

# Social Justice Institute

Social Justice Think Tank

Rhonda Y. Williams

Director of the Social Justice Institute



Charles J. Ogletree with the Social Justice Institute

Case Western Reserve University's new Social Justice Institute is about "understanding and addressing the root causes of social injustice and developing innovative solutions," according to Rhonda Y. Williams, the Institute's founding director and also associate professor of history at CWRU.

To develop new insights on critical social justice issues that have commanded the past and continue to shape the present, the university Institute will host the two-day "Social Justice, Race and Profiling: An Intergenerational Think Tank" on November 19 and 20 on the Case Western Reserve University campus.

The Social Justice Institute and its alliance-based initiatives are an integral part of the university's five-year strategic plan called Forward Thinking. It has support with seed funding from the Provost's Interdisciplinary Alliance Investment Grant to advance education, research and community engagement, as well as to inspire the investigation of and develop solutions to societal problems. Under Williams' directorship, a leadership team of 12 members, including faculty and staff who represent schools and centers from across campus, are working together to advance the Institute's work.

Campus leaders will work on and off campus to support innovative and synergistic research, scholarship and pedagogy; build support for social justice; and forge productive relationships across boundaries within the university and with the broader community.

The think tank, which is sponsored in the spirit of Fisk University's Charles S. Johnson Race Relations Institute, is one way to bring people together to start the conversation, Williams said.

Some highlights of the Social Justice Institute's think tank include:

■ "An Intergenerational Evening of Art & Justice," featuring a special presentation by Dr. Bernice Johnson Reagon, singer, composer, cultural historian, and freedom and justice activist for nearly half a century. Dr. Reagon will present on Saturday evening, "1960s freedom songs with commentary," at the Church of the Covenant. Doors open at 6:30 p.m. Following her special presentation, Dr. Reagon and Hip-Hop cultural critic Bakari Kitwana will engage in a dialogue.

■ Prof. John A. Powell, Director of Ohio State University's Kirwan Institute for the Study of Race and Ethnicity, will give the keynote lunch address.

Four plenary sessions, one on Friday evening and three others which will run consecutively on Saturday, will examine the countless ways that injustice is manifested through the historic and ongoing profiling of racial and ethnic communities, and provide a forum for discussing lessons learned, as well as methods for challenging such injustices – whether through research, policy, advocacy and social protest, or art.

■ History Makers: Ms. Xernona Clayton formerly of the Southern Christian Leadership Conference, author of I've Been Marching All the Time, and founder and president of Trumpet Awards Foundation; and CWRU alumnus Donald Freeman, founding member of the Revolutionary Action Movement, education activist, and former director of League Park Community Center.

■ Immigration: Chandra Bhatnagar with the ACLU's Human Rights Program; Veronica Dahlberg who is the executive director of HOLA; and John Flores, assistant professor of Chicano/social justice history at CWRU.

■ Criminal Justice: Heather A. Thompson, author of the forthcoming Attica: Race, Rebellion and the Rise of Law and Order in America and associate professor of history at Temple University; Ed Little, Cuyahoga County criminal justice and re-entry consultant; and Lewis Katz, professor of law at Case Western Reserve.

■ Redlining to Housing Foreclosure: Gregory D. Squires professor of sociology and public administration, George Washington University; Claudia Coulton, Lillian Harris Professor of Urban Social Research and co-director of the Center of Urban Poverty and Community Development at the Mandel School of Applied Social Sciences, CWRU; Anthony Houston, program manager for economic development, City of East Cleveland, Ohio.

The conference is free and open to the public, but space is limited and registration is required. Tickets for Dr. Reagon and Kitwana are \$25 for individuals and \$50 for patrons. Call 216-368-2904 or visit the program website for more information, tickets, and to register:

<http://case.edu/socialjustice/events/think-tank.html>

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

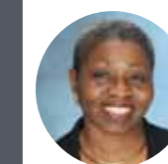
# Insight on DIVERSITY

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

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## From The VP

The beginning of the new academic year has been a time of progress on the diversity front at Case Western Reserve University. Given that our commitment to inclusive excellence pertains both to local—that is, domestic—and global diversity, our University made two obvious forms of progress. We became a more diverse campus in terms of underrepresented minorities and we had our first international orientation to welcome students from around the world. As we continue to tell the story of this University, these two developments must be included.

In this issue of Insight on Diversity, we have included more information about these two developments and we have other news as well, such as the new Social Justice Institute, led by Social Justice Alliance leader, Dr. Rhonda Y. Williams. The work of this alliance, the partnership with East Cleveland on projects begun through MSASS, and the upcoming Charles S. Johnson Race Relations Think Tank are all examples of progress on the diversity front. Moreover, building on the words of CWRU alum, Jason Balkman, whose Diversity Achievement award speech reminded us of the impact diversity work can have over time, the Office of Inclusion Diversity and Equal Opportunity established the Power of Diversity Lecture Series. The series includes four of our own dynamic scholars and faculty members, a concert reading that is a tribute to the Case-Fisk partnership and two nationally known thought leaders—Professor Charles J. Ogletree, Jr, from the Harvard University School of Law and Dr. Julianne Malveaux, President of Bennett College for Women. We expect all of these events to inspire dialogue on the subject of inclusion, diversity, and community.

