

Insight on DIVERSITY

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

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2012/2013

advancing
diversity through
inclusive thinking,
mindful learning and
transformative
dialogue

New Diversity Annual Fund To Support OIDEO Programs

Friends and supporters of Case Western Reserve University's diversity efforts can now make financial gifts to support the work of the Office of Inclusion, Diversity and Equal Opportunity (OIDEO) through the newly created Diversity Champion Annual Fund. The annual fund is an outgrowth of the university's 2011 Diversity Strategic Action Plan, which calls for developing resources for diversity initiatives. In addition, the plan calls for seeking extramural funding to support diversity and inclusion (grants and philanthropy), funding a faculty diversity hiring initiative and including the OIDEO in a university capital campaign project.

**Alumni Group to Launch Funding Drive
for Student Scholarships. See story on page 5**

"The Diversity Champion Annual Fund provides an avenue for our internal and external partners and supporters to contribute to the important work of advancing and increasing diversity," said Marilyn S. Mobley, Vice President for Inclusion, Diversity and Equal Opportunity.

Contributions to the fund will support:

- New and existing initiatives and programs
- Campus diversity training and workshops
- Scholarship funding for students, faculty and staff
- Strategies to recruit and maintain a diverse workforce
- Work to ensure equitable treatment for all members of the campus community
- Research and development of best practices

To contribute to the fund visit, www.case.edu/diversity. Click on the Make a Gift link and indicate that funds are for the Diversity Champion Annual Fund.



Second Annual URM Reception Held



President Snyder met and talked with incoming and returning students during URM reception. (Photo: Eric Benson)

The second annual welcome reception for underrepresented minority (URM) students, faculty, staff and alumni was held on September 11, 2012 in the Inamori Ethics Center in Crawford Hall. Nearly 150 members of the CWRU community attended – nearly doubling the attendees at last year's event. The reception, sponsored by the President's Advisory Council on Minorities and the Office of Inclusion, Diversity and Equal Opportunity, welcomed individuals to campus and provided an opportunity for people to meet and greet one another and to make contacts across campus. University President Barbara R. Snyder spoke during the event and then spent time meeting and talking with students and others.

Plans Underway to Establish New University Employee Resource Groups As Called for in Diversity Strategic Plan

Fulfilling a goal of the university's Diversity Strategic Action Plan (DSAP), efforts are underway to develop new Employee Resource Groups (ERGs) at Case Western Reserve University. ERGs bring together individuals who share a common interest and/or cultural background and are specifically called for in the DSAP Metric, under Goal 1 of the plan – "Improve Campus Climate." The ERGs are expected to increase job satisfaction as well as help create a more

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From the VP



The fall has proven to be an exciting semester at Case Western Reserve University! As President Barbara R. Snyder has proudly announced, this fall we welcomed our most diverse, largest and best academically prepared incoming class in the university's history. As we celebrate the arrival of the class of 2016 and that of new faculty and new graduate and professional students, we also see signs that our attention to diversity and inclusion is making a positive impact.

In this issue of Insight on Diversity you will read about the new Diversity Champion Annual Fund, the interest

group meetings for faculty and staff to consider forming new Employee Resource Groups (ERGs), and photos of our Diversity 360 Think Forum from Alumni Weekend, the welcome reception for Underrepresented Minority faculty, students and staff, and National Coming Out Week. The Train the Champion program and the selection of a Vice Dean for Develop and Diversity in the School of Medicine are examples of the alignment between school efforts and the university Diversity Strategic Action Plan that has taken place this semester. These stories and photos tell the larger story of our efforts to be an inclusive campus community for faculty, students, staff and alumni.

We encourage you to review our efforts to advance diversity, to get engaged with the efforts and to reflect on the work yet to be done.

Best regards,

Marilyn Sanders Mobley, PhD,

Vice President for Inclusion, Diversity and Equal Opportunity

Deadline Approaching for Highly Acclaimed OIDEO "Train the Champion" Program

Applications are now being accepted for the Office of Inclusion, Diversity and Equal Opportunity's (OIDEO) 2013 class of its Train the Champion program. The program, started in 2011, has been highly praised by former and current participants.

