

DIVERSITY, EQUITY AND INCLUSION ACROSS CAMPUS



2020 annual diversity report

OFFICE FOR INCLUSION, DIVERSITY
AND EQUAL OPPORTUNITY

DIVERSITY STATEMENT

Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university.

As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/ expression, political affiliation and disability.

We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.

OFFICE FOR INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

VISION STATEMENT

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

MISSION STATEMENT

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

The office supports the university's mission by providing strategic leadership in the development of policies, procedures, and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students, and others. The office is a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.



Scott S. Cowen

Interim President
Case Western Reserve
University

We will remember the year 2020 for so many reasons – a global pandemic, political unrest, and a social justice reawakening, among others. In the midst of such challenges, I assumed the position of interim president, and during a time of so much uncertainty, I witnessed a campus coming together.

We had many substantive conversations regarding difficult decisions, multiple viewpoints and solutions, ultimately resulting in finding common ground.

This engagement continues, and I have been so pleased to be a part of it. Initiatives like our *Day of Dialogue*, and *For a Better CWRU: A Student-Led Task Force* are helping us have those critical conversations. Diversity liaisons are helping us change the culture within our schools. And corporate support is providing scholarships and funding for diversity initiatives.

I also recognize that we have more work to do, as a nation and as a university. When I speak with students, staff, faculty, and alumni, I hear their passions, their values, and their plans for action. I am reminded that while we are all so different, we share a passion for people and our Case Western Reserve community. We have more in common, than not.

Discussions on racial injustice need to extend from our campus to our neighbors in East Cleveland and the Fairfax, Hough, Glenville, Little Italy neighborhoods and beyond. Diversity and inclusion is about all of us, on and off campus. It's about how we treat each other and how we reflect each other.

Now is the time to act in total, to bring all voices into the conversation and affect real, lasting change. Now is our time to keep building, keep growing, and keep engaging together. I look forward to continuing our journey.

On Feb. 1, 2020, I was honored to assume the role of vice president for the Office for Inclusion Diversity and Equal Opportunity (OIDEO) at Case Western Reserve University. Little did I know that transitioning into my new role would be the least of my daily concerns. In four short weeks, we were plunged into a global pandemic, and two months later, the world witnessed the horrific public execution of George Floyd by a racist Minneapolis police officer, plunging our country and campus into racial unrest.

Despite seemingly insurmountable obstacles, the CWRU community rose to the challenge, responding with compassion, insight and a determination to conquer both COVID-19 and systemic racism. I was fortunate to begin my work on a solid foundation built by then-President Barbara R. Snyder, Provost Ben Vinson, Dr. Marilyn Mobley, Dr. Joy Bostic, the OIDEO team and campus partners.

Undaunted by the new normal of remote learning, teaching and working, we created space for meaningful dialogue around

issues of race, justice and equality. Approximately 1,000 CWRU community members signed on for two organized Days of Dialogue in June and September. We moved beyond dialogue to action, forming the *For a Better CWRU: A Student-Led Task Force*, convened by Vice President Louis Stark and me.

Additionally, we increased our campus offerings of Diversity 360 training and Interrupting Bias in the Hiring Process and supported CWRU colleges and departments in their diversity efforts. We received a \$2 million Andrew W. Mellon Foundation award to promote leadership development and diversity in the humanities, and CWRU once again received the National Higher Education Excellence in Diversity Award.

We are tremendously proud of all we have accomplished. However, we know there is much more work to do. Like democracy, inclusive excellence will always require our undivided attention and full engagement, and I, for one, am happy to be a part of this fulfilling journey.



Robert L. Solomon, Esq.
Vice President
Inclusion, Diversity and
Equal Opportunity



Aliah Lawson and Andrew Petracca serve as co-chairs of the Racial Justice Committee, which began working in fall 2020 to develop proposals to foster improved racial inclusion at CWRU. Lawson is a senior majoring in psychology and political science. She also serves as the executive chair of the CWRU Black Student Union. Petracca is in his final year of his master's program in English.

