

Insight on DIVERSITY

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

FALL/WINTER 2016

IN THIS ISSUE

CWRU Receives National Award
for Excellence in Diversity and
Inclusion.....2

Applications Being Accepted for 2017 Train
the Champion Program.....3

Photos Highlight Campus Diversity,
Inclusion Events.....4 & 5

CWRU Health Insurance to Cover Infertility
Treatments and Assist Foster Parents.....7



Photo: Eric Benson

A ceremony to officially name a CWRU residence hall after double alumna and Congresswoman the late Stephanie Tubbs Jones was held in October during Homecoming Weekend. The residence hall opened in fall 2015 and had been known as The Apartments at 1576. Naming the hall to honor Tubbs Jones was proposed by the CWRU student group #webelonghere and approved by the CWRU Board of Trustees. See story on Page 3.

Trailblazer Project Will Showcase Contributions of Alumni of Color With Portraits Across Campus

A portraiture initiative aimed at showcasing the contributions of Case Western Reserve University alumni of color and women and diversifying the images that appear in campus common areas was announced this fall.

"The Trailblazer Project" was unveiled by Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, during the Diversity Think Forum session held in October during Homecoming Weekend. The forum focused on campus activism and featured an intergenerational panel. The Trailblazer Project will bring to campus portraits of alumni of color and women who have made significant contributions in their professions, community and/or to the university.

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

The initiative will be an ongoing project and portraits commissioned for the project will include, but not be limited to, African Americans, Asian Americans, Latino Americans and American Indians. Portraits will be placed in the Kelvin Smith Library and may be placed in other locations in the future. The first group of portraits are expected to appear around campus by next fall.

Some of the individuals to be included in phase one of the project include:

Judge Sara Harper — She is the first African-American woman to graduate from the CWRU law school. She was also the first African-American woman appointed to the Ohio Supreme Court.

Attorney Fred Gray — He is a leading civil rights lawyer who represented Martin Luther King, Jr., Rosa Parks and victims of the Tuskegee syphilis experiment.



Portraits of the late Congresswoman Stephanie Tubbs Jones and the late Congressman Louis Stokes will be displayed on campus as part of the Trailblazer Project.

(Continued on pg. 6)

Office for Inclusion, Diversity Hosts Post-Election Dialogues

In the wake of November's presidential election and the range of reaction and emotions that surfaced in its aftermath, a series of facilitated dialogues were sponsored on campus by the CWRU Office for Inclusion, Diversity, and Equal Opportunity (OIDE) as well as other offices. The sessions provided an opportunity for the campus community to discuss the election and share their thoughts with others.

Nationally, the election of Donald Trump as president-elect resulted in protests in several cities, attacks on some minorities, random acts of vandalism and violence and a range of thoughts and emotions expressed

(Continued on pg. 7)

CWRU Receives National Award for Excellence in Diversity and Inclusion

For the fifth straight year, Case Western Reserve University received a national diversity award that recognizes institutions for their commitment to diversity and inclusion and for implementation of comprehensive diversity initiatives.

This fall, CWRU received the 2016 Higher Education Excellence in Diversity (HEED) Award, given annually by the national magazine *INSIGHT Into Diversity*. The university was one of 83 colleges and universities nationally to receive the award. The award recipients were highlighted in the magazine's November issue. "Case Western Reserve University is honored to be included among the institutions making progress in their efforts to advance diversity and inclusion," said Marilyn S. Mobley, PhD, vice president for Inclusion, Diversity and Equal Opportunity. "We are committed to advancing diversity across the campus and pleased that our efforts have been recognized by *INSIGHT Into Diversity* for the fifth consecutive year."

Award recipients were chosen based on their "exemplary diversity and inclusion initiatives that focus on all aspects of diversity, including gender, race, ethnicity, veterans, people with disabilities and members of the LGBTQ community," according to the publication.

Case Western Reserve has received the national diversity award annually since HEED was established in 2012. To be considered for the

national award, institutions were required to complete an extensive application and summarize their diversity and inclusion initiatives that impact students, staff and faculty. In addition, applicants had to outline diversity goals and achievements.

CWRU's application highlighted several initiatives, including Diversity 360, the campus-wide, comprehensive, diversity education program. Implemented last fall, Diversity 360 provides information about the importance of diversity and inclusion and covers such topics as privilege, implicit bias and microaggression. The university's application also highlighted diversity-related student recruitment and student service initiatives implemented by various CWRU schools and departments.