The coming months of this academic year will be busy. We encourage you to continue to check our website, look for our email blasts and posters, and continue to spread the word about our programs. The impact of a campus community committed to inclusive excellence is powerful beyond measure!

Warmest regards,

Marilyn Sanders Mobley, PhD

## Progress on The Diversity Front



Charles J. Ogletree J.D. speaking to a standing room only audience.

■ Our first guest lecturer for our Power of Diversity Series Charles J. Ogletree J.D. spoke to a standing room only audience about "Why Diversity Matters in the Obama Era". The lecture was followed by a book signing. Check out our webpage for a video of the lecture when it becomes available at [www.case.edu/diversity](http://www.case.edu/diversity).

■ Award winning surgeon and diversity professional Dr. Edward M. Barksdale kicked-off our Power of Diversity Faculty Lectures series, with a lecture about his experiences with diversity and inequities within the health care system.

■ The play "Sit In at the Five & Dime" was presented in partnership with the President's Advisory Council on Minorities (PACM) in celebration of CWRU's partnership with Fisk University. The musical is based on the Nashville sit-ins of 1959, which included students from Fisk University.

■ CWRU's LGBT Center had its grand opening on October 1st during Alumni Weekend. The Center, made possible through a generous donation from a private foundation, is located in the southwest corner on the first floor of Thwing Center.

■ The LGBT Center held a vigil for the six lives lost as a result of anti-LGBT bullying on National Coming Out Day (October 13). Speakers included administrators, undergraduate leaders and straight allies, as well as local poets, musicians, and

respected spiritual leaders from a variety of religious traditions.

■ The number of underrepresented minority entering freshmen is up from 6.6% in 2009 to currently 10%.

■ International graduate and undergraduate students at CWRU have increased from 1,188 in 2008 to currently 1,486, which is a 3 % increase.

■ The first International Student Orientation Program began in August. The program was developed to assist first year international students with their acclimation to the campus and to provide resources to help their transition.

■ CWRU's first "Train the Champion" program will be launched soon. The eight month program will provide educational opportunities for CWRU's faculty and staff to dialogue on issues of diversity and inclusion. The program will include the opportunity for participants to develop diversity and inclusion related initiatives that serve the campus community.

■ Share the Vision & OIDE hosted the first World Café: A Dialogue about Inclusion on October 8, 2010. A World Café is an interactive communication process that addresses big questions. Faculty, students, and staff sketched words, drawing and idea as they discussed the topic "how can we continue to create a more inclusion campus at CWRU?"

■ Café's will continue this discussion.

## 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.



## Upcoming Diversity Events

NOVEMBER 19-20

Social Justice, Race and Profiling: An Intergenerational Think Tank

<http://www.case.edu/socialjustice/events/think-tank.html>

NOVEMBER 30

Application Deadline for "Train the Champion" Program

<http://www.case.edu/diversity/about/events/champion.html>

MARCH 24

"A league of her own: Breaking Through Barriers and Standing Their Ground!"

Thwing: Spartan Room 7:00 p.m.

APRIL 14

Diversity and Inclusion Leadership Luncheon

Thwing Ballroom, 12 p.m.

### UPCOMING "POWER OF DIVERSITY LECTURE SERIES" EVENTS:

FEBRUARY 9

LaShanda T. Korley, PhD, "Promoting Diversity in Academia: The Importance of Mentoring"

CWRU Alumni House, 3:00 p.m.

MARCH 16

Matthew L. Garrett, PhD, "Educational Diversity in the 21st Century: The LGBT Component of Teacher Training"

CWRU Alumni House, 3:00 p.m.

MARCH 23

Guest Lecturer Julianne Malveaux, PhD, President, Bennett College for Women

"The Economic Case for Diversity"

CWRU Wolstein Center, 4:30 p.m.

### MLK WEEK EVENTS:

JANUARY 14

Spring Community Service Fair

Thwing Ballroom 12:30 p.m. - 1:45 p.m.

JANUARY 17

Student Luncheon and Symposium

Thwing Ballroom 12 p.m.

JANUARY 19

Rev. Marvin McMickle, PhD

Pastor of Antioch Baptist Church & CWRU Alumnus, 1998

Inamori Center, time TBD

JANUARY 21

Nell Irvin Painter, PhD

MLK Convocation Keynote Speaker

Amasa Stone Chapel, 12:30pm

## Race & Ethnicity

A popular phrase among diversity professionals is that "diversity is the mix" and "inclusion is making the mix work." Indeed, the United States is a very diverse country and the world is a very diverse place as well. We are always aware, therefore, of local and global diversity at the same time. When we think of diversity and inclusion, we often think of many terms including race, ethnicity, gender, age, sexual identity/expression, religion, disability, and national origin. Two dimensions of diversity—race and ethnicity—are often misunderstood. While it is impossible to unravel all the nuanced complexities of these terms, it is helpful to learn some ways of thinking and speaking about them to facilitate better communication and understanding among people of different backgrounds in the classroom, in workplaces, and in communities.

