

EXCELLENCE



BUILDING INCLUSIVE  
EXCELLENCE



2012  
ANNUAL DIVERSITY REPORT



THE OFFICE OF INCLUSION,  
DIVERSITY AND EQUAL OPPORTUNITY

 **CASE WESTERN RESERVE**  
**UNIVERSITY** EST. 1826  
think beyond the possible™

## VISION STATEMENT

Case Western Reserve University values excellence by advancing diversity through inclusive thinking, mindful learning and transformative dialogue.

Featured on the cover

Top Photo: Emmitt Jolly, PhD, Assistant Professor, Biology; Rhonda Y. Williams, PhD, Associate Professor, History and Social Justice Institute Director; and Sana Loue, PhD, Vice Dean for Faculty Development and Diversity, School of Medicine

Middle Photo: Brinn Omabegho, Manager, Department of Molecular Biology and Microbiology and "Train the Champion" program graduate; and Edwin B. Mayes, Director, First Year Experience and Family Programs

Bottom Photo: Alicia Graves, CWRU graduate and President, African American Alumni Association; Michael Siberski, student worker, LGBT Center; and Franchesca Rybar, Vice President, student organization, La Alianza

# vision

# welcome

## DIVERSITY STATEMENT

Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university. As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/expression, political affiliation and disability. We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.

## MISSION STATEMENT

The mission of the Office of Inclusion, Diversity and Equal Opportunity is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life.

The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

Ultimately, the office supports the university's mission by providing strategic leadership in the development of policies, procedures and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students and others.

## FROM THE PRESIDENT

To the Case Western Reserve Community:

At Case Western Reserve University, we strive not only to discuss diversity and inclusion, but to exemplify these core values in all that we do.

This fall Case Western Reserve welcomed the largest, most diverse, and academically accomplished class in the university's history. Fourteen percent of the members of the class of 2016 are underrepresented minorities – a record for the university and indicative of our strides toward building an inclusive campus.

Leading that charge is Dr. Marilyn Sanders Mobley, vice president for inclusion, diversity and equal opportunity. Marilyn and her team met with dozens of faculty, staff, students and community members to develop and adopt the university's first Diversity Strategic Action Plan. I am proud of our plan and of the efforts of our campus community to create the rich academic and social environment the university now enjoys. And we are not finished yet.

The university is truly grateful for the support of the Congressional Black Caucus and the Congressional Black Caucus Foundation. Since 2007, the foundation has provided more than \$600,000 to support minority students at Case Western Reserve. Seven students have been awarded this scholarship so far, and they receive full tuition and an educational materials grant. The benefits of this scholarship extend well beyond students' years on



campus. Their experiences at Case Western Reserve will help shape the professionals – and people – they will become. Our entire community benefits from their contributions in our classrooms, in our labs and on our campus. Case Western Reserve is committed to increasing access to higher education to members of underserved communities. Through scholarships, direct engagement with high schools and programs that expose young people to campus life, we aim to position our university as a great choice for college – and an attainable one.

As you will see in the pages that follow, these efforts are part of a larger vision for inclusion that spans students, faculty, staff and our involvement in the city we call home.

I want to recognize the Office of Inclusion, Diversity and Equal Opportunity and our entire campus community. Together, we are creating one of the nation's premier urban research universities.

Sincerely,

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

Barbara R. Snyder  
President  
Case Western Reserve University

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

Greetings,

The past calendar year has been a most critical year to the work of advancing diversity and inclusion at Case Western Reserve University (CWRU). Under the auspices of the Diversity Leadership Council, the university officially adopted the Diversity Strategic Action Plan (DSAP) in March of 2012 and thus introduced the official road map to inclusive excellence for our campus. Focusing on areas of campus climate, retention and recruitment and resource development, the DSAP has become a guide for our engagement with the faculty, students, staff, alumni, community and the Board of Trustees in demonstrating our commitment to diversity with strategic outcomes. In this regard, we are seeing measurable achievements as reflected in this year's Annual Diversity Report.

We are pleased to report that one of the highlights that emerged from the DSAP was the selection of CWRU as the first institutional home of the Association of Underrepresented Minority Fellows (AUMF), a new pipeline initiative for the biomedical sciences. The AUMF will enhance our efforts to increase diversity both for students and faculty in the biomedical sciences and Science, Technology, Engineering and Math fields. The AUMF will culminate its three-year term on our campus with a major conference in the spring of 2014.