For a complete list of HEED winners and more information about the award, visit: <http://www.insightintodiversity.com/tag/heed-awards/>.



From the VP

This fall has been a challenging time for our society as well as our institutions. The end of a contentious presidential campaign did not bring about a return to civility, but concern about future U.S. policies. We have witnessed upheaval in cities across the country, including random acts of violence and divisive rhetoric. On college campuses, there has been an outpouring of emotion

from many, regardless of political affiliation, religious beliefs or social identity; however, in the midst of this time of change there is cause for cautious optimism.

Events of the past few months have led to national attention and discussions on issues related to race, religion, gender, sexual orientation and other aspects of diversity. Whenever people come together to discuss or debate critical diversity and inclusion matters, there exists the possibility for increased understanding, exposure to new perspectives and cross-cultural interactions – all of which can have a positive, long-term impact on how we interact with one another. These dialogues and interactions have the potential to bring about the healing that our nation and institutions need in order to remain effective and competitive.

This issue of *Insight on Diversity* highlights campus post-election dialogues that were held to give the CWRU community opportunities to share perspectives and voice concerns.

The newsletter also includes articles on the Trailblazer Project, which will diversify the portraits showcased on campus, and the official naming of a CWRU residence hall after the late Congresswoman Stephanie Tubbs Jones.

Also in this issue, we celebrate receiving the national Higher Education Excellence in Diversity Award for the fifth consecutive year and photo pages in the newsletter highlight recent campus speakers and diversity events. There is much more work to be done, but it is necessary to pause and celebrate our successes.

And now, as we approach the coming of a new year, it is my hope that we will deepen our commitment to diversity and inclusion on campus and throughout our nation in 2017.

Warm Regards,
Marilyn Sanders Mobley, PhD,
Vice President for Inclusion, Diversity and Equal Opportunity

Residence Hall Named in Honor of Congresswoman Stephanie Tubbs Jones

Case Western Reserve University has named a residence hall in honor of its double alumna and member of Congress the late Stephanie Tubbs Jones. The residence hall opened in the fall of 2015 and had been known as The Apartments at 1576. However, the building was officially named the Stephanie Tubbs Jones Residence Hall this fall during Homecoming Weekend.

"Throughout all of her extraordinary achievements, Stephanie stayed involved with her alma mater and our students," Snyder said in a written statement. "We are proud to honor her legacy in this way on our campus and in Greater Cleveland as well."

Tubbs Jones earned her undergraduate and law degrees from CWRU. While a student at the university, she established the Afro-American Society student group (now known as the African American Society). In addition, she was an active member of the CWRU Black Students Law Association. Tubbs Jones was the first African-American woman to become a Common Pleas court judge in Ohio, the first African-American woman in Ohio to become a county prosecutor and the first African-American woman elected to represent Ohio in Congress. Tubbs Jones died in August 2008 after suffering a brain aneurysm. However, throughout her lifetime she remained involved in Cleveland and CWRU.

The idea to name the hall in Tubbs Jones' honor came from the CWRU student group #webelonghere. The proposal was reviewed and then sent to the CWRU Board of Trustees, which unanimously approved it, noting that the naming was fitting given the significant contributions Tubbs Jones had made to the city and the university.

"In the spirit of continuing a tradition of transformational black student leadership at CWRU, we have often looked to the life and legacy of



A formal naming celebration and ribbon-cutting ceremony was held October 15 and included remarks by Cleveland Mayor Frank Jackson; Tubbs Jones' son, Mervyn Jones II (pictured with his daughter, Stephanie); CWRU President Barbara Snyder; Linda Sharpe-Taylor, president of CWRU's African-American Alumni Association; and Makela Hayford, president of the African American Society and a member of #webelonghere, the student group that proposed naming the residence hall in Tubbs Jones' honor.

Stephanie Tubbs Jones as a source of guidance and inspiration," said Makela Hayford, a member of the #webelonghere student group. "We are proud to have received the unanimous support of the Board of Trustees in our efforts to recognize the contributions of such an important black woman leader from our community."

Applications Being Accepted for 2017 Train the Champion Class: 2016 Cohort Prepares to Host Human Library

The Office for Inclusion, Diversity and Equal Opportunity 2016 Train the Champion class is planning to host a Human Library on campus this spring. Inspired by the Human Library in Copenhagen, Denmark, the Train the Champion cohort will gather together a variety of people from diverse backgrounds and allow others to "check them out" for a conversation.