STUDENT-LED TASK FORCE WORKS TO MAKE CWRU MORE WELCOMING AND INCLUSIVE

A student-led task force is spearheading efforts to help make Case Western Reserve University (CWRU) a more welcoming and inclusive institution. The task force was established in response to students' calls for action following a summer of national and local protests that focused increased attention on police brutality and racial injustice issues.

The university administration sponsored a "Day of Dialogue" event in June 2020 to provide space for the CWRU community to discuss national and local race-related issues as well as conditions on campus. The day included much discussion and reflection but also repeated calls by students for the university to take action.

In response to the call for action, CWRU Provost and Executive Vice President Ben Vinson III announced the creation of "For a Better CWRU: A Student-Led Task Force." The task force, made up of seven separate committees, was charged with examining policies, practices and initiatives necessary to achieve a truly welcoming and inclusive campus. The seven committees are the Racial Justice, LGBTQ+, Gender Equality, Sexual Misconduct, Greek Life, Disabilities Resources and Mental Health committees. Each committee is co-chaired by an undergraduate and graduate student.

"If I can't change the world, I hope I can at least make my own community... a place where everyone not only feels welcome but feels empowered," said Andrew Petracca, a second-year English graduate student and co-chair of the Racial Justice Committee.

"Students needed to lead the way on this initiative because we are the most impacted by what is going on in the CWRU community," said Aliah Lawson, a senior majoring in psychology and political science and co-chair of the committee. "We are the most directly connected to all of these issues and thus are best able to understand the complexities of the problems and bring creative solutions to the table."

During the fall, the committees formed subcommittees, developed proposals and solicited feedback on their plans from members of the campus community. In total, nearly 200 students worked to develop the final proposals, which will be presented to the president and president's cabinet in spring semester 2021. The university administration has said it will review and take immediate action on recommendations whenever possible but noted that some proposals, such as a call to increase faculty of color on campus, will take longer to achieve.



At a summer vigil hosted by the Case Western Reserve University School of Medicine Student National Medical Association and Latino Medical Student Association, students and community members gathered to honor the lives of Black transgender individuals who lost their lives in 2020. The vigil also called on the medical profession to consider how it contributes to the mistreatment and erasure of those who are transgender. Special guest speakers during the vigil included LGBT Community Center of Greater Cleveland HIV Prevention and Trans Wellness Program Coordinator Tamika “Devinity” Jones and Development Director Eliana Turan.



MEDICAL STUDENTS AND STAFF TACKLE ISSUES RELATED TO STRUCTURAL RACISM AND ITS IMPACT ON PUBLIC HEALTH

Structural racism and its impact on public health and related issues are topics discussed and debated monthly by students, faculty and staff at the Health Education Campus (HEC) of Case Western Reserve University and Cleveland Clinic, under a new initiative titled “Structural Racism Dialogues.”

The dialogue initiative was created in fall 2020 to provide an opportunity for individuals from various health professions to come together to discuss important issues related to racism and the medical profession. The HEC, which opened in the summer of 2019, houses Case Western Reserve’s School of Medicine, including Cleveland Clinic Lerner College of Medicine; Frances Payne Bolton School of Nursing; and School of Dental Medicine.

“The dialogue initiative provides an opportunity to build community among faculty, staff and students since the dialogue topics are applicable to all of us.”

— Tyler Reimschisel

“Structural racism has been a public health crisis for quite some time,” said Tyler Reimschisel, MD, founding associate provost for Interprofessional Education, Research and Collaborative Practice. “However, I think the pandemic really brought this issue into focus for our country and the university. This then led us to recognize that the Structural Racism Dialogues initiative is a way to build community among HEC faculty, staff and students since the topics are applicable to all of us.” Reimschisel oversees the dialogues along with Jean Seneff, MSPOD, director of academic administration in the HEC and the Office for Interprofessional Education, Research and Collaborative Practice.

The hour-long virtual dialogue sessions include a brief presentation by a campus expert followed by small group discussions in virtual breakout rooms. The response to the initiative has been positive. Attendees have found value in engaging with others from various health professions, Reimschisel said.

