

# Insight on DIVERSITY

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

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

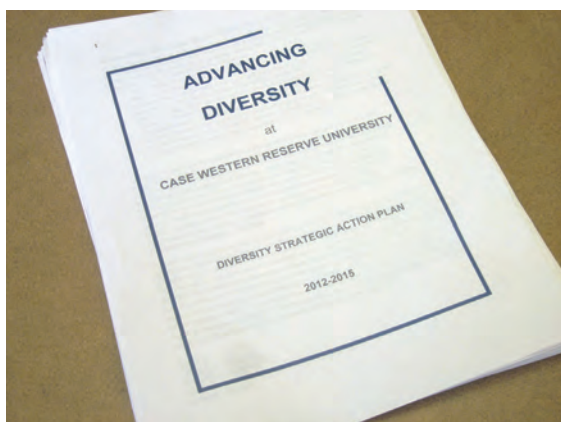
## University Diversity Strategic Action Plan is Finalized

After nearly two years of research, analysis, campus conversations and debates, CWRU now has a Diversity Strategic Action Plan (DSAP). The plan outlines strategies to improve campus climate; increase retention and recruitment of underrepresented students, faculty and staff; and enhance leveraging and development of resources to advance diversity and inclusion.

The DSAP was endorsed by the university's Faculty Senate late last year, supported by the Board of Trustees in February and finalized by the Diversity Leadership Council (DLC) in March. The DLC is made up of faculty and staff from the university's schools and colleges and the many diversity organizations on campus. The DLC oversaw the development of the DSAP and will be instrumental in implementing the plan.

"The DSAP reflects the voices, concerns and aspirations of multiple stakeholders and constituencies at the university," said Marilyn Sanders Mobley, Vice President for the Office of Inclusion, Diversity and Equal Opportunity. "The completion of the plan and the widespread support it has received signals the university's readiness and commitment to put into practice the expressed goals of

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## Increase in International Students Brings Greater Diversity to Campus



*Mame Daiko, a traditional Japanese Taiko drum ensemble sponsored by the Cleveland Chapter of the Japanese Americans Citizens League, performs during the CWRU 2012 International Dinner event. [Photo : Dan Lindsay]*

An increase in the enrollment of international students at Case Western Reserve University in recent years is providing greater diversity on campus and moving the university closer to its goal of internationalizing the campus.

In fall 2011, international students accounted for 7% of the undergraduate population, up from 5% in 2009 and 4% in 2006. Among those in graduate and professional programs, international students accounted for 22% of the population in 2011, up from 20% in 2009 and 18% in 2006. Currently, the university enrolls 1,388 international students who are in the country on student visas. These students represent 79 different countries.

"The university is actively working to increase enrollment of international

students," said Molly Watkins, CWRU Director of International Affairs. "Diversity is a huge part of it. When you are sitting in a class with students from other countries, you realize everyone is not like you. It expands your worldview."

This year for the first time, the university provided a limited amount of financial aid to undergraduate international students, and expects the availability of financial assistance to increase the international applicant pool and attract students from hard to recruit areas such as Africa and Eastern Europe. Most international students at CWRU are from China, South Korea or India. "International students bring different perspectives and different viewpoints, so there's no doubt that they contribute to diversity on

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## From the VP



The 2011-2012 academic year has been a busy one for our campus on the diversity front. The university formally adopted the Diversity Strategic Action Plan

after over 18 months of interviews, open forums, meetings, and emails seeking feedback, suggestions, and ideas. The Faculty Senate endorsed it, the Board of Trustees supported it, and now the Diversity Leadership Council has formally adopted it. So we now have our official roadmap for focusing on climate, recruitment and retention and resource development to support diversity initiatives. The "Advancing Diversity" plan provides a wonderful opportunity for the university to put its vision and rhetoric into tangible action with meaningful outcomes.

In this issue of Insight on Diversity, we have two articles related to the Advancing Diversity plan – one discusses the focus of the plan and implementation and another highlights a partnership between the university and the Association of Underrepresented Minority Fellows. This partnership was one of the recommended actions included in the diversity plan. In addition, in this issue we highlight the increase in international students on campus and recent lectures by national diversity thought leaders.

As we wind down the academic year, we should reflect on what we can do to contribute to making our campus a place where students, faculty, staff, alumni and guests from all walks of life are welcomed and encouraged to maximize their potential. Together our efforts to advance diversity will help us create the change we want to see in the world and on our campus.

Warm regards,  
Marilyn Sanders Mobley, PhD

## Jemison Stresses Need for More Minorities in STEM, During Recent Visit to CWRU

There is an urgent need to increase the number of underrepresented minorities and women involved in science, technology, engineering and mathematic fields (STEM), Mae Jemison, MD, told a packed auditorium of faculty, staff, students and local residents during a recent visit to Case Western Reserve University. The lack of diversity in STEM means that about two-thirds of our human resources are not being used, she said.