For example, individuals will have the opportunity to meet someone who is transgender, a military veteran, a refugee, someone who is homeless and others. They will spend about 15 minutes talking to the individuals they select to meet and then may "check out" others. The Human Library event is planned for spring 2017. The cohort graduated from the program in November but will continue to work together on the Human Library project.

Applications are now being accepted for the 2017 Train the Champion class. The application deadline is Dec. 20. Now in its 7th year, the Train the Champion program is designed to help faculty, staff and administrators become leaders in creating a more welcoming and inclusive campus environment at CWRU.

The program runs from January to November and program participants



2016 Train the Champion class with Donna Davis Reddix.

meet monthly during 90-minute lunchtime sessions to explore and discuss various aspects of diversity.

Apply for the program online at case.edu/diversity/programs/train-the-champion/. For more information about the program, contact Donna Davis Reddix, faculty diversity officer, at donna.davis-reddix@case.edu.



Students had an opportunity to talk to and take pictures with political commentator, journalist and professor Marc Lamont Hill following a public lecture at CWRU. Hill's campus visit was part of the Office for Inclusion, Diversity and Equal Opportunity's Power of Diversity Lecture Series.



National Diversity Expert Derald Wing Sue, PhD, was the inaugural speaker for the Diversity 360 Speaker Series. During a public lecture, Sue discussed microaggressions in everyday life. He is a professor of psychology and education at Columbia University (NY). The speaker series sponsors lectures that provide a "deeper dive" into concepts discussed in the CWRU diversity education program, Diversity 360.



Nearly 100 graduates, parents, family members and members of the CWRU community gathered to celebrate May 2016 graduates at the annual graduation reception. During the event, graduates received a special gift and President Snyder gave congratulatory remarks. The annual event is sponsored by the Office for Inclusion, Diversity and Equal Opportunity, Office of Multicultural Affairs and President's Advisory Council on Minorities.



National journalist Ray Suarez kicked off the fall 2016 Power of Diversity Lecture Series. Suarez is a former NPR host and former PBS news correspondent. At CWRU, he discussed "The Browning of America." His lecture was one of several events held on campus to celebrate Hispanic Heritage Month, which is Sept. 15 to Oct. 15. Students and others had a chance to talk to him and take pictures after his public lecture.



More than 100 members of the CWRU campus community attended the annual Welcome Reception, which is held annually in the fall to welcome incoming and returning multicultural students, staff and faculty. The event provides an opportunity to develop new contacts and friendships and get reacquainted with others on campus. It is sponsored by the Office for Inclusion, Diversity and Equal Opportunity, Office of Multicultural Affairs and President's Advisory Council on Minorities.



National television anchor and Starfish Foundation co-founder and CEO Soledad O'Brien was on campus this fall as part of the PowHERful Summit, cosponsored by Starfish and the Women of Color Foundation. The free, day-long event was open to the CWRU community and low-income women and students of color. It featured guest speakers and panelists that discussed college preparedness, health, workforce development and other topics. One session during the event featured a conversation with O'Brien and Margo Copeland, chair and chief executive of the Keybank Foundation.

Students at the PowHERful Summit pose with program MC and local NewsChannel 5 anchor Danita Harris. Throughout the summit, students received valuable information to help them achieve their education and career goals.



Photos: Eric Benson

Update on University's Diversity Strategic Action Plan

Work is continuing on the Case Western Reserve University 2016-2019 Diversity Strategic Action Plan (DSAP). Currently, the Diversity Leadership Council (DLC) is working to finalize a draft of the plan, which would then be circulated for final comments. Ultimately, the plan must be approved by the university's senior leadership and supported by the CWRU Faculty Council and Board of Trustees.

The DSAP will outline diversity and inclusion goals and long-term and short-term strategies for achieving those goals. The tentative plan was developed by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) and the DLC after receiving input from the university community.

The DLC is made up of individuals from across the campus, many of whom are directly involved in diversity and inclusion efforts in various schools, offices and departments. OIDEO hosted three open forums during the

summer and fall to gather input from the university community on an external review report on campus diversity and inclusion issues and to hear suggestions for the upcoming DSAP. Comments received were reviewed for inclusion in the latest version of the DSAP draft.

