

# Insight on DIVERSITY

THE OFFICIAL NEWSLETTER OF THE OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

*Promoting Diversity Through  
Inclusive Thinking,  
Mindful Learning and  
Transformative Dialogue*

## *From the VP*



Welcome to the new academic year! As the fall semester begins, I am reflecting on how exciting my first nine months have been at Case Western Reserve University getting to know our faculty, staff, students, alumni and community partners. The Office of Inclusion, Diversity and Equal Opportunity (OIDEO) has been hard at work addressing the diversity challenges that can arise in the classroom, on campus, and in the workplace. Yet we know education and dialogue about the value and significance of diversity creates exciting opportunities to embrace both our differences and what we have in common. Moreover, embracing diversity creates contexts for excellence for all of us.

In this second issue of Insight on Diversity, you will learn more about the launch of the Diversity and Inclusion Lecture Series (p.2); meet our new Diversity Program Manager, Liz Roccoforte (p.5); enjoy an informative feature profile on CWRU's Lesbian, Gay, Bisexual and Transgender resources (p.3-4); and get to know a new member of our history faculty who is making inroads in the study of Mexican American history as it relates to immigration and citizenship (p.1).

Finally, as members of our community observe/celebrate National Coming Out Day (October 11), Yom Kippur (September 27 - 28), Rosh Hashanah (September 18 - 19), and Hispanic Heritage Month (September 15 - October 15). I hope we will all reflect on the rich resource our diversity offers us to learn about others, to appreciate who they are, what gifts they bring to the table, and how they are contributing to our campus community.

Best regards,

*Marilyn Sanders Mobley, Ph.D.*

## New History Faculty Member Focuses on Immigration & Citizenship



*Dr. John H. Flores, Climo  
Junior Professor for the  
College of Arts and Sciences*

CWRU and the OIDEO office are pleased to welcome Dr. John H. Flores as Climo Junior Professor for the College of Arts and Sciences. Dr. Flores brings valuable scholarship to CWRU through his specialized study of Mexican American history as it challenges and informs the U.S. discourse regarding Mexican American immigrants. His research interests include modern Mexico; the history of immigration and citizenship in the U.S.; multinational political and labor movements; and ethnic, racial, and national identity formation.

Dr. Flores envisions that his research will contribute to CWRU's Social Justice Initiative. "My work recovers the histories of Mexican immigrants who left very few written records of themselves. My findings suggest that we need to re-conceptualize Mexican immigrants as complex and deep-thinking individuals who have a long tradition of laboring as educators, social workers, and unionists here in the United States," he stated. "As diverse

as Mexican immigrants are, my research also proves that in times of economic and political crisis, Mexican immigrants are scapegoated and disciplined. Consequently, my intellectual interests speak directly to CWRU's efforts to understand social relationships in order to improve them," he continued.

His current book manuscript, *On the Wings of the Revolution: Migration, Transnational Politics, and the Making of a Midwestern Mexican Identity*, traces the ideologies and activities of Mexican immigrant organizations back to their regional origins in Mexico, revealing how the political climate in specific locales in Mexico shaped Mexican immigrant political actions in the United States during the first half of the twentieth century.

Dr. Flores teaches courses on Latina/o Americans, labor, immigration, and racial and ethnic relations. John Flores may be contacted at 216.368.4219 or [john.flores@case.edu](mailto:john.flores@case.edu). ■

# Diversity & Inclusion Lecture Series

The Office of Inclusion, Diversity and Equal Opportunity is proud to announce the inaugural "Diversity and Inclusion Lecture Series" that will begin this fall. The purpose of the series is to give greater visibility to the important scholarship and research CWRU faculty are engaged in and thereby increase dialogue about the relevance of diversity and inclusion both on and off campus.

The series will present two CWRU award-winning scholars this semester and two in the spring. Additionally, we are honored to strengthen our partnership with Fisk University by hosting the Provost of Fisk University, Dr. M. Christopher Brown and Psychology department Chair and primary Fisk-CWRU liaison, Dr. Sheila Peters.

