

Insight on DIVERSITY

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

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IN THIS ISSUE

- "Listening Tour" Produces Recommendations to Make Campus More Inclusive.....2
- Viewpoint Forum Focuses on Free Speech Issues.....4
- Upcoming National Observances Highlighted5
- Underground Railroad Site Marker Installed on CWRU Campus.....7

The CWRU Sustained Dialogue Program is the recipient of a 2017 national award. Members of the program's executive team that traveled to Washington, DC in November to accept the award are (l to r) Janetta M. Hammock, diversity program manager; John Killings, associate director of multicultural leadership and programming; Naomi Sigg, director of the Office for Multicultural Affairs and Edwin Mayes, director of first year experience and family programs. (See full story on page 3).



Pictured in front of Trailblazer Project portraits are (l to r) Lori Stokes, daughter of the late Congressman Louis Stokes; Carmella Miller, who represented her cousin former Surgeon General David Satcher; Barbara Walker, sister of the late Congresswoman Stephanie Tubbs Jones; Judge Sara Harper; Attorney Fred Gray; CWRU Vice President Marilyn S. Mobley, PhD; and Architect Robert P. Madison.

Trailblazer Project Honors Alumni of Color & Diversifies Campus Portraits

Portraits of six African American alumni now grace the walls of the Case Western Reserve University Kelvin Smith Library. The portraits are part of the Trailblazer Project, which recognizes distinguished alumni who have positively impacted the university, community and nation.

The portraits were unveiled at a special ceremony held in October during the university's Homecoming Weekend. Three of the six individuals honored attended the event, while relatives attended on behalf of the other honorees.

The portraits will hang in the library throughout the 2017-2018 academic year, but a plan is being considered that would place the portraits in other common areas across campus. The Trailblazer Project was first announced in fall 2016 by Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. It was created to showcase the contributions of CWRU's alumni of color and women and to diversify images that appear in campus common areas, Mobley said.



Photo: Eric Benson

Continued on pg. 4

“Listening Tour” Produces Recommendations on Ways to Make CWRU More Inclusive

Increasing scholarships for students and providing funds for innovative campus inclusion initiatives are among a host of recommendations offered by campus groups to make Case Western Reserve University more inclusive.



Lou Stark & Marilyn Mobley PhD

The recommendations are a result of a yearlong “Listening Tour” led by Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, and Vice President for Student Affairs Lou Stark. During the tour, Mobley and Stark met with 15 CWRU student, faculty

and staff groups. In addition, three open “Listening Tours” were held to give interested campus members opportunities to discuss and suggest inclusive initiatives. A spring retreat to discuss inclusion issues was also held.

“We appreciate all of the time and care members of the community put into considering the questions asked on the listening tour and into providing ideas on how our campus can become more inclusive,” Mobley said. “Acting on what we learned from our conversations is critical to our commitment to making progress in the future.”

“What I found most inspiring about these conversations was that people were as enthusiastic in praising activities that encourage inclusiveness as they were in citing areas where we need improvement,” Stark said. “People’s willingness to speak candidly gives me great hope for the future....”

The list of recommendations from the Listening Tour also identifies senior leaders and offices responsible for researching and/or implementing the proposals.

For example, one recommendation calls for consolidation of campus diversity events, opportunities and announcements. In response to the suggestion, in October 2017 the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) began posting a monthly calendar on its website that lists campus events, programs and religious holidays.

Short-term recommendations include:

- Increase diversity in hiring committee
- Develop a buddy system for new employees
- Provide seed money for an OIDEO Transformation Fund. The fund would provide resources to assist with faculty hiring and to make available innovation grants to staff, students and faculty for research and initiatives to foster inclusion.
- Establish an ambassador program under which students will work to recruit students from their hometowns

Long-term recommendations include:

- Raise funds for additional student scholarships
- Analyze policies, departments and infrastructure designed to support diversity and inclusion
- Provide additional gender-neutral bathrooms
- Establish a Bias Reporting System Advisory Board

A full list of recommendations is available on the OIDEO website, case.edu/diversity.