Train the Champion is designed to help faculty and staff become leaders in creating a more welcoming and inclusive environment on campus. It begins in January and concludes in November with a graduation ceremony. Program participants meet monthly during 90-minute lunchtime sessions at which they explore various aspects of diversity. Session topics include race, religion, intergenerational differences, the lesbian, gay, bisexual and transgender community and disability issues.

The deadline for applying for the 2013 program is December 14, 2012. The program application is available online at <http://www.case.edu/diversity/programs/champion.html>.



2012 Train the Champion class members reflect on diversity issues during a small group discussion period at a recent class meeting.

(Photo: Eric Benson)

All CWRU faculty, administrators and staff are encouraged to apply.

The program seeks to increase individuals' knowledge and awareness of inclusion and diversity matters. It also aims to

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OIDEO Welcomes New Staff Members

The Office of Inclusion, Diversity and Equal Opportunity (OIDEO) has welcomed new staff members to its team in recent months.

In October the office welcomed CWRU alumnus **Obiajulu C. Okuh** as its **Diversity Fellow**. The OIDEO Diversity Fellow program is a one-year pilot aimed at providing workplace experience to a recent CWRU graduate with interest in public service, diversity and/or social justice. Okuh will work on special projects related to the university's Diversity Strategic Action Plan. Okuh graduated from CWRU's School of Law in 2011. He has coordinated the university's annual Martin Luther King Jr. Essay Contest and previously organized international development summits for the United Nations and served as a dispute resolution extern and law clerk for a Cleveland-area firm.

Also in October **Janetta M. Hammock** assumed the position of OIDEO's Diversity Program Manager. She previously

served part time in the office as Diversity Communication Specialist and since July served as Interim Diversity Program Manager. As Diversity Program Manager, Hammock is responsible for diversity programming and will continue to oversee office communications and marketing efforts. Hammock previously served as multicultural director at John Carroll University (OH) and was involved in diversity and communications work during her 10 years at the American Council on Education (DC).

Gia Adeen joined the OIDEO in August as the Equal Employment Opportunity/Diversity Manager. Adeen handles staff and student EEO issues. She has more than 20 years of experience in the civil rights investigation field. She previously served as Equal Opportunity Manager for Cuyahoga Community College (OH) and has also served as an investigator with the State of Ohio Civil Rights Commission.

Diversity 360: Social Justice Activism and Advocacy: Then and Now



(Photo: Eric Benson)

Alumni and faculty discussed activism on campus during THINK Forum – Diversity 360, a special panel discussion that helped kick off CWRU's Alumni Weekend & Homecoming activities on September 27.

The event, entitled "Social Justice Activism and Advocacy: Then and Now," featured (from left to right) Alicia Graves (CWR '05), facilitator and president of the African American Alumni Association and panelists Mark Smith (WRC'75), education consultant; Janice Eatman-Williams

(SAS '01), assistant director, CWRU Center for Civic Engagement and Learning; Rhonda Y. Williams, PhD, director of CWRU Social Justice Institute and associate professor of history; and Diana Morris, PhD, RN, FAAN, FGSA, CWRU Florence Cellar Associate Professor of Gerontological Nursing and Executive Director, University Center on Aging and Health.

The panel discussion was held in conjunction with CWRU Alumni Relations and Career Services.

University Employee Resource Groups

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welcoming and inclusive campus environment.

The CWRU Office of Inclusion, Diversity and Equal Opportunity (OIDE), in partnership with Human Resources, and the Lesbian Gay Bisexual Transgender (LGBT) Center begun planning for ERGs this past summer. "ERGs serve the purposes of engaging, developing and connecting employees as the university strives to create a welcoming environment that respects and celebrates differences," said Melissa Burrows, PhD, Faculty Diversity Officer.

Over the summer and again in the fall interest sessions were held for the following groups: Women; Latino/a; African American; LGBT; and Caregivers. The sessions were held to determine whether there was an interest by employees in forming such groups on campus. Tentative plans (based on best practice research), call for an administrator to serve as executive sponsor of each ERG. Executive sponsors would serve as advocates of the groups and assist with navigating the culture of the university on behalf of the ERG. Ultimately, the groups would be employee driven and

include a governing body of leaders.