Jemison, in 1992, became the the first African American woman to go into space. She is founder of The Jemison Group, Inc. a technology consulting firm and is involved in 100 Year Starship, an initiative working to design, establish and implement an independent, sustained, non-governmental organization that will ensure the capacity for human travel to other solar systems within the next 100 years. Jemison gave a public lecture on campus March 27 as part of the Office of Inclusion, Diversity and Equal Opportunity's Power of Diversity Lecture Series.

Many students come to college with an interest in STEM but along the way, they change fields, she said. Jemison stressed the importance of having different voices and perspectives engaged in STEM fields, especially in today's society when everything from medical equipment to entertainment and toys involves technology, Jemison said.

For example, she noted that early breast cancer treatments called for removing much of a woman's breast, tissue and lymph nodes and resulted in severe scarring. However, when women became involved in breast cancer research and treatment less invasive and more effective treatment methods were discovered.

Once more diversity is achieved in STEM, it is critical that those involved remain true to their selves and beliefs and are engaged and vocal, Jemison said. "What difference does it make if you have a place at the table but you act like others at the table?" she asked. "What difference does it make if you don't bring your unique perspectives?"



Mae Jemison (third from the left) with W.A. "Bud" Baeslack, CWRU Provost and Executive VP; Marilyn Sanders Mobley, VP for Inclusion, Diversity and Equal Opportunity; and University President Barbara Snyder. (Photo: Dan Milner)

Jemison said because of ethical and moral implications of technological advances individuals must be engaged and different perspectives must be involved in making important decisions surrounding technology. Each day individuals make decisions that involve science and technology – this is not kid stuff, she said, adding that it is not cute when an adult cannot program a VCR but their grandchild can program it.

During her speech, Jemison also provided personal stories about her quest to fulfill her dreams. As a young girl and in college, she was interested in science and math as well as dancing and fashion design. She pursued all of her interests and encouraged the audience not to allow anyone to put them in a "narrow box." "Why would anyone be content using just the left brain or the right brain," she asked.

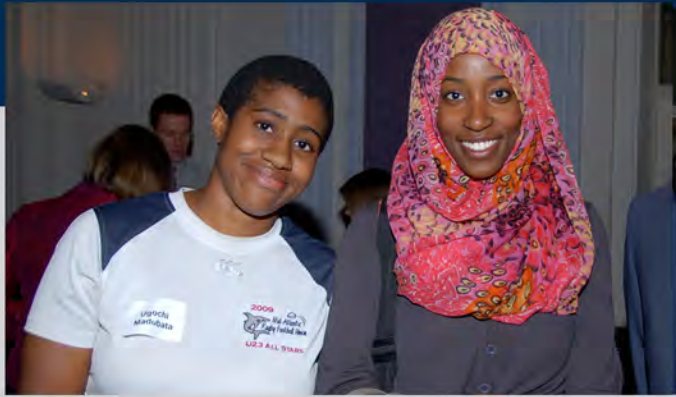
There needs to be reconciliation between the arts and the sciences, she maintained, noting that the two areas were merely different sides of the same coin. Finally, Jemison encouraged individuals – particularly the youngsters and college students in the audience – to discover their passions and to pursue them.



# The Fourth Annual Inclusion and Diversity Achievement Awards Luncheon

The Office of Inclusion, Diversity and Equal Opportunity held its achievement awards luncheon on April 19 in the Thwing Center Ballroom. More than 100 people attended the event.

During the luncheon, four members of the university community and for the first time, a CWRU department, was recognized for their contributions toward enhancing diversity on campus. President Barbara R. Snyder attended the event, provided the welcome and congratulated the winners.



Students Ugochi Madubata and Delia Williams were among those that attended the luncheon. Photo: Eric Benson

## Award Winners include:

**Carmen J. Naso, Faculty Leadership Award.** He has been at the CWRU-Law for four years and currently teaches Criminal Law Clinic. He works with the Lambda Students Association and volunteers at the Keating Center, a substance abuse and addiction rehabilitation facility.

**Chevolkalee "Cookie" Jones, Staff Leadership Award.** She is the main receptionist/clerk/information specialist in the Francis Payne Bolton School of Nursing. She is known for being calm, pleasant and patient to everyone she encounters.

**Patrick Vaughn, Undergraduate Student Achievement Award.** He is a third-year Chemistry major with minors in Dance, Biology and Medical Anthropology. This past year, he served as chair of the Diversity and Inclusion Committee of the Undergraduate Student Government where he facilitated a group of individuals to discuss student life diversity issues.

## No Fear:

Marsha Coleman-Adebayo, author of *No Fear: A Triumph Over Corruption and Retaliation at the EPA*, delivered a public lecture on April 19 at a campus event sponsored by the CWRU Social Justice Institute and OIDE.