From the VP

This fall has been an exciting time on campus, and we have much to be proud of and to celebrate. In this issue of *Insight on Diversity*, we highlight the Trailblazer Project, which was launched to bring diversity to the portraits displayed in campus common areas by including portraits of distinguished alumni of color and women. We also proudly share that

the university has installed a historic Underground Railroad site marker on campus that recognizes the university’s role in the 19th-century anti-slavery movement. In addition, we celebrate being a recipient of a 2017 award from the national Sustained Dialogue Institute in recognition of the success of our university’s student and faculty/staff dialogue groups.

In this issue, we also spotlight the fall Viewpoint Forum that focused on freedom of speech, and we share the story of the university’s participation in the yearlong celebration honoring the life and legacy of the late Carl Stokes, Cleveland’s first African American mayor and his brother, the late Lou Stokes, our former U.S. Congressman from Ohio

and Jack, Joseph and Morton Mandel School of Applied Social Sciences faculty member.

Thanks to thoughtful comments and engagement from our campus-wide Listening Tour, we now have both long and short-term recommendations for moving forward to make Case Western Reserve University a more inclusive campus. We are pleased to announce that one major outcome of the Listening Tour is a new Inclusion Transformation Fund, funded through the Office of President Barbara Snyder and administered through the Office for Inclusion, Diversity and Equal Opportunity. The fund will provide seed money for diversity-related research, projects and initiatives.

Lastly, we provide a preview of the outstanding speakers we will have on campus in 2018. Award-winning journalist Nikole Hannah-Jones will deliver the MLK Convocation Address in January and Walgreens senior executive and diversity expert Steve Pemberton will be the Power of Diversity lecturer in February. We encourage you to attend both of these events, and join us in other programs and initiatives in 2018 as we continue our commitment to working to bring diversity and inclusion to our campus, the local community and our nation.

Warm regards,

Marilyn Sanders Mobley, PhD

CWRU Sustained Dialogue Program Receives National Award

The Case Western Reserve University Sustained Dialogue Program executive team is the recipient of a 2017 national award presented by the national Sustained Dialogue (SD) Institute. Each year, the Institute recognizes individuals that "made monumental contributions toward dialogue that unites across divides," according to the national office.

In selecting the CWRU program for the Sustained Dialogue Campus Network National Dialogue Award, the national office wrote, "through their dedicated work, this team of administrators from various departments and areas has integrated SD into dialogue groups that organize and facilitate, and has impacted CWRU's responses to challenging situations campus-wide."

Members of the Sustained Dialogue executive team traveled to Washington, DC to receive the award at a banquet on November 16. Members of the team include Janetta M. Hammock, diversity program manager in the Office for Inclusion, Diversity and Equal Opportunity; John Killings, associate director of multicultural leadership and programming in the Office of Multicultural Affairs; Edwin Mayes, director of First Year Experience and Family Programs; and Naomi Sigg, director of the Office of Multicultural Affairs.

The CWRU SD program is part of a large network of institutions that operate SD groups on their campuses. The SD program brings together individuals from diverse backgrounds to discuss diversity and inclusion issues as well as campus issues of concern. Groups meet weekly throughout the academic year and in late spring present recommendations on ways to improve the campus to University President Barbara R. Snyder and CWRU vice presidents. The CWRU program is unique in that it operates staff/faculty dialogue groups as well as student groups. Most institutions in the Sustained Dialogue Campus Network only operate student groups.

Established in 2013, more than 100 students, staff and faculty have participated in the CWRU SD program. The university has benefited from initiatives and programs that developed from or are directly related to the SD program. The campus-wide diversity education program, Diversity 360, was recommended by a SD student group as was the student organization You Are Not Alone (YANA), a group that promotes awareness of mental health issues to communities of color. In addition, SD is now included in the university's Wellness Program

Applications Now Being Accepted for OIDEO's Train the Champion Program

CWRU staff and faculty are invited to participate in the Office for Inclusion, Diversity and Equal Opportunity 2018 Train the Champion program. Now in its 8th year, the program is highly rated and has been described by former participants as informative, valuable and transformative.

