have worked. Becoming a more just, inclusive community is worth the struggle. It will take holding one another accountable for staying true to our core values and encouraging one another when the going gets rough. There is too much at stake for us to ignore the significance of diversity, inclusion and equity to being one of the greatest universities in the nation.



Mobley leads a Diversity 360 session. The campus-wide diversity education program was developed during Mobley’s tenure as vice president. It is jointly sponsored by the Office for Inclusion, Diversity and Equal Opportunity and the Office of Multicultural Affairs.

Office for Inclusion, Diversity and Equal Opportunity Key Accomplishments, 2009 to 2018

When Marilyn S. Mobley, PhD, arrived to campus in 2009 to serve as Case Western Reserve University's inaugural Vice President for Inclusion, Diversity and Equal Opportunity she was charged with creating a comprehensive, campus-wide strategic plan to promote and increase diversity and inclusion on campus.

Now as she prepares to leave her post in June 2019, we reflect on the accomplishments of the Office for Inclusion, Diversity and Equal Opportunity (OIDE) under her leadership.

Below are key accomplishments listed by the five pillars Dr. Mobley identified as essential to the success of the Office for Inclusion, Diversity and Equal Opportunity:

Research and Climate Assessment:

- Developed Diversity Strategic Action Plans, 2012-2015 & 2016-2019
- Lead institution for initiative aimed at increasing the number of students of color that complete graduate studies and enter the professoriate, NOA-AGEP National Science Foundation Grant, 2015

Communication and Education:

- Diversity Leadership Council, 2009
- Office publications – Annual Diversity Report, monthly E-News and the biannual newsletter, *Insight on DIVERSITY*, 2009
- Train the Champion – Diversity education training program for faculty and staff, 2011
- Sustained Dialogue – Part of the National Sustained Dialogue Campus Network, 2013. Honored with national dialogue award, 2017
- Diversity 360° – Campus-wide diversity education program, 2014

Programming and Resource Development:

- Annual Diversity Awards Luncheon, 2009
- Power of Diversity Lecture Series, 2010
- Multicultural Welcome Reception, 2012 (Multicultural Graduation Reception established soon after)
- Diversity Annual Fund, 2012
- Viewpoint Forum – Features speakers with divergent viewpoints that discuss timely issues, 2013
- Established employee resource groups, 2013
- Partnered/sponsored Black Graduation & Latinx Graduation, 2016

Compliance:

- Diversity Town Hall, held in 2013
- Diversity Resource Forum, held in 2018
- Establishment of monthly workshop, "Fundamentals of Equal Opportunity," 2018

Community Engagement and Outreach:

- Stokes 50-year Legacy Program, 2017
- Trailblazer Project – Showcases contributions of distinguished alumni and community members of color with portraits across campus, 2017
- OIDE Visiting Committee, 2018
- Inclusion Transformation Fund, 2018

Awards:

- National Higher Education Excellence in Diversity, 2012-2018
- Commission on Economic Inclusion Best in Class, 2014



VP Marilyn S. Mobley, PhD, poses with students and staff during a fall Multicultural Welcoming Reception. Mobley established a welcoming reception and graduation reception in 2012.

Trailblazer Project Portraits are Now on Display in Kelvin Smith Library and Toepfer Room

Portraits of the first two classes of the Trailblazer Project are now on display in the atrium of the Kelvin Smith Library and in the Toepfer Room in Adelbert Hall. The project showcases alumni and CWRU community



Joan Southgate and Steven Minter with their Trailblazer portraits.

members of color that have made significant contributions to the university, local area and/or the nation. Operated by the Office for Inclusion, Diversity and Equal Opportunity, the Trailblazer Project is a portraiture initiative aimed at diversifying the images that appear in campus common areas.

Class of 2017 — Adelbert Hall, Toepfer Room

- Attorney Fred D. Gray (LAW '54, HON '92)
- Judge Sara Harper (CLC '48, LAW '52)
- Architect Robert P. Madison (ARC '48, HON '04)
- Former Surgeon General David Satcher (GRS '70, MED '70, HON '90)
- The late Congressman Louis Stokes (CLC '49, HON '91)
- The late Congresswoman Stephanie Tubbs Jones (FSM '71, LAW '74)

Class of 2018 — Kelvin Smith Library, Atrium

- The late CWRU Endodontics Department Chair Jefferson Jones, DMD
- Former President of The Cleveland Foundation Steven Minter, PhD (SAS '63)
- The late Judge Jean Murrell Capers, JD (EDU '32)
- Public Policy Leader Sarah Short Austin, MSSA (SAS '62)
- Former Social Worker and Founder of "Restore Cleveland Hope" Joan Southgate, MSSA (SAS '54)
- Former Dean of Nursing May Wykle, PhD, RN (NUR '62, '69; GRS '81, Nursing)

Closed Caption Power of Diversity Videos Now Available on OIDEO Website

Working with MediaVision, the Office for Inclusion, Diversity and Equal Opportunity now provides closed caption videos of recent Power of Diversity lectures on its website. The addition of closed captions makes the videos more accessible. Mediavision provides audio visual and video support to the university.

In addition, last year, the office began livestreaming faculty and staff Power of Diversity lectures. Livestreaming allows individuals from across the campus and the country to watch lectures live. In the near future, it is hoped that equipment will be acquired to enable closed captions during livestreaming of lectures.