Other achievements from this past year include recognition of CWRU for Workforce Diversity by The Commission on Economic Inclusion for the second



year in a row. *Insight Into Diversity* magazine featured CWRU as one of the recipients of its inaugural Higher Education Excellence in Diversity award, with special mention of our "Train the Champion" program.

The Office of Inclusion, Diversity and Equal Opportunity and the President's Advisory Council on Minorities began the academic year with a welcoming reception for underrepresented minority (URM) faculty, staff and students and closed out the year with a reception for URM graduates. Finally, with the launching of the Diversity Champion Annual Fund to support diversity and inclusion initiatives, the university is well positioned to create more of the inclusive excellence reflected in this year's report.

Sincerely,

A handwritten signature in black ink that reads "Marilyn S. Mobley". The signature is fluid and cursive.

Marilyn S. Mobley  
Vice President  
Inclusion, Diversity and Equal Opportunity

# ACROSS OUR INSTIT

## UNIVERSITY RECOGNIZED FOR DIVERSITY EXCELLENCE

A renewed commitment and increased focus on campus diversity efforts in recent years are paying off for Case Western Reserve University (CWRU). The university has garnered local and national attention for its diversity efforts and is well on its way to becoming an important local resource and national leader in diversity and inclusion matters.

In November 2012, CWRU was recognized with the inaugural Higher Education Excellence in Diversity award, presented by *Insight Into Diversity*, a national magazine that focuses on diversity matters in higher education. CWRU was one of 47 higher education institutions bestowed with the award, which was established to honor colleges and universities whose policies and practices demonstrate exceptional efforts to expand diversity and inclusion beyond their student populations.

In recognizing CWRU, the Office of Inclusion, Diversity and Equal Opportunity's "Train the Champion" program was singled out and hailed as a "unique, innovative program that speaks volumes of CWRU's commitment to diversity at all levels (faculty, staff and students)," said *Insight Into Diversity* Publisher Lenore Pearlstein.

Approaching its third year of operation, the year-long "Train the Champion" program brings together faculty and staff in monthly meetings to explore various aspects of diversity, including race, gender, disability and

generational differences. The goal of the program is to create "diversity champions" who will advance the cause of diversity on campus through daily interactions and involvement in campus diversity and inclusion efforts.

Locally, for the second consecutive year, CWRU was selected "Best in Class" for Workforce Diversity in the nonprofit/government category by the Commission on Economic Inclusion, a program of the Greater Cleveland Partnership. The award recognizes the university's efforts to increase diversity among its employees, raise awareness about diversity to staff and faculty and increase opportunities for dialogue on diversity and inclusion issues among the campus community.

Efforts that led to the "Best in Class" designation include faculty and staff mentoring initiatives; CWRU's diversity-related employee groups – President's Advisory Council on Minorities, President's Advisory Council on Women and Staff Advisory Council; unconscious bias training for managers and search committees; professional development opportunities provided by the Flora Stone Mather Center for Women and the Office of Human Resources; and the "Train the Champion" program. "We are grateful for the recognition and encouragement these awards provide even as we continue the work we know we need to do as a campus community," said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD.



## Supplier Diversity Initiative Council Helps Ensure Diversity in Campus Construction Project

Pictured: Senior Vice President for Administration and Supplier Diversity Initiative Council co-chair John Wheeler; Procurement and Distribution Services Director Melinda M. Boykin; and Vice President for Inclusion, Diversity and Equal Opportunity and council co-chair Marilyn S. Mobley, PhD

The Case Western Reserve University Supplier Diversity Initiative Council (SDIC) is continuing its efforts to ensure that minority- and women-owned businesses have access to contracts at the university. The SDIC, initiated in 2002, seeks to identify barriers to doing business at the university and reach out to and suggest ways to increase contracts awarded to minority- and women-owned businesses.

This year the council is assisted in its efforts by a diversity consultant hired to help the university develop a diversity plan and meet its objectives related to the construction of the Tinkham Veale University Center. Andre Bryan, President of APB & Associates, Inc., a Cleveland-based business management firm that specializes in project management services, consulting and training is CWRU's consultant responsible for the execution of the

plan to attain construction project diversity goals.

