

Insight on DIVERSITY

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

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Photo: Eric Benson

Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, presents the Undergraduate Student Achievement Award to Makela Hayford. Hayford is vice president of the African American Society student organization, a moderator for the Sustained Dialogue Program and a student assistant in the Flora Stone Mather Center for Women. (See story on diversity award winners on pages 4-5.)

CWRU Completes First Year of Diversity 360 Program

More than 3,000 students, staff and faculty participated in Diversity 360, the campus-wide diversity education program in the 2015-2016 academic year – the first full year of the program at Case Western Reserve University.

Through a collaboration between the Office for Inclusion, Diversity and Equal Opportunity (OIDEO) and the Division of Student Affairs, the university implemented a diversity education program aimed at providing the campus community with a deeper understanding of the importance and impact of diversity and to demonstrate how bias, privilege and microaggressions negatively affect individuals and the campus culture.



Photo: Eric Benson

Information Technology Services staff members share opinions and perspectives during a Diversity 360 exercise.

Feedback from those who participated in the program has been positive. Evaluation results revealed that participants leave the training program with a greater appreciation for differences. One respondent wrote, "You should be honest with yourself, your perceptions of others and your various biases. Be aware of stereotypes and find ways to avoid stereotyping." Another participant reported that Diversity 360 demonstrated the need for greater cultural competence among colleagues and revealed the negative impact of microaggressions.

Diversity 360 includes general information on diversity concepts, diversity exercises and videos. More than 87% of Diversity 360 evaluation respondents said they found program activities and exercises thought provoking. In addition, 72% responded that program facilitators were "helpful in enhancing my learning." Nearly 100 staff and student volunteers have been trained and assist OIDEO and the Office of Multicultural Affairs (OMA) in facilitating Diversity 360 sessions.

Diversity 360 is the result of recommendations from CWRU students who called for a Safe-Zone like training that focused on diversity. Safe Zone is a national program aimed at creating and sustaining a visible, inclusive and supportive environment for those that identify as lesbian, gay, bisexual, transgender and questioning. Students from a Sustained Dialogue group and members of the

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CWRU and Tri-C MLK Essay Winners Are Recognized at Special Reception

Faculty, staff and students from Case Western Reserve University and Cuyahoga Community College (Tri-C) reflected on the life, work and legacy of Martin Luther King, Jr., as participants of the 2016 MLK Essay Contest. For the first time, this year the CWRU contest was also opened to individuals at Tri-C. Individuals from both institutions gathered at a special reception held on the CWRU campus in early spring to honor winners. In addition, during the reception some winners read excerpts from their essays.

Essay winners in the Student Category:

First Prize: Mikel Jordan, *"The King, his People and the City"* Tri-C

Second Prize: Sierra J. Lipscomb, CWRU; Unnati Amin, CWRU

Also recognized: Shadi Ahmadmehrabi, CWRU; Austin Stroud, CWRU

Essay winners in the Staff Category:

First Prize: Elizabeth Reed, *"An Engineering Assessment of Our Complicity with Evil,"* CWRU

Honorable Mention: Dorothy Oluonye, CWRU

First place prize winners received \$300, a copy of Dr. King's last book *Where Do We Go From Here: Chaos or Community?* and two tickets to see the Cleveland Playhouse Square's production of Katori Hall's *The Mountaintop*. The play is a fictional depiction of King's last night on earth set entirely in Room 306 of the Lorraine Motel on the eve of his assassination on April 4, 1968.

Second prize winners received two tickets to the production of Katori Hall's *The Mountaintop*.

Honorable Mention winners received a \$50 gift card.

The essay contest and celebration were sponsored by the university's MLK Celebration Planning Committee, CWRU Kelvin Smith Library, Office for Inclusion, Diversity and Equal

Opportunity, Office of Multicultural Affairs, Baker-Nord Center for the Humanities, the Cleveland Humanities Collaborative, Voices from the Village, Anisfield-Wolf Book Award, Cleveland Playhouse Square and Dominion East Ohio Gas. The MLK planning committee was chaired by Lisa Nielson, PhD, Anisfield-Wolf SAGES fellow and lecturer in CWRU's Department of Music.



Mikel Jordan's essay *"The King, his People and the City,"* won first place in the student category.