The series was recommended and developed by a committee of faculty, staff and students who came together in 2020 to discuss ways to foster a sense of community within the HEC.



Members of the newly created campuswide diversity liaison team include Bryan Adamson, School of Law associate dean for diversity and inclusion and the David L. and Ann Brennan Professor of Law, and Heather Burton, PhD, senior director for faculty and institutional diversity in the Office for Inclusion, Diversity and Equal Opportunity and acting co-director of the African and African American Studies Minor.

DIVERSITY LIAISONS HELP CREATE CULTURE AND CLIMATE CHANGE WITHIN CWRU SCHOOLS

In the fall, the university's Office for Inclusion, Diversity and Equal Opportunity (OIDEO) established a new unified system to support diversity and inclusion. Under the new system, each of Case Western Reserve University's eight schools has a diversity liaison, who oversees positive diversity change within their school and works with OIDEO to ensure that initiatives and/or programs within the colleges are aligned with OIDEO's diversity plan and the university's strategic plan.

"Diversity liaisons will assist in school collaborations and campus partnerships, ultimately helping to create culture and climate change..."

Heather Burton, PhD

Liaisons serve as the initial point of contact for all school-supported efforts centered on diversity and inclusion. They also provide guidance to faculty, staff and students within schools who wish to implement an initiative or level of support geared toward serving underrepresented students, faculty and staff.

"Diversity liaisons will assist in school collaborations and campus partnerships, ultimately helping to create culture and climate change for all who are a part of the CWRU community," said Heather Burton, PhD, senior director for faculty and institutional diversity, who, along with Vice President for Inclusion, Diversity and Equal Opportunity Robert L. Solomon, oversees the school liaisons and schedules regular meetings for the group.

The schools represented by liaisons include the Case School of Engineering, College of Arts and Sciences, the Frances Payne Bolton School of Nursing, the Jack, Joseph and Morton Mandel School of Applied Social Sciences, School of Dental Medicine, School of Law, the School of Medicine and the Weatherhead School of Management.

Liaisons in the schools and colleges include deans, directors, and diversity and inclusion professionals.



Venkataramanan “Ragu” Balakrishnan, PhD (center left), the Charles H. Phipps Dean of the Case School of Engineering; Terrence Brady (center right), Underwriters Laboratories president and CEO; and Anne Borchert (last on the left, back row), CWRU associate vice president of corporate relations and strategic projects, pose with CWRU engineering students, faculty and staff. The School of Engineering will greatly benefit from the UL Education Fund now established at the university.

CORPORATE SUPPORT PROVIDES SCHOLARSHIPS AND FUNDING FOR DIVERSITY INITIATIVES



Case Western Reserve University has partnered with Underwriters Laboratories (UL) to establish the UL Education Fund to support underrepresented students of color in the fields of science, technology, engineering and math (STEM). UL is a nonprofit global safety science research and standards development organization.

The partnership—part of an \$800,000 multiyear investment—includes:

- A **UL Diversity Scholarship**, which provides scholarships to 10 to 15 incoming first-year undergraduate female or underrepresented students who have indicated their interest in engineering and STEM. The scholarship will be available annually to recipients in good standing throughout their time at CWRU.

UL funding will support underrepresented students at CWRU and in the local community interested in STEM fields.

- Support of the **CWRU Envoys Program**, which provides local students of color in public high schools, grades 10–12, with campus educational enrichment. This program includes instruction in math, chemistry, physics, English, presentation skills and Microsoft Office products training. The students in this program also receive mentoring and exposure to STEM careers.
- UL is supporting **Girls in Tech**, a CWRU program that aids local female high school students through educational enrichment in math, chemistry, physics and other STEM-related areas of study. The students are mentored by CWRU PhD students and receive exposure to STEM careers.

The partnership is a result of the CWRU Office of Corporate Relations' efforts to engage corporate partners in supporting scholarships and campus diversity initiatives.