Construction on the \$50 million center began in the summer and is expected to be completed in 2014. The new building will provide a central location for CWRU's more than 150 student organizations, which are currently housed at various locations across campus.

Preliminary figures – those gathered less than six months after construction began – indicate that the university is exceeding its goals related to the involvement of small businesses and female-owned businesses with the construction project and is only slightly below its goal related to minority-owned businesses.

The council is co-chaired by Marilyn S. Mobley, PhD, CWRU's Vice President for Inclusion, Diversity and Equal Opportunity and John Wheeler, Senior Vice President for Administration.

# AMONG OUR FACULTY

## SCHOOL OF ENGINEERING INITIATIVE CONTRIBUTES TO FACULTY DIVERSITY ON CAMPUS

The Case School of Engineering is markedly different than it was a decade ago or even five years ago thanks to an innovative hiring initiative that has re-focused the school's research priorities and placed increased emphasis on faculty diversity.

The Engineering Strategic Hiring Initiative, launched in 2010, is aimed at strengthening the school through recruiting top faculty in three thrust research areas – energy, advance materials and human, health and technology – and by increasing the number of women and people of color among its faculty. The initiative is expected to be under way for at least another year, but already the school can claim success. Under the initiative, 11 new faculty have been hired; 45% of them are women or members of an underrepresented racial or ethnic group. "Engineering problems today require interdisciplinary solutions from those with diverse perspectives," said School of Engineering Dean Jeffrey Duerk. "There is perhaps no better way to achieve this than a robust and diverse faculty who serve as leaders developing those solutions and mentors to our students."

An important focus of the initiative was to strengthen the school by hiring new faculty into powerful clusters of faculty in research themes within the three targeted areas. Just as important, however, was the recognition that the initiative could also be a vehicle to increase

faculty diversity. As a result, the school is seeking exceptional faculty in the targeted areas and also taking steps to reach out to and recruit women and minorities. "We saw the [initiative] as a wonderful opportunity to take....a big step in terms of diversity," said Clare Rimnac, Associate Dean of Research for the School of Engineering and the Wilbert J. Austin Professor of Engineering.

Rimnac administratively oversees the hiring initiative and is an ex officio member of the initiative's faculty search committee. The committee is led by P. Hunter Peckham, Donnell Professor of Biomedical Engineering and Orthopaedics. Today women make up about 12% of the engineering faculty, up from about 4% twenty years ago. People of color make up nearly 3%, up from less than 1% ten and twenty years ago. Increased diversity has changed the atmosphere of the school and made it more welcoming, Rimnac said.

In the coming year, the initiative will increase its efforts to recruit minorities. The school also has taken steps to make sure that once at CWRU, new faculty feel part of the campus community. New hires are assigned "launch committees" – groups of 4 or 5 established faculty that provide guidance and assistance and help new faculty get settled on campus. The hiring initiative is supported with funds from the CWRU Board of Trustees and is supported by the university president and provost.

# TY & STAFF



## Women Staff Members Strengthen Professional Skills through University Leadership Program

Some members of the 2010 Women Staff Leadership Development Initiative class continue to be engaged in professional development activities. Pictured left to right: Susan K. Lewis, Meenakshi Sharma, Lisa Dunnigan, Kathleen O' Linn, Kimberly Volarcik, Rachel Begley, Elizabeth Banks, Jing Li and Latisha James

It's a year-long program and only a select few are chosen to participate each year. However for those selected, the experience extends much longer than 12 months and benefits the individuals as well the university.

The Women Staff Leadership Development Initiative (WSLDI) provides an opportunity for female staff members at Case Western Reserve University to enhance their leadership and career development skills through education, executive coaching and by building professional networks. Offered annually by the Flora Stone Mather Center for Women, the year-long program provides a university-based resource and support system for women professional staff seeking to further their professional skills, including increased collaboration and the development of relationships across the university. WSLDI benefits the entire campus community by enabling the university to retain talented

staff and maximize the use of their skills in vital positions of responsibilities. In addition, the program promotes diversity and leadership development.

The contacts and networks women develop through the program often last beyond the program and provide them with support throughout their careers. In 2012, some members from the last three classes of the program gathered to attend a workshop on ways to enhance one's career while at CWRU. Participants learned from the facilitator as well as from each other.