(From left to right) Rhonda Y. Williams, director of the Institute, Shelley White, administrator for the Institute, and Marsha Coleman-Adebayo. (Photo: Eric Benson)



2011 Diversity Achievement Award winners (L to R) Patrick Vaughn, Chevolkalee "Cookie" Jones, Michael G. Knight, Suzanne Rivera and Carmen J. Naso. Photo: Eric Benson

**Michael G. Knight, Graduate/Professional Student Achievement Award.** He is a fourth-year medical student at the Cleveland Clinic Lerner College of Medicine at CWRU. He has been instrumental in encouraging students to address the needs of diverse communities through mentoring initiatives at local Cleveland public high schools.

**The Office of Research Administration, Department/Office/Unit Excellence Award, Suzanne Rivera, Associate Vice President.** During the past year, the office has hosted a number of activities to build a sense of unity while honoring and celebrating the differences among its diverse staff including: Safe Zone training; "All Hands on Deck" meetings in which staff share milestones and kudos; and host book club sessions where staff share their perspectives.







## May is Asian Pacific American Heritage Month

Celebrations will be held around the city and country in May to highlight the culture, traditions and history of Asian Americans and Pacific Islanders in the United States. The 2012 theme for the month-long celebration is "Striving for Excellence in Leadership, Diversity and Inclusion."

Like many other heritage month celebrations, Asian Pacific American Heritage Month originated as a week-long celebration. The first week-long celebration was held in 1977 and in 1992 the official designation of May as "Asian Pacific Heritage Month" was signed into law.

May was selected to commemorate the immigration of the first Japanese to the United States on May 7, 1843 and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. Chinese immigrants were largely responsible for laying the tracks for the railroad.

### DEMOGRAPHIC SNAPSHOT:

Asian/Pacific Islanders make up:

- 14% of the total full-time faculty at CWRU
- 9% of all full-time staff members at CWRU
- 17% of the university's total undergraduate student body and 10% of all graduate and professional students
- According to the 2010 U.S. Census, Asian persons made up 1.7% of the population in Ohio and 4.8% of the U.S. population
- 2010 Census data show Native Hawaiian and other Pacific Islanders made up 0.2% of the U.S. population and less than half of a percentage point of the Ohio population

## Show of Support

Nearly 80 university and community members, many dressed in hoodies, gathered on the steps of the CWRU Mandel School of Applied Social Sciences building on March 29 for the "We Are Trayvon Martin" support rally. Martin, a 17-year-old unarmed teen was shot in Sanford, Florida in February by George Zimmerman, a neighborhood watch coordinator who told police he shot Martin in self-defense.

The rally, organized by the CWRU Black Student Association, was held to draw attention to injustices and to support the Martin family's call for Zimmerman's arrest, said Donte Gibbs, president of the student group. Zimmerman was eventually arrested, some six weeks after the shooting.

Speakers at the rally included Gibbs, Chris Link, executive director, ACLU Ohio and James Hardiman, first vice president of Cleveland NAACP.

## Cleveland's Asian Festival Scheduled for May 19-20

The Cleveland Asian Festival will be held May 19-20, 11 a.m. to 7 p.m. at the Asia Plaza and E. 30th Street, 2999 Payne Avenue in Cleveland. The event is free and open to the public.

The festival will feature authentic Asian foods and merchandise, performers, a children's activities area, games, free health screening and for the first time, a sushi eating contest. It will also celebrate the Year of the Dragon, which according to ancient Chinese tradition signifies a year of good luck, good fortune, power and prosperity.

For more information about the festival, visit the website [clevelandasianfestival.org/2012/](http://clevelandasianfestival.org/2012/).



## Increase in International Students Brings More Diversity

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campus,” said Elise Linday, Director of International Student Services.

The university’s strategic plan, “Forward Thinking,” adopted in 2008 called for enhancing the international character of the campus and enrolling high-quality international students. In addition, the 2011 “Plan for Internationalization” report, developed by a special committee, called for increased enrollment of international students and strategies to ensure students have positive experiences and are fully engaged in campus life.

Last September, the Center for International Affairs opened its doors. Located on the first floor of Tomlinson Hall, it centralizes the Office of International Student Services, the Office for International Affairs and the Office of Education Abroad, realizing one of the recommendations included in the international report.

“International students love the central location and they feel complimented by having a lovely new international center,” Lindsay said. She described the center as a “home base” for students — a place where they can come for assistance on any issue that arises.

The center spends much of its time on immigration related work; securing or extending visas and completing paperwork needed to allow students to come or remain in the United States.

The center is also concerned about the well-being of students and strives – along with a number of Student Affairs offices and others – to help students have positive experiences on campus. One of the biggest challenges facing international students is adjusting to the culture. In addition, students must adjust to the language, particularly the fast pace in which most Americans speak and colloquialisms frequently used. However, in general, students are similar to U.S. students in that many of them get homesick and have challenges adjusting to being on their own, Lindsay said.