ALUMNI EXAMINE STATE OF RACIAL JUSTICE IN THE U.S. DURING VIRTUAL HOMECOMING EVENT

CWRU alumni discussed racial justice issues during a special panel discussion held in the fall. The panel, "From Pain to Progress: The State of Racial Justice in the U.S. in the Aftermath of the George Floyd Killing," featured Frank Whitfield (MGT '19), mayor of Elyria, Ohio, and former CEO of the Lorain County Urban League; Ayesha Bell Hardaway (LAW '04), CWRU co-director of the Social Justice Institute and assistant professor, School of Law; Alexandria Johnson Boone (MGT '81), chair and founder of Women of Color Foundation, president and CEO of Gap Communications Group and a member of the OIDEV Visiting Committee; and Trina Evans (MGT '98), executive vice president and director of corporate center for KeyCorp. The session was moderated by Robert L. Solomon, vice president for inclusion, diversity and equal opportunity.



DAY OF DIALOGUE EVENTS PROVIDE SPACE FOR CRITICAL CONVERSATIONS

Nearly 1,000 CWRU students, staff and faculty participated in virtual dialogue sessions in June and September 2020 to explore issues of racial injustice, police brutality and race relations in the aftermath of the death of George Floyd, an African American man killed in May 2020 by a white Minneapolis police officer. Floyd's death sparked protests across the country and abroad and renewed calls for the country to address racial injustice.

Although protests occurred in the summer when many CWRU community members were neither taking classes nor on campus, the magnitude of the events taking place nationally prompted the university administration to call for a "Day of Dialogue." Nearly 600 individuals attended the first virtual dialogue event in June, which included discussions on institutional racism, health disparities, policing and race on campus and other issues. It concluded with a panel discussion featuring the university president and other administrators discussing what they learned throughout

the day and possible next steps. Due to the pandemic, all sessions were held virtually.

As a result of the dialogue event, the administration established seven student-led committees that were each charged with developing proposals to address specific inclusion and diversity concerns, such as racial justice, gender equality and other issues.

In September 2020, another campuswide Day of Dialogue event was held. More than 400 CWRU community members attended the fall virtual event, which was held to continue conversations and provide updates on action taken after the June event.

The Day of Dialogue program was established in 2015 by the CWRU Office of Multicultural Affairs and the university's Sustained Dialogue program. Dialogue sessions are moderated by trained CWRU Sustained Dialogue moderators.

DIVERSITY & INCLUSION ACCOLADES

UNIVERSITY RECEIVES NATIONAL DIVERSITY AWARD



Case Western Reserve University received the 2020 Higher Education Excellence in Diversity (HEED) Award, an honor given by *INSIGHT Into Diversity*, a national higher education magazine.

The annual award recognizes colleges and universities across the country that demonstrate an outstanding commitment to diversity and inclusion. CWRU was one of 89 recipients of the national diversity award in 2020. The university has received the award every year since the honor was established in 2012.

To be considered for the award, institutions complete an extensive application process and summarize their diversity and inclusion initiatives. The 2020 CWRU application highlighted several of the university's most successful diversity and inclusion initiatives, including outreach programs that engage local students in STEM research and academic programming, diversity training and dialogue initiatives for faculty, staff and students, and campus mentoring and affinity groups.

CASE MED PRIDE NAMED CHAPTER OF THE YEAR



The Case Western Reserve University School of Medicine's LGBTQ student organization, Case Med Pride, has been named the 2021 Chapter of the Year by the national organization the Medical Student Pride Alliance (MSPA).

Annually, the MSPA recognizes the outstanding achievements and efforts of a chapter that exemplifies its mission. Among its goals, MSPA seeks to unite LGBTQ+ medical students; provide a forum for discussion on LGBTQ+ topics in medicine; serve as the voice for LGBTQ+ medical students; promote recruitment of queer students into medicine; and advocate for the rights of LGBTQ+ individuals in healthcare.

Despite remote learning and physical-distancing requirements, the CWRU chapter last year provided a LGBTQ+ Health



Elective for second-year students; hosted a vigil for transgender lives impacted by violence; sponsored a three-event series on providing for the health needs of intersex members of the community; and sponsored a Zoom trivia event and drag show.