WSLDI is open to all full-time women staff members but is purposely structured so no more than 12 individuals are selected to participate each year. Since its inception in 2007, 55 women have participated in the WSLDI program.

# AMONG OUR STUDENTS

## EMERGING SCHOLARS PROGRAM ENGAGES DIVERSE STUDENTS

Its primary goal is to help incoming students excel during their academic careers at Case Western Reserve University, but the Emerging Scholars Program (ESP) is making a meaningful contribution to cross-cultural engagement among students. Started two years ago, ESP operates a six-week summer bridge program that provides a cohort of 12 students from various racial, ethnic and socioeconomic backgrounds with academic skill development, information about campus resources and services and a support network of their peers, faculty and administrators.

While many institutions across the nation have similar programs for students of color, the ESP summer bridge program at CWRU seeks to attract a diverse group of students, thereby exposing participants to peers from various racial, ethnic and socioeconomic backgrounds. "By bringing together a diverse group of students, ESP prepares them for the environment they will experience on campus in the fall," said Stephen Haynesworth, PhD, director of the program and Associate Dean in the College of Arts and Sciences and Associate Professor of Biology.

Fall 2012 marked the first year the ESP was working with two cohorts of students. ESP staff met regularly with students in the 2012 cohort to provide academic support, advice in selecting courses and guidance in exploring possible majors. However, staff also remained in contact with members of the 2011 class and made themselves available to students who needed further academic support or guidance.

During the summer, ESP is a commuter program – students live at home and come to campus Monday through Friday. For this reason, the program is open only to students from Greater Cleveland who have accepted an offer of admission to the university.

Students take math and writing courses, attend workshops on time management and other topics and participate in study groups and tutoring sessions. "ESP provides tools, connections and support services that will enable students to perform at a high level," Haynesworth said.

Although ESP is not limited to minority students, it is based on research on how to promote minority students' academic success. Haynesworth drew inspiration from the work of Uri Treisman, a math professor at the University of Texas at Austin, who found that students who learned to work with one another and regularly engaged with faculty were more likely than others to do well in college.

Twelve students are selected for the program each year. The cohort is small enough to allow students to get to know one another and engage fully with faculty and staff members. Since the students must forgo summer jobs to participate in ESP, the program provides a \$3,000 stipend as well as a full-tuition summer scholarship.

ESP is the result of ongoing collaboration between the College of Arts and Sciences, Office of Multicultural Affairs, Educational Services for Students, Office of Undergraduate Admission and Office of Undergraduate Studies.

# ENTS & ALUMNI



## African American Alumni Association Fulfills Its Mission by Connecting with and Supporting CWRU Students

Pictured: Members of the African American Alumni Association (center AAAA President Alicia Graves, CWRU '05)

The African American Alumni Association (AAAA) is making strides to fulfill its mission of serving Case Western Reserve University students and alumni "in a way that enriches and supports their academic, work and professional experience." The association, which began in 2009, had a greater presence on campus in 2012 and its members have become more active and involved in university activities. For example, the association served as a major sponsor for the CWRU Alternative Break 2012 Krewe Journey to NashHamNOLA. This trip took a group composed of alumni, students, faculty and staff to Nashville, Birmingham and New Orleans to assist in areas heavily damaged by floods and tornadoes. The spring break alternative trip was organized and sponsored by CWRU's Center for Civic Engagement and Learning.

In addition, in fall 2012 the AAAA announced "Reach Back, Raise Up," a five-year campaign to raise \$500,000 for scholarships for African American undergraduates, graduates and professional students. Funds raised will benefit the "Doc" Kelker Scholarship and Michael E. Fisher Scholarship as well as the Louis Stokes Fellowship in Community Development (Mandel School of Applied Social Sciences), the Robert Haynie, MD Endowment Fund (School of Medicine) and the Fred D. Gray Endowment Fund (School of Law). AAAA also has plans to support scholarships in the School of Nursing and School of Business. "We know there is a financial need and we know there are limited resources" said Alicia Graves (CWRU '05), AAAA president. The campaign is led by Mark Smith (WRC '75) and Erma Leaphart-Gouch (WRC '75).