The lecture series is free and open to the public, students, staff, faculty and alumni. The series is generously co-sponsored by the College of Arts and Sciences and the Office of the Provost. ■

The schedule for the Lecture Series will feature the following symposiums:

- SEP 29** *Dr. Diana Bilimoria, Professor of Organizational Behavior, Weatherhead School of Management, CWRU. Topic: "Creating an Inclusive Faculty Climate at CWRU"*
- OCT 29** *Dr. Sheila Peters, Associate Professor, Chair Psychology Department, Fisk University. Topic: "Critical Dialogues: Building and Sustaining Diversity in the Academy"*
- NOV 10** *Professor Jonathan Entin, JD, Professor of Law and Political Science, CWRU School of Law. Topic: "Litigation or Activism: How Did We Make Progress on Civil Rights?"*
- FEB 24** *Dr. David Miller, Associate Professor, Mandel School of Applied Social Sciences, CWRU. Topic: "Have We Arrived or Just at a Rest Stop? The Intersection of Race, Politics, & Higher Education"*
- MAR 24** *Dr. Faye Gary, EDD, RN, FAAN, The Medical Mutual of Ohio, Kent W. Clapp Chair and Professorship in Nursing, CWRU. Topic: "Issues in Women's Health"*
- APR 15** *Dr. M Christopher Brown II, Provost and Executive Vice-President, Fisk University. Topic: "The Future of Collegiate Affirmative Action in a Pseudo-Post Racial America"*

Please refer to [www.case.edu/diversity](http://www.case.edu/diversity) for times and locations.

## Alumni Weekend Events Promote Diversity!

Alumni Weekend at CWRU will be held October 22–25. The following is the schedule of Alumni Weekend diversity events:

**Friday, Oct. 23rd, 6:00 – 8:00 p.m.**

*LGBTQ Alumni Cocktail Party at Alumni House*

**Saturday, Oct. 24th, 10:30 a.m.**

*LGBTQ Alumni Brunch at Alumni House (Reservations required for brunch. Please contact the Office of Alumni Relations to reserve your spot by calling 216-368-6280 or emailing [alumnirelations@case.edu](mailto:alumnirelations@case.edu))*

**Saturday, Oct. 24th, 3:00 p.m.**

*Flora Stone Mather Alumni Tea*

**Sunday, Oct. 25th, 2:30 p.m.**

*Meet & Greet with OIDEO VP, Dr. Marilyn Sanders Mobley*

**Sunday, Oct. 25th, 4:00 – 6:00 p.m.**

*4th Annual Stephanie Tubbs-Jones GospelFest at John Hay High School*

## OIDEO Hosts Open House



On September 1, the Office of Inclusion, Diversity and Equal Opportunity (OIDEO) welcomed the campus community to an Open House. All OIDEO staff was in attendance to welcome the more than 50 staff, students and faculty who dropped by to learn more about the office's purpose, goals and new initiatives and programs.

For those unable to attend, please visit us online at [www.case.edu/diversity](http://www.case.edu/diversity) or drop by our office located in Adelbert 310 for information on our various programming. The next Open House will take place fall of 2010. ■

## Respected Diversity Expert Visits CWRU

As a part of the OIDEO's on-going effort to provide CWRU with access to national resources, the office hosted respected diversity and inclusion professional, Howard Ross on September 2. During his visit Ross shared ideas from a recent publication entitled "Re-thinking Diversity" for two CWRU audiences. First, Ross presented to the President's Cabinet a diversity learning seminar designed to share current thinking on requested topics that included climate, communication, unconscious bias and microinequities.

Ross presented a second time to a group of CWRU diversity and inclusion leaders including staff, students and faculty members.

The seminars were well received and Ross will return to campus on October 12 for a presentation to the President's Council and another one to key campus constituents. More information will be posted on [www.case.edu/diversity](http://www.case.edu/diversity) as details become available. ■

# What does LGBTQA mean?

**Lesbian** / A woman who has emotional, physical, spiritual, and sexual attractions to other women.

**Gay** / A term usually given to males who have physical, spiritual, emotional and sexual attractions to other males. Also sometimes used as an umbrella term for the LGBT community.

**Bisexual** / A person who is emotionally, physically, spiritually, and sexually attracted to members of more than one gender; not necessarily at the same time or to the same extent.

**Transgender** / A broad term used to describe the continuum of individuals whose gender identity and/or expression, to varying degrees, do not match society's expectations regarding their biological sex. Transgender is not a sexual orientation; transgender people may have any sexual orientation.

**Ally** / Anyone who supports LGBT people. This person can be heterosexual or LGBT.

Sources:  
Ohio State University LGBTQA resource center  
Gender Equity Resource Center, University of California Berkeley  
Safe Zone at Southern Illinois University

## UPCOMING CWRU LGBTQA EVENTS

Coming Out week events by Spectrum:

**Thursday, Oct. 8th, 11:30am - 1:00pm**  
Queer and Allied Pride on the KSL Oval

**Friday, Oct. 9th**  
Film Society showing of "Milk"

**Sunday, Oct. 11th**  
Coming Out Stories at OMA

**Tuesday, Oct. 13th**  
Spectrum goes to PFLAG

**Wednesday, October 14th**  
Ally Mixer

Please see the Alumni Weekend events schedule on Page 2 for LGBTQA events that will take place that weekend.