World Expo



STUDENT DIVERSITY ORGANIZATION HONORED FOR ITS WORLD EXPO PROGRAM

The CWRU student organization Undergraduate Diversity Collaborative (UDC) won regional and national awards for its World Expo event during the 2019-2020 academic year. During the World Expo, held prior to the pandemic, UDC member organizations hosted booths to introduce, educate and appeal to potential new student members. The theme for the event was “Around the World” and featured music and food from various cultures.

Twenty-eight of UDC’s 31 member organizations participated in the expo and more than 150 students attended. The success of the program earned UDC a nomination for Diversity Program of the Month from the National Resident Hall Honorary organization. The expo won first place at the local and regional levels and was later recognized nationally as the Diversity Program of the Month. UDC is an umbrella organization that supports university student organizations that advocate for the advancement of diversity and inclusion on campus.

UNIVERSITY RECEIVES \$2 MILLION GRANT FOR DIVERSITY LEADERSHIP INITIATIVE

Case Western Reserve University has been awarded a \$2 million Andrew W. Mellon Foundation grant that will be used to promote leadership development and diversity in the humanities.

The four-year award will fund a new Humanities in Leadership Learning Series (HILLS) Program. Under the program, CWRU will enroll 24 arts and humanities faculty members and postdoctoral fellows—and up to 24 more arts and humanities graduate students—in a curriculum offering significant administrative experiences and instruction.

The HILLS Program aims to strengthen representation of arts and humanities faculty from groups that are underrepresented within higher education leadership positions. It seeks to address the lack of senior leaders from arts and humanities backgrounds at research institutions.

DIVERSITY & INCLUSION ACROSS CAMPUS

CWRU STUDENT GROUP & DEPARTMENTS COLLABORATE TO MAKE CHROMEBOOKS, CALCULATORS AVAILABLE TO STUDENTS

In an effort to ensure that all students have access to equipment they need to succeed academically, the student-run Undergraduate Diversity Collaborative (UDC), in conjunction with the Kelvin Smith Library, University Technology and the Division of Student Affairs, created a program that allows members of the campus community to check out Chromebooks and graphic calculators from the main library. In the first two months of the program, 159 individuals checked out equipment. Of this total, nearly 90% of the borrowers were undergraduate or graduate students, while the remaining borrowers were primarily staff. UDC is an umbrella organization that supports university student organizations that advocate for the advancement of diversity and inclusion on campus and provides a platform for students to voice diversity concerns.



NEW PARTNERSHIP ALLOWS CWRU INTERNATIONAL STUDENTS TO LEARN AND LIVE TOGETHER ON CAMPUS IN CHINA

A partnership between Case Western Reserve University and Xi'an Jiaotong University in China is allowing CWRU international students to take classes remotely and live together on a university campus in China.

The pandemic prevented many international students from returning to the United States to continue their studies. But under the new partnership, nearly 180 CWRU international students who are Chinese nationals take classes remotely and live together on Xi'an Jiaotong University's new Quliang campus. The student group in China includes undergraduate and graduate students and those from various departments, including law, medicine, business and others.

A CWRU task force made up of staff from across the university works in Cleveland to support the students in China and keep them informed and connected to the Cleveland campus through regular communications. In addition, the CWRU Center for International Affairs recently appointed a coordinator of Student Programs Abroad to provide support and serve as a direct line of communication for the students in China.

DIVERSITY & INCLUSION ACROSS CAMPUS



NEW DENTAL MEDICINE GROUPS SEEK TO MEET THE NEEDS OF DIVERSE STUDENTS

The increase in racial tension and awareness throughout the country in 2020 led to the development of the student-led Ethnic and Racial Diversity Council in the CWRU School of Dental Medicine. The council includes representatives from various cultural student organizations in the school and provides students with opportunities for dialogue, team building and awareness building. In addition to the council, students in the school established a Middle Eastern-North African Club composed of a combination of students whose family histories are from the region and whose faith beliefs are Christian or Muslim.

The new groups are expected to assist the school in meeting the needs of an increasingly diverse student population.

In the last academic year, 16% of those in the entering class identified as a student of color as did nearly 13% of the total student population in the school.