Plans call for the newly established ERGs to host a summit in early 2013 at which time they would officially be launched. Additionally, a summit will allow the ERGs members to meet and connect as they work on similar goals – recruitment, retention and assistance with business solutions. ERGs also will provide support for individuals and are expected to increase retention and satisfaction among employees. The university is excited about extending diversity efforts to include ERGs, Burrows said. Employees interested in assisting the university in creating a more inclusive campus environment and supporting retention and engagement are welcome to attend a future ERG meeting, she said. Individuals interested in participating in one of the groups can email Burrows at melissa.burrows@case.edu.

Currently only three ERGs existed on campus – President's Advisory Council on Minorities, President's Advisory Council on Women and Staff Advisory Council.

Train the Champion Program

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improve employee retention and recruitment by engaging faculty and staff in critical discussions, said Robynn Strong, Manager of Faculty Diversity and Development and co-facilitator of the program along with Melissa Burrows, PhD, Faculty Diversity Officer.

Twenty-eight participants will graduate from the program this November, bringing the total participation since the program's inception to nearly 60. Program organizers hope to select between 30 and 35 individuals for the 2013 Train the Champion class.

Here's what some participants are saying about the program:

[The Train the Champion sessions have] been an enlightening experience. Train the Champion brings awareness to our individual differences and explores how our differences impact our thought process and behavior in the workforce and in our personal life. I feel the sessions are necessary for one to understand that our differences should not be a hindrance to our professional growth or

in our personal lives. — Vernall Henderson-Willis, CWRU Department of Accounts Payable, Class of 2012 .

The Train the Champion program challenged me to think about the diversity of diversity. While we often think of diversity in terms of race and gender, we often don't dig into the deeper issues of privilege, social class and micro-aggressions. Through the Train the Champion program, I gained skills that will help me become a better advocate on campus for diversity and inclusion. — Angela Lowry, CWRU Student Community Services, Class of 2011.

For additional information about the program, contact Strong at robynn.strong@case.edu.

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Alumni Group Set to Launch Campaign Drive to Provide Scholarships For CWRU African American Students

An alumni group is set to begin a major campaign drive aimed at ensuring that African American students can afford to complete their education at Case Western Reserve University. The CWRU African American Alumni Association (AAAA) will launch a five-year campaign in mid-November to collect funds to increase the endowment of scholarships for African American students.

Through the campaign drive the association strives to “give back” and invest in the next generation of leaders, said Mark Smith (WRC '75), co-chair of the “Reach Back, Raise Up,” campaign. The project was discussed among AAAA members during CWRU Homecoming activities in September but final details, including the exact amount the association hopes to collect, will be determined at a meeting scheduled for mid-November.

“There are a number of students who do not have the necessary funds to complete their education,” said Alicia Graves (CWR '05), president of the association, explaining the reason for the campaign. “We know there is a financial need and we know there are limited resources.”

The association has nearly 180 members and plans to urge its members as well as other alumni, private donors and corporations to participate in the campaign. In part, funds collected will support the Doc Kelker and Michael



AAAA President Alicia Graves, front row, center, along with other members of the association.

E. Fisher scholarships. Also in November, the association will determine other scholarships the drive will benefit. Funds collected will support scholarships for undergraduate students as well as graduate and professional students.

The campaign is being led by Smith and Erma Leaphart-Gouch (WRC '75).

For more information or to make a donation contact Smith at twinsmith2@verizon.net, call 443-844-1699 or visit in late November <http://case.edu/alumni/africanamerican/>.

“LGBT? Fine by Me:” CWRU Lesbian, Gay, Bisexual, Transgender Center Sponsors Ally Coming Out Party



Students, staff and faculty crowded into the Thwing Atrium on October 12 to participate in the CWRU Lesbian, Gay, Bisexual, Transgender Center's Ally Coming Out Party.

The event featured free “LGBT? Fine by me,” t-shirts, food and educational flyers on LGBT issues. In addition, individuals had an opportunity to sign ally pledge sheets to show their support for the LGBT community. Once signed the rainbow-colored pledge sheets were posted on an atrium wall.