To help with their adjustment, there is a five-day orientation program, a welcoming event at the beginning of the academic year, courses aimed at helping international students succeed at the university, mixers and other events. In March, with assistance from numerous volunteers, the International Students Club and the Office of International Student Services sponsors an international dinner at which students and alumni cook dishes from their native countries. The dinner attracts more than 300 people and includes dishes from around the world as well as cultural performances.

In the near future, Watkins and Lindsay said they hope to see increased interaction between international students and U.S. students.

“As a university, we have to encourage both sides to reach out to one another,” Lindsay said. Watkins added, “It’s hard to have stereotypes about a person or a group...when you have a friend from that group and that person is nothing like the negative stereotype.”

*Members of the CWRU community enjoy dishes from around the world during the 2012 International Dinner event. (Photo: Dan Lindsay.)*



## CWRU Partnership Seeks to Increase Minorities in Biomedical Science



*Current AUMF President and CWRU Professor, Emmitt Jolly.*

Under the auspices of the Office of Inclusion, Diversity and Equal Opportunity, Case Western Reserve University has teamed up with a national association in an effort to increase the number of minority students and faculty in biomedical science nationwide. In late March, the university signed a three-year agreement with the Association of Underrepresented Minority Fellows (AUMF) – a professional body of 600 African American biomedical scientists and Science, Technology, Engineering and Mathematics (STEM) researchers dedicated to increasing the number of underrepresented minorities engaged in biomedical science and STEM research.

Under the agreement, CWRU will serve as institutional host for AUMF for three years. Marilyn S. Mobley, Vice President for Inclusion, Diversity and Equal Opportunity, who was instrumental in bringing about the partnership has asked Alison Hall, professor in CWRU’s Department of Neurosciences and Associate Dean of Graduate Education in the School of Medicine, to take the lead on coordinating the partnership. CWRU is also home to the current AUMF president and co-founder of the association, Emmitt Jolly, assistant professor in the Department of Biology and adjunct assistant professor in the Center for Global Health and Disease.

“This exciting new partnership not only emerged from the university’s recently approved Diversity Strategic Action plan, but it provides tangible evidence of our commitment to align our efforts with the goals articulated in the plan.”

In 2014, the AUMF and CWRU will co-sponsor a biomedical symposium on campus, bringing to Cleveland a host of scientists, researchers and others from across the country.

### Contact Us:

**P: 216.368.8877**

**F: 216.368.8878**

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

**Visitors and Deliveries:**

**Adelbert Hall, Suite 315**



## Health Disparities Lead to Inadequate Care for Most Patients

Health disparities continued to plague the nation's health care system and too often result in inadequate care for most patients, except those who are both white and male, said Dr. Augustus White during a public lecture at CWRU on April 10. White is orthopedic surgeon-in-chief emeritus at Beth Israel Deaconess Medical Center in Massachusetts. He is also a professor at Harvard Medical School and the author of *Seeing Patients: Unconscious Bias in Health Care*.



*Photo: Eric Benson*

"In order to get the best care in this country...it is best to be a white male," he said. Research has shown that people of color, the poor, disabled, women, those who are obese, gays, lesbians, individuals who are transgender, immigrants and members of some religious groups routinely experience health disparities, White said.

He called on patients, doctors and other caregivers to actively work to reduce health disparities. White said patients must become more educated and involved in their own care and caregivers must educate themselves about health disparities. Surveys show that most doctors do not believe health disparities exist. Doctors must realize that the problem is real and explore their own biases, he said. White also said there is a need for increased diversity among doctors and other caregivers, increased community efforts aimed at reducing disparities and more government involvement in eradicating health disparities.

## University Diversity Strategic Action Plan is Finalized

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becoming a more inclusive, diverse campus and a leader in advancing inclusive excellence."

Plans are underway to implement initiatives contained in the DSAP. Over the next few months, university schools and departments will receive guidance and other assistance in developing their own diversity action plans. Teams consisting of DLC members and staff from the Office of Inclusion, Diversity and Equal Opportunity staff will visit departments and offices to discuss the planning process and provide assistance.

### Other highlights of the DSAP include:

- Development of a university "dashboard" for assessment of DSAP initiatives
- Development of a "52 Stories Diversity Series" project which would consist of online videos that highlight stories of diverse faculty, staff and students as well as diversity-related historical events, people and places on campus.
- Development of the Intergenerational Mentoring Circle Project, which seeks to increase retention and graduation rates by providing mentors to pre-college, undergraduate, graduate and professional underrepresented students. CWRU staff, faculty and alumni and local professionals would serve as mentors.

The full report is available online at [www.case.edu/diversity](http://www.case.edu/diversity).