SCHOOL OF NURSING SPONSORS EVENT FOCUSED ON CROSS-RACIAL RELATIONSHIPS

During Black History Month 2020, the Frances Payne Bolton School of Nursing at Case Western Reserve University sponsored psychologist, author and diversity expert Deborah L. Plummer, PhD, who discussed her 2019 book *Some of My Friends Are...: The Daunting Challenges and Untapped Potential of Cross-Racial Friendships*. In the book, Plummer examines how numerous factors—such as leisure, politics and social media—influence the nature and intensity of cross-racial friendships. The event helped to educate and engage staff, faculty and students on issues related to diversity and inclusion and cross-racial interactions.

School Team Increases Recruitment Efforts

Also during the 2019-2020 academic year, the school's recruitment team participated in the National Institutes of Health-funded Bridges Program, which introduces local undergraduate students of color and others from neighboring institutions to the School of Nursing PhD program.

DIVERSITY & INCLUSION ACROSS CAMPUS

COLLEGE OF ARTS AND SCIENCES IMPLEMENTS INITIATIVES TO DIVERSIFY ITS FACULTY

In an effort to recruit more faculty of color, the CWRU College of Arts and Sciences has developed a best practices guide—distributed to all departments within the college—to foster diversity in hiring. Additionally, the college has formulated language to accompany search ads aimed at attracting diverse candidates and instituted a policy that calls for all faculty candidates to provide a statement about their past work in fostering diversity, equity and inclusion in their research, teaching and/or service.

In the coming months, the college plans to implement initiatives and provide incentives in hopes of attracting more graduate students from underrepresented groups to its academic programs in musicology, chemistry, clinical psychology and physics.

ENGLISH DEPARTMENT ESTABLISHES BLACK LIVES MATTER COMMITTEE

The CWRU Department of English established a Black Lives Matter Committee, which launched inaugural initiatives including a series of programs aimed at thinking through inclusion, diversity and equity issues within the department. For example, the committee hosted programs that reviewed Ibram X. Kendi's book *How to Be an Antiracist* and Robin DiAngelo's book *White Fragility*. In addition, the department hosted a lecture on African American rhetoric by Tamika L. Carey, PhD, associate professor in the Department of English at the University of Virginia and author of *Rhetorical Healing: The Reeducation of Contemporary Black Womanhood*.

Power of Diversity Lecture Series speaker (third from left) Eric Liu, CEO of Citizen University and national expert on citizen power and democracy issues, met with students following his February 2020 campus lecture, "Reviving Our Belief in Democracy."



FACULTY WORK GROUP SEEKS TO ADDRESS CLIMATE ISSUES IN THE MANDEL SCHOOL

A committee within the Jack, Joseph and Morton Mandel School of Applied Social Sciences has taken steps to discover and address school climate issues. The Jack, Joseph and Morton Mandel School of Applied Social Sciences' Ad-Hoc Faculty Committee Workgroup has taken steps to discover and address school climate issues. The group, established in fall 2019, has initiated faculty discussions around civility, psychological safety and other topics, and developed and administered a climate survey. The faculty survey had 100% participation, seemingly indicating interest and engagement of Mandel School faculty to address climate issues.

The ad-hoc committee is made up of instructors, research faculty, non-tenure track faculty and tenure-track faculty, and received its charge from Mandel School Dean Grover C. Gilmore, PhD. In the coming months, the committee plans to disseminate results of the climate survey and assessment and host gatherings to discuss issues revealed in survey results. In addition, by spring 2021 the school hopes to begin implementing climate improvement initiatives.