The event was one of several held during National Coming Out Week, Oct 7-13. “National Coming Out week allows us to celebrate the LGBT community, provide support and resources for those considering coming out and promote greater awareness about LGBT concerns to the entire campus,” said Liz Roccoforte, director of CWRU's LGBT Center.

Upcoming “Holiday Season” for Some Groups Brings Focus on the Need for Awareness, Sensitivity to Religious Diversity

As the year end approaches, a time when many celebrate a variety of holidays, it is important that all be aware of the religious diversity that exists on the Case Western Reserve University campus as well as in society. Too often lack of awareness and/or acknowledgement of religious diversity results in individuals being offended or feeling excluded.

In a recent interview, Dr. Deepak Sarma, CWRU Professor of Religious Studies, provided advice to help members of the university community acknowledge and be respectful of the various religious beliefs and traditions represented within the campus community.

During this time of the year that is viewed as “the holiday season” for some religious groups, what advice can you provide to help individuals avoid offending and/or disregarding others’ religious beliefs?

Recognizing religious diversity begins with recognizing that one’s own religion or philosophical perspective is not the default. While this does not mean (and I do not mean to suggest) that all perspectives are in par of truth, it does mean that assuming that others you meet are just like you is naïve and blind.

In recent years, instead of saying “Merry Christmas,” some individuals – in an effort to recognize that not everyone celebrates Christian holidays – have begun saying “Happy Holidays.” Is this phrase more appropriate?

It is essential to remember that the first definition of the term “holiday” in the Oxford English Dictionary is “a consecrated day, a religious festival.” Though we may like to think that the term has been secularized, it is impossible to remove it entirely from its Christian/religious context. So when you wish someone best wishes in the holiday season, it is a farce to think that the chief referent is anything other than Christmas. So “Happy Holidays” has a great deal of baggage attached to it and good intentioned, well-wishers may inadvertently offend. It is naïve to think that saying “Happy Holidays” in December is anything other than a euphemism for Merry Christmas! On the other hand, it would be appropriate to say “Happy Holidays” to a Hindu during Navarathri (Nine Nights) celebrations that occur in the fall (this year it was in October). This, of course, would require the well-



wisher to know something about Hinduism and its many holy days.

Is there something more appropriate we might say (or should we say nothing) if we are uncertain of someone’s religious beliefs?

If you are not certain about someone’s religious beliefs then why not simply ask? You might say “I am a follower of XYZ and we celebrate ABC on such and such a day.” You might ask if they would care to talk about their religious perspective, if they have one. This line of questioning gives the person a chance to opt out.

Also, if you do begin to question someone about their beliefs, do not forget to add that you are merely curious and that their answer (affirmative or otherwise) will have absolutely no effect on how you view or treat them in the workplace. After all, if you are in a position of power in the workplace then you risk making an employee feel uncomfortable or vulnerable and this could lead to accusations of religious discrimination. But please remember that if you begin your question using the religion you know as a “template” then you are inadvertently privileging your religion over their religion. So rather than ask, “Do you have a holiday like Christmas?” how about simply asking “What are your religious holidays or do you have religious holidays?”

Discuss your opinion about decorating office space in celebration of a holiday. Is this something that should be avoided? If an office space is decorated how can we go about ensuring that while we are representing our own religious beliefs we are not offending or disregarding others’ beliefs?

While there certainly are spaces and places to celebrate a consecrated day, or to relish in the anticipation of its arrival, one needs to consider that it may not be consecrated for everyone, and that one’s work environment may be leaning towards the secular, rather than the religious. How much decoration is enough? And how much is too much? Is it appropriate or distracting in the workplace to draw attention to one’s beliefs in this way? Or is belief presentation a democratic process where the ornaments of the majority ought to be displayed? If an institution permits (and pays for) the display of the ornaments of one group should it do the same for all other groups? The issues are very complicated indeed and it may be better to permit subdued and tactful personal displays if the institution is a secular one.



November is American Indian Heritage Month

Special events and activities will be held this month to highlight the rich history and current conditions of American Indians as the nation celebrates American Indian Heritage Month.