# HIGHLIGHTS

## CLIMATE

### RECEPTION HELD TO WELCOME STUDENTS, FACULTY AND STAFF

The President's Advisory Council on Minorities and the Office of Inclusion, Diversity and Equal Opportunity hosted the second annual Welcome Reception for underrepresented minority students, faculty and staff in September 2012. Nearly 150 members of the university community attended – doubling last



year's attendance.

The reception was held to welcome individuals to campus and provide an opportunity for people to meet and network with others at Case Western Reserve University. University President Barbara R. Snyder spoke during the event and met with those in attendance.

### UNIVERSITY'S FIRST FULL-TIME LGBT CENTER DIRECTOR NAMED

In July 2012, the university welcomed the first full-time director of its Lesbian, Gay, Bisexual and Transgender (LGBT) Center. The center works in conjunction with the

university's LGBT committee, which has been in existence since 2004. Since opening its doors in 2010, the center has operated with a program coordinator and a few student workers. The center's new director, Elizabeth "Liz" Roccoforte, had served as the part-time coordinator of the center for the past two years. She was promoted to director after an anonymous donor provided funds to support a full-time director for the next five years.



The center provides a gathering place and resource for CWRU's LGBT community and allies. It also sponsors training and a number of programs, including Alumni Weekend events, support and discussion groups, National "Coming Out" Day activities and receptions. "The center serves as both a resource for the broader campus community and as a safe place for the LGBT community," Roccoforte said.

As a result of the center's efforts and in conjunction with other campus offices, the university earned four and a half out of five possible stars on the national LGBT-Friendly Campus Climate Index. The index ranks schools on factors including student life and campus safety.

## RESOURCE DEVELOPMENT

### NEW ANNUAL FUND SUPPORTS UNIVERSITY DIVERSITY EFFORTS

An important milestone was made in 2012 with the spring launch of the university's Diversity Champion Annual Fund. The fund was created to support CWRU diversity initiatives. It is an outgrowth of the 2012 Diversity Strategic Action Plan, which calls for developing resources and seeking external support for diversity efforts.

The fund allows friends and supporters of CWRU's diversity efforts to make financial gifts to support programs and operations of the Office of Inclusion, Diversity and Equal Opportunity. It will help finance new and existing initiatives and programs; campus diversity training and workshops; scholarships for students and professional

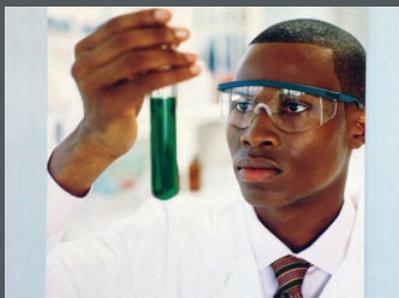


development opportunities for faculty and staff; recruitment and retention efforts aimed at maintaining a diverse workforce; and research and development of best practices.

## INSTITUTIONAL

### PARTNERSHIP AIMS TO INCREASE MINORITIES IN BIOMEDICAL SCIENCE

Case Western Reserve University is serving as institutional host for the Association of Underrepresented Minority Fellows (AUMF), from 2012 to 2014. AUMF is a professional group of African American biomedical scientists and Science, Technology, Engineering and Mathematics



(STEM) researchers dedicated to increasing the number of underrepresented minorities engaged in biomedical science and STEM research. The partnership unites CWRU and AUMF in nationwide efforts to increase the number of minority students and faculty engaged in biomedical science. Culminating in 2014, the AUMF and CWRU will co-sponsor a biomedical symposium on campus, bringing to the Greater Cleveland area a host of scientists, researchers, scholars and educators.

### MENTAL HEALTH FORUM FOCUSES ON "BLACK PAIN"

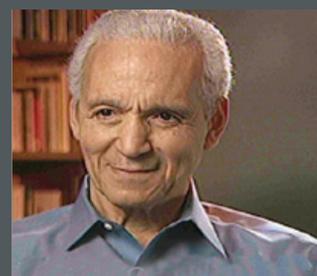
In April 2012, Case Western Reserve University hosted The Road to Recovery Mental Health Forum, "Black Pain: It Only Looks Like We're Not Hurting." The forum addressed the impact of undiagnosed and untreated mental illness in the African American community and was held in hopes of demystifying the stigma associated with mental illness. The forum also provided education on the importance of proper diagnosis and treatment and



information on organizations that provide treatment. Keynote speaker for the forum was Terrie Williams, mental health advocate and author of the book *Black Pain: It Just Looks Like We're Not Hurting*. The event was sponsored by CWRU's Social Justice Institute and the School of Medicine's Master of Public Health Program Innovations Conference.