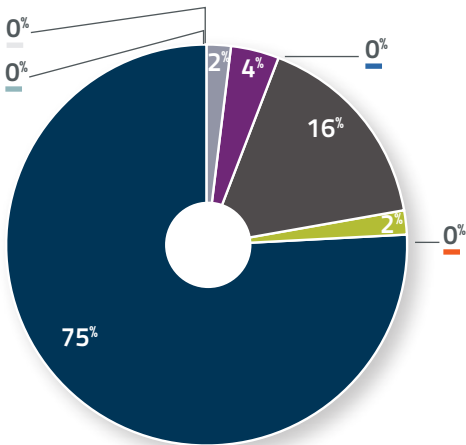
"Over the past year, the Mandel School has focused specifically on raising awareness of problematic climate issues at both the faculty and staff levels," said Adrienne Fletcher, PhD, assistant dean of diversity and inclusion and an assistant professor in the school. "We are optimistic that while corrective initiatives may take time, they will bring about change..."

SCHOOL CREATES ANTI-RACISM RESOURCE PAGE

In response to the Black Lives Matter movement and protests across the nation calling for an end to racial injustice during summer 2020 and beyond, the Jack, Joseph and Morton Mandel School of Applied Social Sciences created an anti-racism resource guide, case.edu/socialwork/resources/anti-racism-resources. The public resource guide was created to provide general information and a starting point for individuals to learn about anti-oppression, inclusion, privilege and other related issues through articles, podcasts and videos.

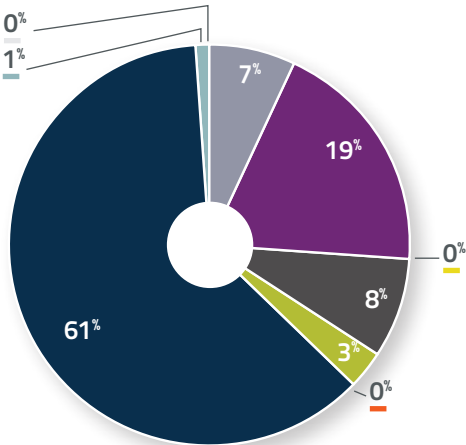
DIVERSITY SNAPSHOT

FULL-TIME FACULTY: 1,131



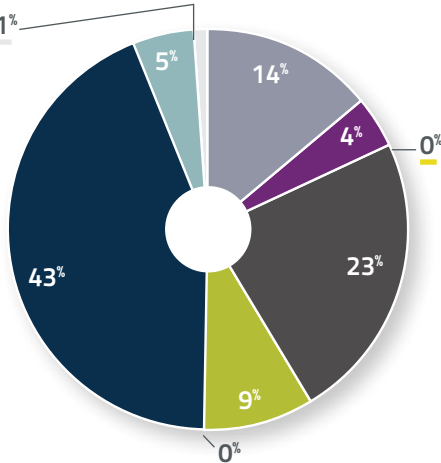
MALE: 685 (61%) FEMALE: 446 (39%)

FULL-TIME STAFF: 2,944



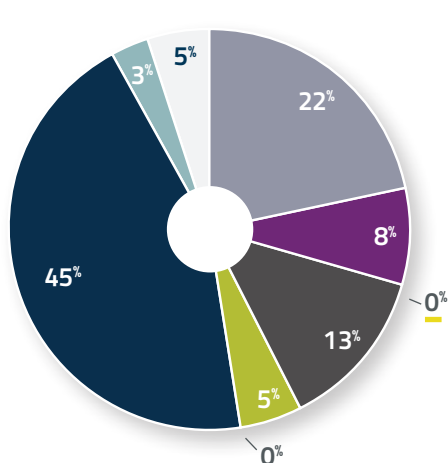
MALE: 1,179 (40%) FEMALE: 1,765 (60%)

UNDERGRADUATE STUDENTS: 5,430



MALE: 2,937 (54%) FEMALE: 2,488 (46%)

GRADUATE & PROFESSIONAL STUDENTS: 6,035



MALE: 2,659 (44%) FEMALE: 3,366 (56%)

- INTERNATIONAL
- AFRICAN AMERICAN
- AMERICAN INDIAN
- ASIAN
- HISPANIC/LATINO
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- WHITE
- TWO OR MORE RACES
- UNKNOWN

Faculty and staff data are preliminary for fall 2020. Numbers include only board-appointed faculty who are university employees.

Sources: Faculty Database, Office of the Provost; Human Resources; Registrar

CASE WESTERN RESERVE UNIVERSITY

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