This year's theme is "Serving with Honor, Pride and Devotion" and focuses on the Navajo Code Talkers – young men who transmitted secret communications on the battlefields of World War II. Navajo Code Talkers served in every major engagement from 1942-1945, and their unbreakable code is credited with saving countless lives and helping to end the war.

The month of November was selected for this cultural celebration because traditionally it is a time when many American Indians gather for fall harvest festivals and ceremonies.

Listing of Selected November and December Celebrations and Holidays

Nov. 1 – Dia de Muertos (Day of the Dead, Mexico) – A celebration that blends Christian and Aztec traditions. Departed souls are remembered with a spirit of friendliness and good humor instead of mourning.

Nov. 13 – Diwali (Hindu/Jain/Sikh) – Festivals of lights marking the beginning of the New Year. An important celebration in which lights, bonfires and fireworks welcome gods, ancestors, families and friends.

Nov. 15 – Hijra (New Year, Islamic) – The first day of the first month (Muharram) of the Islamic year. It begins at sundown on November 14.

Nov. 16 – International Day of Tolerance (United Nations) – A day to advance human welfare, freedom and progress everywhere, as well as to encourage tolerance, respect, dialogue and cooperation among different cultures.

Nov. 20 – Transgender Day of Remembrance (LGBT) – A day to memorialize those killed as a result of anti-transgender hatred or prejudice.

Nov. 28 – Guru Nanak Dev Sahib Birthday (Sikh) – A primary religious holiday.

Dec. 1 – World AIDS Day (UN) – A day designated by the United Nations and the World Health Organization to increase awareness about AIDS.

Source: 2012 Diversity Calendar, www.diversitycalendar.com/more/.



Dec. 9 – Hanukkah (Feast of Lights/Dedication, Jewish) – An eight-day festival commemorating the recapture of the temple of Jerusalem in 165 BCE by the Maccabees from Syrian Greeks.

Dec. 25 – Christmas (Christian) – A commemorative celebration of the birth of Jesus of Nazareth, the Christian Savior.

Dec. 26 – Boxing Day (International) – This holiday takes its name from the little boxes that servants, tradespeople and others who rendered service to the public carried around on the day after Christmas to collect tips and year-end bonuses. Today it is usually observed as a public or bank holiday.

Dec. 26 – Kwanzaa (US) – A seven-day celebration started in 1966 to honor Americans of African ancestry. Each day is dedicated to one of seven principles – unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity and faith.

Dec. 29 – Anniversary of the Wounded Knee Massacre (US Native American) – On this day in 1890, at Wounded Knee Creek in South Dakota, US cavalrymen massacred over 200 Sioux in an effort to suppress the Ghost Dance religion.

CWRU Faculty Assumes New Vice Dean For Faculty Development & Diversity Position in School of Medicine

Increasing faculty diversity and ensuring that new faculty succeed at Case Western Reserve University's School of Medicine are among the priorities for its new Vice Dean for Faculty Development and Diversity Sana Loue, PhD. Loue assumed the newly created position in September and calls her new job an "amazing opportunity." Loue is a professor in the Department of Epidemiology and Biostatistics and Director of the Center for Minority Public Health at the School of Medicine. She holds secondary appointments in the Departments of Bioethics and Psychiatry and Center for Global Health and Diseases. Loue is a member of the university's Diversity Leadership Council and serves on the leadership team of the Social Justice Institute.

As vice dean, Loue is charged with establishing and implementing innovative career development programming and initiatives to aid in the professional advancement and retention of faculty in the School of Medicine.

It is important to increase diversity among the faculty as well as to make sure faculty are successful in their careers and that they feel welcomed on campus, Loue said. "If we

want to address health disparities then we must focus on the multiple barriers that stand in the way of alleviating the disparities," she said, adding that one of those barriers is the need to have more individuals in medicine from various racial and cultural backgrounds.

Loue is also busy working to improve and expand recruitment efforts, establish faculty mentoring and career development programs and develop collaborative projects with department chairs and peer institutions.



Vice Dean Sana Loue, PhD