The Train the Champion program is designed to help faculty, staff and administrators become leaders in creating a more welcoming and inclusive campus environment at CWRU. The program begins in January and concludes in November with a graduation ceremony. Program participants meet monthly during 90-minute lunchtime sessions to explore and discuss various aspects of diversity. Sessions



and participation in the dialogue program can earn an individual a wellness incentive financial reward. Additionally, Day of Dialogue events, which provide safe spaces for dialogue on critical diversity and social justice issues, were created using SD methodology. CWRU resident assistants and student leaders also have been trained in SD methods in order to help them facilitate meaningful dialogues with students.

Former SD participants have praised the programs on end-of-the-year evaluations. Some comments from participants include:

"I feel more invested in what happens at CWRU and what I contribute to campus."

"I appreciated the opportunity to learn from others in an intergenerational, multiracial sphere."

The national office also awarded a Sustained Dialogue Campus Network Award to an alumna of Northwestern University. The office also presented a National Dialogue Peacemaker Award, a National Dialogue Lifetime Achievement Award and presented the 2017 National Dialogue Award to former Congresswoman Gabby Gifford and her husband astronaut Mark Kelly.

For more information about the CWRU program, visit students.case.edu/diversity/groups/dialogue. For more information about the national program and award winners, visit sustaineddialogue.org.

often include guest speakers who discuss such topics as race, religion, gender, the lesbian, gay, bisexual and transgender community and disability issues. Since its inception in 2011, nearly 190 campus members have participated in the program. Eighteen individuals graduated from the program in November 2017.

CWRU staff, faculty and administrators are urged to participate in the 2018 program. The deadline for applying to the 2018 program is December 15. The program application is available online at <http://www.case.edu/diversity/programs/champion.html>. For more information about the program, contact Donna Davis Reddix, faculty diversity officer, at donna.davis-reddix@case.edu.

Viewpoint Forum Session Focused on Campus Freedom of Speech Issues



Pictured (l to r) Dan Moulthrop of The City Club of Cleveland, CWRU Law Professor Jonathan Adler, CWRU Law Professor B. Jessie Hill, Cleveland Marshall College Law Professor Kevin O'Neill and Journalist Afi-Odelia Scruggs, PhD.

On Monday, October 30, 2017, the Office for Inclusion, Diversity and Equal Opportunity hosted its 2017 Viewpoint Forum. Viewpoint Forum is an opportunity for the campus community to engage diverse viewpoints on critical issues. Previous forums have focused on affirmative action and immigration policy.

The 2017 Viewpoint Forum was entitled "Freedom of Speech: Understanding Our Rights in Troubling Times." Dan Moulthrop, CEO of The City Club of Cleveland, moderated the forum.

Panelists included CWRU professor Jonathan Adler, CWRU professor B. Jessie Hill of the Case Western Reserve University School of Law, professor Kevin O'Neill of the Cleveland-Marshall College of Law and journalist and former *Cleveland Plain Dealer* columnist Afi-Odelia Scruggs, PhD.

The session gave the audience an opportunity to ponder questions, such as: "How should universities handle controversial speakers?" and "How do we encourage dialogue on controversial issues?"

Trailblazer Project Honors Alumni of Color

(Continued from pg.1)

Those honored and in attendance at the unveiling ceremony included:

- Judge Sara Harper, the first African American woman to graduate from the CWRU School of Law and the first African American woman appointed to the Ohio Supreme Court;
- Attorney Fred Gray, a leading civil rights lawyer who represented Martin Luther King, Jr. and Rosa Parks; and
- Architect Robert P. Madison, president of Robert P. Madison International, an architectural and engineering firm. Madison was the first African American to establish an architectural firm in Ohio.