The university's first diversity strategic plan, the 2012-2015 DSAP, outlined strategies to improve campus climate; increase retention and recruitment of students, faculty and staff of color; and enhance leveraging and development of resources to advance diversity and inclusion. The upcoming DSAP will continue to focus on these areas but outline updated goals and strategies.

For more information about the DSAP, contact Christopher Jones, OIDEO's assistant vice president and director of equity, at christopher.jones3@case.edu.

Trailblazer Project Will Showcase Alumni of Color

(Continued from pg 1)

Architect Robert P. Madison — He is president of Robert P. Madison International, an architectural and engineering firm. The firm has been involved with major Cleveland projects, including The Convention Center, Rock and Roll Hall of Fame and Ahuja Medical Office. Madison is a CWRU Trustee Emeritus.

Former Surgeon General David Satcher — He is a national leader in public health. He served as the 16th Surgeon General of the United States and former director of the Centers for Disease Control and Prevention.

Congresswoman Stephanie Tubbs Jones (posthumous) — She was the first African-American woman to become a Common Pleas court judge in Ohio and the first African-American woman to serve as county prosecutor in the state. In 1998, she became the first African-American woman elected to represent Ohio in the House of Representatives.

Congressman Louis Stokes (posthumous) — He was Ohio's first African-American congressman. He served 15 terms and was a strong advocate for civil rights and those in need. The university's biomedical research building was renamed in his honor. Stokes also served as a visiting professor at the Jack, Joseph and Morton Mandel School of Applied Sciences.

"The launch of this project comes at a time when students across the nation, and even at CWRU have encouraged institutions of higher education to be far more deliberate in acknowledging contributions of diverse populations, through the naming of buildings and campus portraiture," Mobley said. The Trailblazer Project is being sponsored by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO), Kelvin Smith Library and Division of Student Affairs. In addition, the project is expected to be supported by alumni, donors and external partners.

For more information about the project, contact Alfie Chatman Walter, OIDEO director of diversity and corporate relations, at elfreda.chatman-walter@case.edu.

SAVE THE DATE! Join Us in February 2017!

CWRU MLK Convocation, featuring writer, researcher and entrepreneur **Margot Lee Shetterly**

February 3, 2017, 12:30 p.m.
Tinkham Veale University Center
Ballroom, CWRU campus

Free and open to the public

Shetterly is the author of the bestselling book *Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race*. The book is the true story of black women mathematicians at NASA who helped fuel some of America's greatest achievements in space during WWII and the Civil Rights Era. A film based on the book will be released in January 2017. To register visit : <http://case.edu/events/mlk/>.

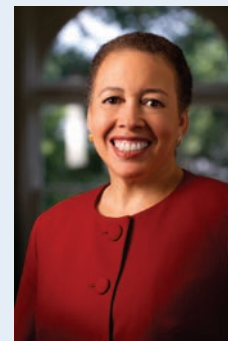


Office for Inclusion, Diversity and Equal Opportunity
Power of Diversity Lecture Series
featuring former college president and author of *Why Are All the Black Kids Sitting Together in the Cafeteria*

Beverly Daniel Tatum, PhD

February 23, 2017, 4:30 p.m., Iris S. and Bert L.
Wolstein Research Building Auditorium, 2103 Cornell
Road, CWRU Campus. Free and open to the public

Tatum served as president of Spelman College (GA) from 2002-2015. She is widely recognized as a race relations scholar. Her areas of research include racial identity development and the role of race in the classroom. She is also the author of *Can We Talk About Race? And Other Conversations in an Era of School Resegregation* and *Assimilation Blues: Black Families in a White Community*. To RSVP or for more information, email diversity-rsvp@case.edu.



CWRU Health Insurance to Cover Infertility Treatments & Provide Support to Foster Parents

Beginning in January 2017, CWRU medical insurance will cover infertility treatments and provide support to foster parents, thanks to the efforts of the CWRU Family Equity Committee. The committee was established in 2015 by staff and faculty members who are committed to increasing access to alternative family building for employees who utilize CWRU health care plans. Through comparative research of similar Association of American Universities institutions across the country, the committee has developed a series of recommendations for the administration focused in three primary areas: assisted reproductive technology, adoption and foster care support.

In early 2016, the committee submitted proposals to the university leadership that they believed would better support working families. Although not all committee recommendations were accepted, the committee is "truly excited that the university will cover infertility coverage and foster care support," said Heather Clayton Terry, a member of the committee and associate director for Women in Science and Engineering & Women in Science and Engineering Roundtable (WISER) student advisor, Flora Stone Mather Center for Women.