### HARVARD PROFESSOR HIGHLIGHTS HEALTH DISPARITIES

Health disparities among racial and ethnic groups were highlighted in April 2012



during a keynote address by Augustus White, PhD, Professor at the Harvard Medical School, Orthopaedic Surgeon-in-Chief, Emeritus at Beth Israel Deaconess Medical Center in Massachusetts and author of the book *Seeing Patients: Unconscious Bias in Health Care*. During a lecture sponsored by the Office of Inclusion, Diversity and Equal Opportunity and University Hospitals, White stressed that health disparities often result in inadequate treatment for people of color. He called on patients to become more educated and involved in their own medical care and for caregivers to educate themselves about health disparities. White also said there needs to be more diversity among physicians and caregivers.

# HIGHLIGHTS

## FACULTY

### FACULTY DIVERSITY POSITION CREATED IN THE SCHOOL OF MEDICINE

In September 2012, Sana Loue, PhD, JD was appointed to the newly created position of Vice Dean for Faculty Development and Diversity in the CWRU School of Medicine. As vice dean, Loue is charged with establishing and implementing career development programs and initiatives



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to aid in the professional advancement and retention of faculty in the School of Medicine. She will develop, plan and guide the school's strategy for inclusion. Loue's priorities include working to increase faculty diversity at the university. Loue is a professor in the Department of Epidemiology and Biostatistics and director of the Center for Minority Public Health of the School of Medicine.

### PROGRAM HELPED TO INCREASE FEMALE AND MINORITY FACULTY

This year Case Western Reserve University concluded a three-year, \$1 million National Science Foundation funded program aimed at fostering institutional environments conducive to recruiting, advancing and retaining women and underrepresented minority faculty in science and engineering.

The program, Institutions Developing Excellence in Academic Leadership (IDEAL), disseminated the successful academic leadership development and institutional transformation methods developed by CWRU during its five-year NSF-ADVANCE Institutional Transformation initiative, Academic Careers in Engineering and Sciences (ACES).

IDEAL included CWRU and five other public research universities in Northern Ohio. It included the development of best practices, faculty mentoring programs and recommendations for improving campus climate for women and minorities. IDEAL Co-Principal Investigators were CWRU Deputy Provost and Vice President for Academic Affairs Lynn T. Singer, PhD and

newly installed KeyBank Professor of Organizational Behavior Diana Bilimoria, PhD. CWRU's Amanda Shaffer was project director. The impact of the IDEAL project include: an increase of 14.5% in the number of female tenured track faculty and 2.5% for underrepresented minorities at the six campuses and modest increases in female full professors, endowed chairs and associate deans.

### KEYBANK PROFESSOR INSTALLED

In May 2012, Diana Bilimoria was installed as CWRU's inaugural KeyBank Professor of Organizational Behavior in the



Weatherhead School of Management. The endowed professorship was created to prepare a more diverse business leadership to effectively lead in an increasingly diversity society.

## STUDENT

### SCHOLARSHIP AWARD AIMED AT INCREASING MINORITY DOCTORS



In fall 2012, the first Case Western Reserve University recipient of the Joan C. Edwards Charitable Foundation's Health Professions Pipeline Program scholarship was announced. The award, aimed at increasing doctors in minority areas, covers tuition, room, board and other expenses for an entire undergraduate career.

Upon graduation, if qualified, the recipient will receive a full-tuition scholarship to CWRU's School of Medicine. The first recipient of this prestigious award is Nichelle Ruffin, a graduate of the Cleveland School of Science and Medicine at John Hay High School. Ruffin participated in the CWRU summer Emerging Scholars Program, which helps prepare students to excel at the university. She began her undergraduate studies at the university in fall 2012.