Other honorees included:

- Former Surgeon General David Satcher, a national leader in public health, who was represented at the ceremony by his cousin Carmella Miller;
- The late Congresswoman Stephanie Tubbs Jones, the first African American woman elected to represent Ohio in the House of Representatives, who was represented by her sister Barbara Walker; and
- The late Congressman Louis Stokes, Ohio's first African American Congressman, who later served as a faculty member at the CWRU Jack, Joseph and Morton Mandel School of Applied Social Sciences, represented by his daughter Lori Stokes.

"The Trailblazer Project is a realization of a dream expressed by students, faculty and staff who wish to see broader representation of the university's alumni within the common spaces of the university," Mobley said. "The project is a marvelous demonstration of the university's commitment to diversity and will preserve the significant contributions of alumni of color and women."



Students also attended the unveiling ceremony. Pictured here (l to r) are officers of the African American Society student organization, Arik Stewart, junior, president; Johnathan Hicks, sophomore, vice president; and Jermaine Coleman, senior, secretary.

Local artist Robert Raack, who painted the portraits, also attended the unveiling ceremony. At the ceremony, University President Barbara R. Snyder and Mobley gave remarks. In addition, the three honorees that attended the ceremony made brief remarks. They all agreed that as students they could never have imagined that one day their portraits would grace the walls of the university.

Tentative plans call for portraits of distinguished women and alumni of color to be commissioned each year and unveiled at a ceremony in the fall. The Office for Inclusion, Diversity and Equal Opportunity, the main sponsor of the project, will seek nominations for other alumni to honor under the Trailblazer Project.

The project is also sponsored by the Kelvin Smith Library and the Division of Student Affairs.

Winter Observances Winter 2017-18

Name of Observance	Date of Observance	Observance Description
Native American Heritage Month	month of November	November has been designated as the national month to pay tribute to the rich ancestry and traditions of Native Americans.
Veteran's Day	November 11	Veterans Day pays tribute to all American veterans—living or dead—but especially gives thanks to living veterans who served their country honorably during war or peacetime.
First People's Day	November 18	Cleveland holiday encouraging all to delve into the unique history of northeast Ohio native life.
Thanksgiving	November 23	The event that Americans commonly call the "First Thanksgiving" was celebrated by the Pilgrims after their first harvest in the New World in October 1621.
AIDS Awareness Month	month of December	Different governments and organizations have declared different months as AIDS Awareness Month. December is chosen to coincide with World AIDS Day (December 1).
Spiritual Literacy Month	month of December	A general definition for spiritual literacy states that it is a time for "promoting respect for and among the world's religions and spiritual traditions by encouraging people to 'read the book of the world' for sacred meaning."
Universal Human Rights Month	month of December	It began in 1948, when the United Nations wrote up a document called the Universal Declaration of Human Rights after the Second World War to prevent the atrocities that had occurred. They created the document as a way to properly define what human rights would be protected universally.
Hanukkah	December 12 (sundown) – 20	The eight-day Jewish celebration known as Hanukkah or Chanukah commemorates the rededication during the second century B.C. of the Second Temple in Jerusalem, where according to legend Jews had risen up against their Greek-Syrian oppressors in the Maccabean Revolt.
Christmas Eve	December 24	Christmas is celebrated to remember the birth of Jesus Christ, who Christians believe is the Son of God.
Christmas Day	December 25	
Kwanzaa	December 26 – January 1, 2018	Maulana Ron Karenga and the U.S. Organization adopted the basic principles of the harvest celebrations in Africa to create the observance of Kwanzaa. Karenga sought to emphasize that the basic principles found in producing the harvest are vital to building and maintaining strong and wholesome communities.
New Year's Eve	December 31	New Year's Day is observed on January 1, the first day of the year on the modern Gregorian calendar as well as the Julian calendar. In pre-Christian Rome under the Julian calendar, the day was dedicated to Janus, god of gateways and beginnings, for whom January is also named.
New Year's Day	January 1, 2018	
National Braille Literacy Awareness Month	month of January	January is National Braille Literacy Awareness Month in honor of Louis Braille, who originally developed the Braille code nearly 200 years ago.
National Slavery and Human Trafficking Prevention Month	month of January	By Presidential Proclamation, January recognized National Slavery and Human Trafficking Prevention Month, rallying the public to raise awareness about and end this heinous crime.
Orthodox Christmas Day	January 7	Many Orthodox Christians annually celebrate Christmas Day on or near January 7 to remember Jesus Christ's birth, described in the Christian Bible. This date works to the Julian calendar that pre-dates the Gregorian calendar, which is commonly observed.
Orthodox New Year	January 14	The Orthodox New Year is widely known as the Old New Year. It is marked as January 1 in the Julian calendar, which was used before the Gregorian calendar. Many Orthodox churches still recognize the holiday dates according to the Julian calendar.
Makar Sankranti	January 14	This traditional holiday marks the arrival of spring/end of winter solace in India and the excitement of new crops for the farmers.
MLK Jr. Day	January 15	Martin Luther King was an important civil rights activist. In 1968, shortly after Martin Luther King died, a campaign was started for his birthday to become a holiday to honor him.
Tu B'Shevat / Tu BiShvat	January 31 (sundown)	Tu B'Shevat is the new year for the purpose of calculating the age of trees for tithing. In contemporary Israel, the day is celebrated as an ecological awareness day, and trees are planted in celebration.