### DATA \* About Race & Ethnicity

Data\* Beyond these baseline definitions, however, are the multiple ways these definitions get used to provide demographic information. The United States Constitution requires that the census be completed every 10 years. According to the US Census 2010 website (<http://2010.census.gov>), the data from the 2010 Census will be delivered to President Barack Obama in December 2010 and the redistricting data will be delivered to states in March 2011. Some population projections from the 2008 Census Report, however, offer us a kind of demographic snapshot of racial and ethnic groups in the US:

	2008	2050
Non-Hispanic White	68%	46%
Hispanic (of any race)	15%	30%
Non-Hispanic Black	12%	15%
Asian American	5%	9%

\*With the 2000 Census, more than one of the six racial categories could be selected. This change allowed those of mixed race or multi-racial backgrounds to represent their identity differently than in the past. Moreover, those of multiracial heritage are the fastest growing segment of the population. The implications of this rapid growth is challenging traditional notions of race and will no doubt continue to inspire a great deal of dialogue in communities and in public policy.

## Did You Know?



That the Office of Inclusion, Diversity and Equal Opportunity has an Annual Inclusion and Diversity Awards Luncheon in April.



### What is Ethnicity?

The research of social scientists has been most helpful in enhancing our understanding of these two terms. Race is a cultural construct of identity that is based upon how people subjectively assign value to various physical characteristics or attributes. Ethnicity is a social construct of identity that is based on cultural characteristics related to language and religion or national heritage (Feagin). Although these two terms are sometimes used synonymously, they are not synonymous. The challenges in our society emerge when people discriminate against a person or a group on the basis of their race or ethnicity. Challenges also emerge when attitudes about difference affect how people treat one another, how people experience how they are treated and how public policy both shapes and responds to diversity in the United States and around the world.

"A fully functional multiracial society cannot be achieved without a sense of history, and open, honest dialogue." --Cornel West, Princeton University

### Resources@CWRU:

For data on the demographic makeup of Case Western Reserve University, see the Diversity Report 2009-2010 from the Office of Inclusion, Diversity and Equal Opportunity or go to the Office of Planning and Institutional Research website at <http://www.cwr.edu/president/cir/aboutir.html>

Other resources of interest on the topic of racial and ethnic diversity include the following:

The Ethnic Studies Minor is an interdisciplinary program which develops fundamental skills in critical and global thinking and in comparative analysis, as well as understanding of the interactions of race, class, gender, and sexuality in the experiences of a range of social groups.

Contact Cheryl Toman, PhD

Director, Ethnic Studies Program

Associate Professor of French and Francophone Studies

Department of Modern Languages and Literatures

Guilford House 207

(216) 368-2233

<http://www.cwr.edu/artsci/ethnic/>

The new Social Justice Institute, which emerged from the strategic alliance initiative from the Office of the Provost and the Social Justice Alliance. It is another resource for those who want to learn more about the relationship between race and ethnicity and public policy.

Contact Rhonda Y. Williams, PhD

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## Internationalizing the Campus



by Anna Shewczyk

OIDEO Intern

at Case Western Reserve

This past fall 2,083 students enrolled in graduate studies at Case Western Reserve University - 655 were from outside the United States. For many students the decision to attend Case Western Reserve is an easy one to make - the caliber of the programs, the renowned professoriate and astute student population are all excellent reasons to enroll. But the support received once on campus is also a determining factor for some, especially when they're miles from home.

Meeting the needs of the student population by providing guidance and support is especially important to Charles Rozek, vice provost and dean of the School of graduate studies and Office of Postdoctoral Affairs, and Denise Douglas, Senior associate dean of the School of Graduate Studies and Office of Postdoctoral Affairs. Both play important roles in supporting the dynamic international student population present on campus.

The role of the School of Graduate Studies is to admit and graduate students from a variety of Masters, PhD programs. While their responsibilities are primarily administrative, it would be erroneous to assume their responsibilities end there; they also listen to students concerns, provide advice about academic programs, and guide students through their educational journey at Case Western Reserve. To aid in student development, the School of Graduate Studies works closely with the International Student Services office to ensure the greatest level of understanding and support. By working together both offices are able to address student concerns quickly and effectively. The new Associate Provost for International Affairs David Fleshler will work toward helping both offices further enhance CWRU's ability to attract and retain international students.

The visibility and accessibility of the School of Graduate Studies is crucial to all students feeling welcome on campus. Establishing and maintaining strong support systems for the international student population is especially important given their unique situation. Understanding the challenges these students face when they come to campus and providing the necessary support for them will lead to greater student satisfaction on the CWRU campus.

INTERNATIONAL