### STUDENTS COMMITTED TO HIGHLIGHTING HISPANIC/LATINO-A CULTURE

There has been a resurgent of La Alianza, a Hispanic/Latino-a student organization on campus. After a number of its officers graduated, it was uncertain whether the organization would survive throughout 2012. However individuals like Franchesca Rybar, a sophomore who this year assumed the position of vice president of La Alianza, refused to let the cultural organization die. So despite demanding



academic schedules, she and others worked hard to recruit new members and rebuild the organization – all because of their commitment and love of their culture, said Rybar, who sought out the organization as soon as she arrived on campus as a freshman. Now the group is gearing up for its annual spring La Fiesta – an event that brings together members of the campus and local communities and features Latino foods, music and dance. La

Alianza is one of more than 150 student groups on campus and one of nearly 25 cultural organizations. It celebrates the rich and diverse Hispanic/Latino cultures and supports CWRU Latino students.

### STUDENTS EXPLORE CULTURES THROUGH FOOD IN "CASE EATS!" PROGRAM

Now in its second year, the Office of Multicultural Affairs "Case Eats!" program is bringing a diverse group of students together to learn about various cultures through their taste buds. Through expanded advertising and outreach, the program in 2012 reached its goal of enrolling 15 students of diverse backgrounds.

"Case Eats!" is a fall, three-day pre-orientation program in which students visit cultural restaurants in the Greater Cleveland area, sampling food and learning about dishes unique to particular cultures. Students also learn about nutrition and locally grown foods.



# BY THE NUMBERS

## 14%

of students in the university's 2012 incoming class are from under represented groups (up from 9% last year), making the class the most diverse in CWRU's history

## 271

Staff, faculty and students completed Lesbian, Gay, Bisexual and Transgender Safe Zone training - nearly double from last year

## \$87 MILLION

awarded to minority- and women-owned businesses since the forming of CWRU's Supplier Diversity Initiative Council in 2002

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## 1 OF 35

CWRU is among a small number of higher education institutions nationwide that under its student health-care plan pays for health care expenses related to sex change procedures for CWRU transgender students

## \$200,000

awarded from AT&T to support the CWRU Upward Bound Program

## 606

CWRU faculty have completed faculty search diversity training

## 92

nations represented by the 1,665 international students enrolled at the university

## 4

of the 30 individuals identified by *Forbes* magazine as 2012's "most innovative 30 under 30 young thinkers in science and healthcare" are women who graduated from CWRU

## \$15,000

from the Dominion Foundation to support the soon to be launched "Saturday Academy" pilot program, an initiative of the Office of Inclusion, Diversity and Equal Opportunity. Tentatively, the academy will host up to 20 local students in grades 6 to 10 for a Saturday academic enrichment program

Pictured: The first African American woman in space, Mae Jemison, MD, (third from left) was a featured speaker during the 2012 Power of Diversity Lecture Series, sponsored by the Office of Inclusion, Diversity and Equal Opportunity. The lecture series annually features two guest speakers of national prominence and four scholars from the CWRU faculty. Photographed with Jemison are Provost and Executive Vice President W.A. "Bud" Baeslack, Vice President for Inclusion Diversity and Equal Opportunity Marilyn S. Mobley and University President Barbara Snyder





## Bringing Smiles While Ensuring Safe Crossing

“They are all my sisters and brothers.” —Patrol Officer Mark Chavis

He is considered by many to be the Case Western Reserve University Ambassador. He’s known and loved by students, staff and faculty, and he’s always smiling and doing his best to bring a smile to the faces of all those he meets.

No matter the weather, Patrol Officer Mark Chavis can be found most days at the intersections of Euclid Avenue and Adelbert Road, assisting students and others as they cross one of the busiest intersections in the Greater Cleveland area and definitely the busiest intersection on campus.

Chavis estimates that about 10,000 pedestrians cross at the intersection daily, explaining that most CWRU students, staff and faculty cross there more than once a day. Chavis, who has been a member of the university community since 2002, helps ensure that students and others cross safely and he

directs traffic. However, he is so much more than a crossing guard. Chavis is a friend to everyone he meets.