# Did you know?

## Facts About LGBT Rights in Ohio

At the time of publication, despite the passing of a non-discrimination bill in the Ohio House of Representatives on September 15, 2009, it is legal in the state of Ohio to be fired from your job or denied an apartment or house because of your sexual orientation or gender identity or expression. In many cities in Ohio this practice is illegal, but there are no state level protections.

Ohio's LGBT families are not fully and equally protected by state law. Ohio does not perform or recognize same sex marriages, civil unions or domestic partnerships.

In Ohio, the courts have not been willing to allow two same-sex individuals to adopt a child together, nor have they approved of a second-parent adoption when the other parent is the same sex as the first parent.

Ohio is one of three states in the country that does not allow an individual to make a correction to their birth certificate once they have completed medical procedures that match their physical appearance with their inward gender identification. Because of this, Ohioans who are transgender face an undue burden when they apply for a drivers license or passport.

Ohio's hate crimes, or "ethnic intimidation" law does not specifically address crimes motivated by the victim's sexual orientation, gender identity, or gender expression.

Source: Human Rights campaign (HRC) [www.hrc.org/your\\_community](http://www.hrc.org/your_community)

## However:

CWRU's non-discrimination clause states: "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, sexual orientation, gender identity/ expression, political affiliation and disability."

CWRU offers domestic partner benefits to all of its students, staff and faculty.

CWRU has a LGBTQA committee committed to "serve as a focus for matters of concern to lesbian, gay, bisexual, and transgender (LGBT) persons across the university by providing welcoming, visible, and tangible support; to promote opportunities that increase awareness of LGBT issues and concerns such as discrimination and harassment; to increase LGBT understanding and cultural awareness; to help ensure that university programs and services are inclusive and supportive of LGBT issues, perspectives, and concerns; to provide access to "safe" places, people, and forums for confidential discussion, support, and resource information; and to conduct studies as needed to address these concerns."

Source: CWRU LGBTQA Committee [case.edu/provost/lgbt](http://case.edu/provost/lgbt)

CWRU made the LGBT Honor Roll, receiving three of five stars on the LGBT-Friendly Campus Climate Index. Academic life, student life, policies and practice, housing and residence life, and counseling and health services are just a few of the criteria measured for the new index. ■



Campus groups that support the concerns and needs of the LGBT community include:

### **SPECTRUM, UNDERGRADUATE GAY-STRAIGHT ALLIANCE**

Spectrum aims to provide an environment where LGBTQQIA (Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersected and Allied) persons can socialize, learn and grow.

[spectrum.case.edu](http://spectrum.case.edu)  
[info@spectrum.case.edu](mailto:info@spectrum.case.edu)

### **MANDEL ALLIES**

Mandel Allies is a social and activist group for LGBT students in the Mandel School of Applied Social Sciences.

[mandelallies@gmail.com](mailto:mandelallies@gmail.com)

### **LAMBDA LAW STUDENT ASSOCIATION**

Lambda Law Student Association is a social, political, and activist group for students in the School of Law and aspires to co-sponsor GLBT-related lectures, conferences, and other events.

### **PEOPLE (People of Every Orientation Protecting Liberty & Equality) IN MEDICINE**

Lesbian, Gay, Bisexual, and Transgendered People in Medicine is a political and social organization for students in the School of Medicine that aspires to conduct community service projects and advocate for GLBT health-policy issues.

[casepeople@gmail.com](mailto:casepeople@gmail.com)

### **CWRU PRIDE**

A new group for LGBTQA alumni kicks off during Homecoming Weekend 2009 with the first LGBTQA Alumni Reunion.

[alumnet.case.edu](http://alumnet.case.edu)

### **CASEPRIDE**

This group is comprised of LGBT & allied graduate and professional students at Case.

[casepride@case.edu](mailto:casepride@case.edu)

*Additional resources that support the LGBT campus community:*

Office of University Counseling Services  
<http://studentaffairs.case.edu/counseling>

Office of Multicultural Affairs  
<http://studentaffairs.case.edu/multicultural>

Office of Housing and Residence Life  
<http://studentaffairs.case.edu/living>

Flora Stone Mather Center for Women  
<http://www.case.edu/provost/centerforwomen>

# Inclusive Thinking, Mindful Learning & Transformative Dialogue

In our efforts to provide greater visibility to the work of inclusion and diversity, the Office Inclusion, Diversity and Equal Opportunity (OIDEO) has been actively engaged in programming, collaborations and outreach. To date our efforts have included the following activities:

- Co-sponsored the Women in Leadership event, organized by the Flora Stone Mather Women's Center
- Facilitated the first Supplier Diversity Initiative Council (SDIC) meeting of the academic school year
- Met with the Graduate Student Senate (GSS) leaders to assist in the formation of an ad-hoc committee on diversity and inclusion
- Began campus-wide diversity leadership seminars with Senior Leadership team
- Diversity training took place for new faculty members facilitated by Amanda Schaffer and Dr. Mobley
- Dr. Mobley addressed the audience of over 1000 in Severance Hall for the "Share the Vision" kick-off, welcoming new undergraduate students
- Sponsored and attended the Hard Hatted Women event "Women on the Rise," in support of women in "non-traditional" business and careers
- Participated in Anisfeld-Wolf Lecture with Jamaica Kincaid
- Amanda Shaffer presented "Beyond the Carrot and the Stick: A Model for Creating Inclusiveness and Positive Organizational Change" at the National Conference on Race and Ethnicity in Higher Education, San Diego, CA
- Dr. Marilyn Mobley presented "Deconstructing Diversity in the Academy: The Subtext of Inclusion," Diversity Management Conference, Cleveland State University
- Liz Roccoforte formed a LGBTQA Safe Zone task force to implement broader and more consistent Safe Zone training for CWRU staff, students and faculty ■

## OUR STAFF

### Meet Our New Diversity Program Manager!



The Office of Inclusion, Diversity and Equal Opportunity welcomes **Liz Roccoforte** to the position of Diversity Program Manager. In this capacity she will oversee department programs and education for faculty, staff, and students to expand the concept of diversity and promote an inclusive campus community. Roccoforte also will be responsible for managing the Supplier Diversity Initiative Council, a group dedicated to improving the diversity of the university's vendors.

As Diversity Program Officer, Roccoforte has been instrumental in uniting OIDEO staff and resources to form a LGBTQA Safe Zone task force. A Safe zone is any environment where support and understanding are fostered and nurtured for the LGBTQA community. This group was developed to implement broader and more consistent Safe Zone training for CWRU staff, students and faculty. A schedule of training dates will be available later in the semester.

Roccoforte comes to Case Western Reserve from The Diversity Center of Northeast Ohio, where she was the Program Director of adult and professional development. Prior to that, she worked at the University of Cincinnati as the lesbian, gay, bisexual and transgender campus coordinator and as a women's studies instructor.

The Diversity Program Officer is available for consultation and facilitation of diversity and inclusion education and programs for the entire CWRU community. For more information on the Diversity Program Officer and the initiatives she manages, contact Liz Roccoforte at 368-3206 or [liz.roccoforte@case.edu](mailto:liz.roccoforte@case.edu).

# Supplier Diversity Initiative Council

CWRU Supplier Diversity Initiative Council (SDIC) was formed in June of 2002 in an effort to assist minority and women-owned business enterprises to gain greater access to business opportunities at the university. In addition to members from CWRU, the Council consists of representatives from a wide array of local community organizations and businesses. SDIC met for the first time this academic year on September 4. The year's goals include providing training and coaching opportunities for local businesses interested in doing business with CWRU, as well as implementing more efficient and simple methods for CWRU procurement personnel to find qualified and high quality minority and women-owned local businesses. If you are interested in learning more about the SDIC or working with CWRU in our efforts, please contact Liz Roccoforte at [liz.roccoforte@case.edu](mailto:liz.roccoforte@case.edu). ■



**ROW 1 (L-R):** Melinda Boykin, Mary Rose Segulin, Erica Merrit, Dr. Marilyn Mobley, John Wheeler, Connie Atkins; **ROW 2 (L-R):** Beth Nochomovitz, Arlene Anderson, Laura Kleinman, Latisha James, Charles Burkett, Ingrid Rodriguez-Reichert, Liz Roccoforte; **ROW 3 (LR):** Stanley Miller, Sr., Lolita Hines, John Lawyer, Lonzo (Lonnie) Coleman, Carolyn Gregory

## OUR MISSION

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. In summary, the Office supports the University's mission by providing leadership in the development of policies and procedures that will help foster inclusiveness, diversity and a welcoming community for faculty, staff, students and others.

## Contact Us

Phone: 216.368.8877

Fax: 216.368.8878

[www.case.edu/diversity](http://www.case.edu/diversity)

*Visitors and Deliveries: Adelbert Hall, Suite 310*

## CWRU 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, 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.

## OIDEO Online!

The Office of Inclusion, Diversity and Equal Opportunity has developed a Web site that serves as a portal for diversity initiatives throughout the university.

**Please visit us online at  
[www.case.edu/diversity](http://www.case.edu/diversity)**

for updates on our resources and programming.

To receive email notices about events you may join the university Diversity Listserve by emailing

**[diversity-listserve@case.edu](mailto:diversity-listserve@case.edu)**

**NEW:** Diversity education request forms are now available on the website if you are interested in education and training opportunities for your staff, faculty or students.