Conference Focuses on the Legacy of Cleveland's First African American Mayor

A panel of local educators and policy experts reviewed the strides made by Mayor Carl Stokes' administration in Cleveland in the late 1960s at a November conference hosted by Case Western Reserve University in collaboration with local higher education institutions.

Stokes served as mayor of Cleveland from 1968 to 1971 and was the first African American elected as mayor of a major American city. The late Carl Stokes and his brother, the late Congressman Louis Stokes of Ohio, played key roles in the Civil Rights Movement in Cleveland and across the nation.

The two-day conference, "Carrying the Stokes Legacy Forward: Cleveland Then, Now and Next," was part of a yearlong, community-wide celebration of the 50th anniversary of Carl Stokes' election as mayor of Cleveland. CWRU partnered with Cleveland State University, John Carroll University and Cuyahoga Community College (Tri-C) to host the conference. During the conference, local experts reviewed achievements of the Stokes administration, progress made since Stokes was mayor and challenges that remain.

The first part of the conference was held on November 3, 2017 at Tri-C and included a panel discussion featuring: Randell McShepard, vice president, public affairs and Stokes Policy Committee Chair, RPM International Inc.; Richey Piiparinen, director, The Center for Population Dynamics and Stokes Policy Committee Chair, Maxine Goodman Levin College of Urban Affairs Cleveland State University; John Corlett, president & executive director, The Center for Community Solutions; Ronnie Dunn, PhD, associate professor, Urban Studies, Cleveland State University College of Urban Affairs; and Amy Hanauer, founding executive director, Policy Matters of Ohio.



Panelists (l to r): Cordell Stokes, Mansfield Frazier, William Dawson, Rev. Dr. Joan Campbell, Dick Peery and Joseph Worthy.

Part two of the conference was held at Case Western Reserve, and featured a panel of community leaders, as well as breakout sessions on issues related to healthcare, education, jobs, safety and housing. Cordell E. Stokes, chairman & CEO, CLC Stokes Consulting Group, and son of the late Carl Stokes moderated the discussion. Panelists included: Reverend Dr. Joan Brown Campbell; Judge William Dawson, presiding and administrative judge, East Cleveland Municipal Court; Mansfield Frazier, general manager, Chateau Hough; Dick Peery, retired journalist, *Call and Post* and *Plain Dealer*; and Joseph Worthy, lead national organizer, Children's Defense Fund. Erika Anthony, vice president of Government Relations and Strategy, Cleveland Neighborhood Progress, closed the program with a session entitled "Practical Ways to Get Involved."