New coverage beginning in January 2017 will include:

- intrauterine insemination (IUI) and in vitro fertilization (IVF) services, which will be included on the university's self-insured health plans.

However, fertility prescription drugs will not be covered. Members will be responsible for 50% co-insurance, which will not accumulate towards annual out-of-pocket maximums. The benefit is subject to a lifetime maximum of \$10,000.

- paid parental leave policy for staff will now include foster care so that it is consistent with the faculty policy. In addition, the staff sick time policy will be expanded to include foster care as one of the special situations that allows for up to 12 sick days annually to be used for family reasons.

In the future, the committee hopes to gain approval for financial reimbursement assistance to employees that adopt children.

Members of the Family Building Equity Committee include:

Heather Clayton Terry, associate director for Women in Science & Engineering, Flora Stone Mather Center for Women; **Liz Roccoforte**, director, LGBT Center; **Genine Apidone**, director, Student Engagement, Division of Engineering Leadership & Professional Practice; **Gena Richmann**, Undergraduate Student Affairs coordinator, Department of Biomedical Engineering; **Lisa Kollins**, institute administrator, Social Justice Institute; **Melanie Prestage**, chair assistant, Department of Materials Science and Engineering; **Rosemary Behmer Hansen**, graduate candidate, MA Bioethics + MPH Public Health; and **Amy Bevin**, intern, LGBT Center.

CWRU Offices and Centers Host Post-Election Dialogues

(Continued from pg 1)



Nearly 60 students gathered for a post-election dialogue sponsored by the Flora Stone Mather Center for Women.

on social media. In a statement to the campus community following the election, Vice President for Diversity, Inclusion and Equal Opportunity, Marilyn S. Mobley, PhD, wrote "In the wake of ... [the election], we are aware that members of the campus community are feeling a range of complex emotions. Regardless of background, perspective, party affiliation or post-election views, we encourage everyone to be mindful of our university's commitment to inclusion, diversity and equity."

"We seek to create a sense of belonging for all...and provide an environment where we can engage in constructive, meaningful conversations that enable us to learn from one another and deepen our mutual understanding," she said.

Three separate dialogue sessions were held the week after the election. The sessions were facilitated by Mobley and Acting Director of the Social Justice Institute and associate professor in the Department of Sociology Timothy Black, PhD, co-facilitated one of the sessions.

In addition, a number of CWRU offices and centers offered students formal and informal opportunities for discussion, including the Office of Multicultural Affairs and Flora Stone Mather Center for Women. The OIDE and the university Counseling Center were also available to assist and talk to individuals.

Case Western Reserve University
Office for Inclusion, Diversity & Equal Opportunity
10900 Euclid Avenue
Cleveland, Ohio 44106-7048

Religious Work Accommodations are Available



CWRU employees may request a workplace religious accommodation from the Office for Inclusion, Diversity & Equal Opportunity, located in Adelbert Hall, Room 109.

Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against workers based on religion (including non-religious beliefs) and requires reasonable accommodations for an individual's religious beliefs or practices, unless doing so would cause more than a "minimum burden" on the operation of the business. Examples of common religious accommodations include:

- time off for religious holiday observance
- flexible work schedule
- voluntary shift substitutions or swaps
- job reassignments and modifications to workplace policies or practices

CWRU non-faculty employees should direct requests for religious accommodations to Gia Adeen, assistant director, equal employment opportunity and diversity at gia.adeen@case.edu. Faculty requests for religious accommodations should be directed to Donna Davis Reddix, faculty diversity officer at donna.davis-reddix@case.edu.

OIDEO Welcomes New Staff Member



Gabrielle Buffington has joined the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) as department assistant. Buffington is an alumna of the university and received her bachelor's degree in English in 2016. In OIDEO, Buffington handles a number of administrative duties and supports work related to equity and affirmative action for faculty hiring and diversity programming.

While in college, Buffington served as a student worker at the Cleveland Hillel Foundation and as Baker-Nord Center for Humanities Undergraduate

Affiliate, where she attended department seminars and led panel discussions for prospective students.

OIDEO Acquires New Office Space

The Office for Inclusion, Diversity and Equal Opportunity this fall relocated to a larger office suite in Adelbert Hall. The office formerly occupied space on the third floor of the building but is now located in Suite 109 on the first floor of Adelbert Hall.

Although the office location has changed, the office phone number remains the same, 216-368-8877.