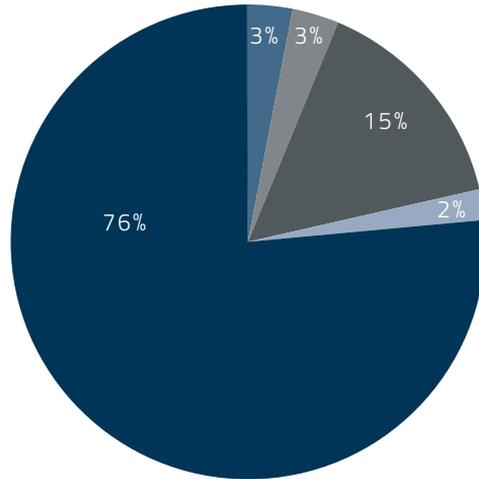
While directing pedestrians across, Chavis is always encouraging folks to have a good day by sharing his own smile and giving high-fives to those who cross the popular intersection. Chavis said he enjoys his job and strives to put a smile on the faces of everyone he meets. He makes an extra effort to address a person with kindness, especially when it looks like the person is stressed or having a bad day. He constantly talks to and shakes hands with the students as they cross the street, and calls the male students “brother” no matter their nationality. “They are all my sisters and brothers,” Chavis said.

# DEMOGRAPHIC SNAPSHOT

## KEY TO CHARTS ON RACE/ETHNICITY

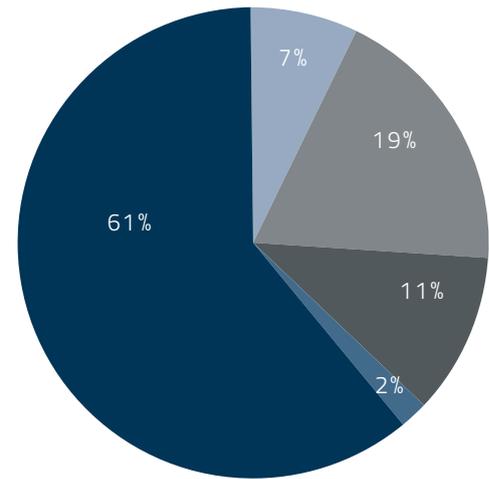
- INTERNATIONAL
- AFRICAN AMERICAN
- ASIAN/PACIFIC ISLANDER
- HISPANIC
- MULTIRACIAL
- WHITE
- UNKNOWN/OTHER

FULL-TIME FACULTY  
TOTAL: 1,292



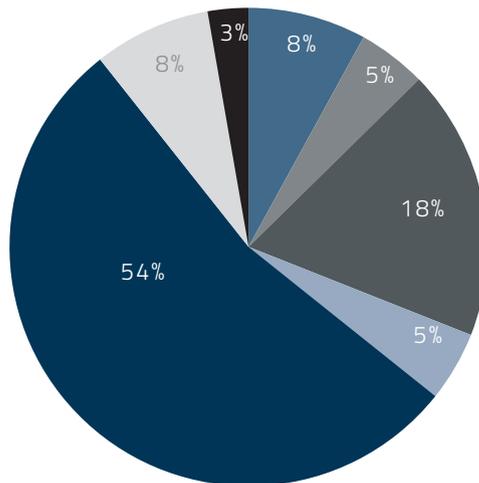
Male 63% Female 37%

FULL-TIME STAFF  
TOTAL: 3,054



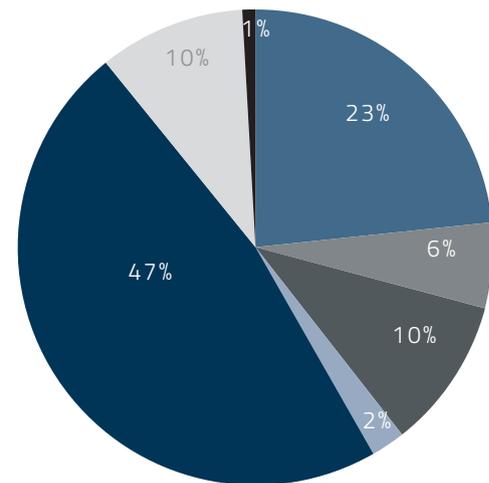
Male 40% Female 60%

UNDERGRADUATE STUDENTS  
TOTAL: 4,386



Male 56% Female 44%

GRADUATE & PROFESSIONAL STUDENTS  
TOTAL: 5,640



Male 48% Female 52%

Faculty, staff and student data is current as of November 2012.  
Data reflects only those faculty who are university employees.  
Percentages may not sum to 100 due to rounding.  
American Indians totaled less than 1% in all categories.

## OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

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