For more information about the Stokes Initiative, visit stokes50cle.com.

Award-winning Journalist to Deliver 2018 MLK Convocation Address

Nikole Hannah-Jones, award winning journalist and 2017 recipient of the prestigious MacArthur Fellowship, will deliver the university's 2018 MLK Convocation address on Friday, January 19, at 12:30 p.m. in the Tinkham Veale University Center. The event is free and open to the public but registration is required.

Jones, an investigative journalist, covers modern day civil rights issues for *The New York Times Magazine*. She is a 2017 recipient of a MacArthur Fellowship, a five-year, \$625,000 award given to "individuals who have shown extraordinary originality and dedication to their creative pursuits" and "prospects for still more in the future."

To RSVP for the MLK Convocation, visit <https://case.edu/events/mlk/>.



CWRU Dedicates Underground Railroad Site Marker

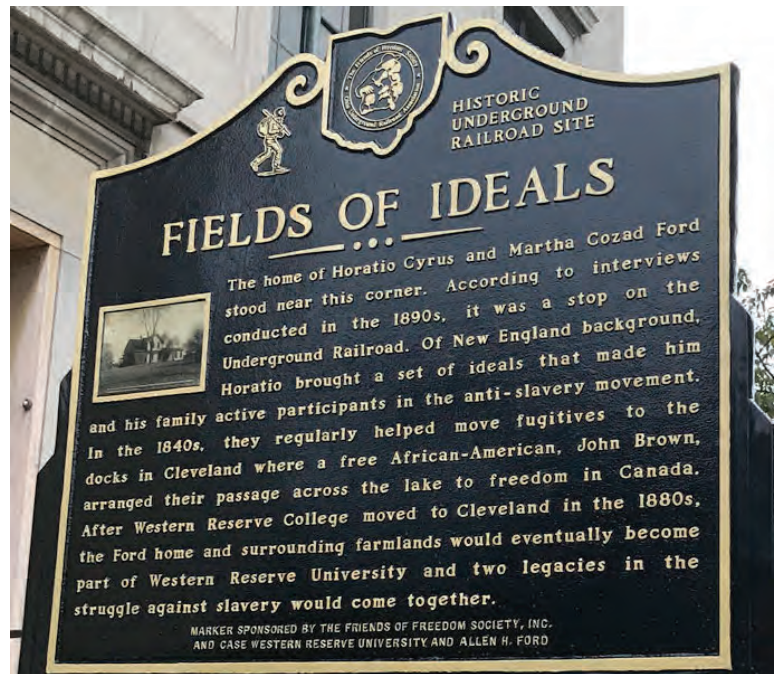
This fall Case Western Reserve University installed a historic Underground Railroad site marker on the southeast corner of Adelbert Road and Euclid Avenue, outside of the Allen Memorial Medical Library. The marker was dedicated at a special program held during Homecoming Weekend, on October 8, 2017, in the Amasa Stone Chapel. The marker highlights CWRU's connection to the Underground Railroad and famed abolitionist Frederick Douglass. CWRU junior Ren Weeden performed a speech by Frederick Douglass at the dedication program.

One side of the plaque recognizes the role Western Reserve College, then located in Hudson, Ohio, played in the anti-slavery movement. The other side honors Horatio Cyrus and Martha Cozad Ford, whose home served as a stop on the Underground Railroad. The land on which the home stood became part of the university campus when the college moved to Cleveland.

The marker is sponsored by the Friends of Freedom Society Inc., Case Western Reserve and Emeritus Trustee Allen H. Ford, whose great-grandparents owned the Underground Railroad site where the marker is located.

"This dedication represents CWRU's recognition of its connection to a significant moment in American history and the freedom struggle of African-American people," said Marilyn Sanders Mobley, vice president of the Office for Inclusion, Diversity and Equal Opportunity. "Ironically, when many campuses are dealing with names of buildings and legacies of the enslavement of black people in the United States, this marker stands on a site of Underground Railroad activity that enslaved people understood supported their struggle for freedom."

The Underground Railroad was a network of "safe" houses and secret routes used in the early to mid-19th century by black slaves to escape to free states and/or to Canada.



According to Richard Baznik, university historian and vice president emeritus for public affairs, Douglass, a former slave and an outspoken proponent of abolitionism, addressed the Western Reserve College Philozetian Society during Commencement Week in 1854, urging the audience to take an active role in the slavery debate.

In addition, the Ford family home, once located on the site of the new historic marker, was used as a refuge for fugitive slaves, as was the Cozad family home across Euclid Avenue, then known as the "Buffalo Road."

Walgreens Senior Executive, Author and Child Advocate Steve Pemberton is the spring Power of Diversity Lecture Series National Speaker.

Pemberton will discuss "One America: The Micro Cultural Changes to Bring the 'United' Back into U.S.A." on February 13 at 4:30 p.m. at the Tinkham Veale University Center, Ballroom A.

Pemberton's memoir, *A Chance in the World*, discusses his troubled childhood in foster care and his rise to becoming a trail-blazer executive and diversity leader. The memoir was adapted to a major motion picture in 2017.

The lecture is free and open to the public, and is sponsored by the CWRU Office for Inclusion, Diversity and Equal Opportunity.

To RSVP, send contact information to diversity-rsvp@case.edu.



New Program Provides Space for Deeper Discussion on Diversity Issues

A new campus program provides CWRU students, staff and faculty with opportunities to dialogue about important diversity and campus issues. The program, The Diversity 360 Lunch & Learn, was launched in October 2017. It provides a space for individuals to dialogue and think more deeply about issues presented in the campus-wide diversity education program, Diversity 360.

Diversity 360 is a campuswide, comprehensive diversity education program, created to enhance the campus climate and increase interactions among individuals of different backgrounds and perspectives. Lunch & Learn is a series of facilitated dialogues that enhance and complement the Diversity 360 program. More than 6,000 students, faculty and staff have completed a Diversity 360 session since it was established on campus in fall 2015.

Lunch & Learn sessions are held once a month on the first Friday and are sponsored by the Office for Inclusion, Diversity and Equal Opportunity in collaboration with the Office for Multicultural Affairs. Topics so far have included “Beyond Worry and Fear: Balancing Activism and Academics” and “What is Accommodation? Understanding and Accommodating Students with Disabilities.”

The Lunch & Learn program will continue in January 2018. For questions or suggestions for upcoming sessions, contact Regina Gonzalez, Director of Diversity & Strategic Initiatives, at regina.gonzalez@case.edu.

OIDEO Welcomes New Director of Diversity And Strategic Initiatives



The Office for Inclusion, Diversity and Equal Opportunity welcomed to campus this fall Regina Fisher Gonzalez, the office's new Director of Diversity and Strategic Initiatives. Gonzalez assumed the director's position on August 7.

Gonzalez earned a BA in history from the University of Cincinnati and a JD from the Cleveland-Marshall College of Law. While

in law school, she studied in Europe and focused on international law. During her time at Cleveland-Marshall, she worked with Big Brothers-Big Sisters of Cleveland to establish a chapter at the law school and recruited fellow students to serve as mentors to local youth. She later spent several years in Washington, DC, first working for a community engagement non-profit that served underrepresented communities. She then practiced regulatory compliance law with a boutique law firm. In 2014, Gonzalez returned to Cleveland and joined an executive attorney search firm where she partnered with corporations and law firms on high-level attorney searches, with a focus on diversity and inclusion.

In the OIDEO, Gonzalez will oversee major diversity strategic initiatives, develop strategies to raise private support for diversity programs and implement new avenues to gather and improve diversity performance metrics.