From the VP

As I reflect on the 2015-2016 academic year, I am proud of the diversity and inclusion progress that has been made, proud of the continued activism of our students and proud that our campus community is so willing to have critical, and sometimes, difficult conversations.

This year we fully implemented the campus-wide Diversity 360 education

program. More than 3,000 students, staff and faculty have completed the program and we already have campus members enrolling in summer sessions and departments and offices are inquiring about sessions for their team in the fall. Diversity 360 educates and increases awareness. More importantly, it provides a safe space to talk about our various experiences and perspectives and to contemplate the kind of campus environment we want to create and the steps necessary to bring that vision to fruition. It is no panacea, but it is a step in the right direction.

Our students continue to be vocal and passionate about diversity and social justice issues on campus, locally and nationally. An Open Forum held in April demonstrates that our students are committed to CWRU, to open and honest dialogue and to embracing differences. Students have proven time and time again that they would rather face issues

head on and talk openly about them rather than grumble about them behind closed doors or on social media. Certainly, there is more work to do but we have developed a campus climate where students are comfortable voicing their concerns and where the administration and senior leaders are responsive and willing to work alongside students to bring about positive change.

In this issue of *Insight on Diversity* some of our successful initiatives and programs are highlighted. There are articles on Diversity 360 and Sustained Dialogue and on plans to engage the entire campus community as we begin work on the next Diversity Strategic Action Plan. The newsletter also highlights the array of dynamic and thought-provoking speakers we have had on campus, including author and social justice attorney Bryan Stevenson, political commentator Marc Lamont Hill and social activist and co-creator of the #BlackLivesMatter Movement Alicia Garza.

As we bid farewell and congratulate our graduating students, we are thankful for the impact they have had on our campus and we look forward to the ways in which they will use their gifts and talents to change society and the world. Meanwhile, we look forward with great anticipation to the progress and successes that lay ahead as we continue to dialogue and work collectively on critical inclusion and diversity work.

Warm regards,

Marilyn Sanders Mobley, PhD

CWRU Seeks Campus Feedback As It Prepares To Develop Latest Diversity Strategic Plan

As Case Western Reserve University prepares to update its Diversity Strategic Action Plan (DSAP), the campus community will have an opportunity to provide feedback and suggestions related to the university's diversity efforts and progress.

The campus community will have an opportunity to provide feedback during three open forums hosted by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO). Forums are being held to gather feedback from the university community on a recently released External Review Report and Recommendations. The review report was commissioned by the OIDEO as part of the development of the 2016-2019 DSAP. A three-member team of diversity leaders from other universities visited the campus in February to assess the overall efforts of CWRU in achieving its equity, diversity, and inclusion goals. While on campus, the team met with various groups and constituents from across the campus. The report details some of the themes of those conversations and also offers recommendations for next steps.

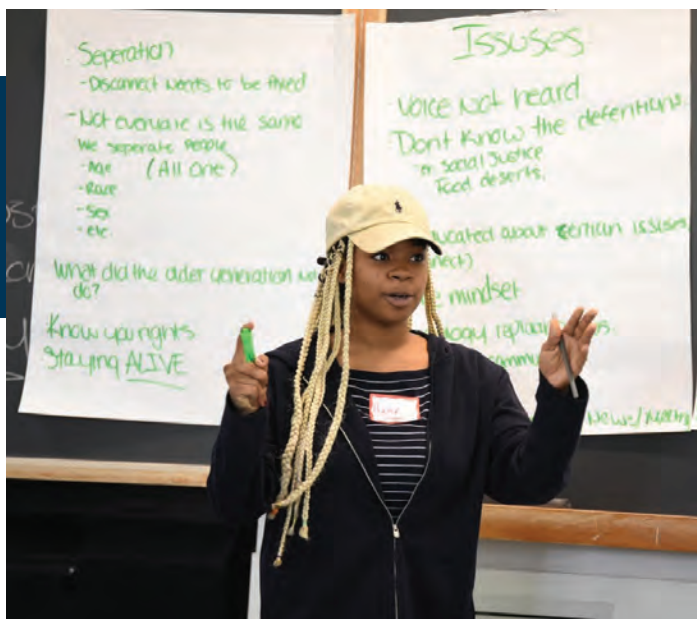
Benjamin Reese, PhD, vice president for Institutional Equity at Duke University and Duke University Health System led the review team. Joining Reese were Paulette Granberry Russell, chief diversity officer,

Michigan State University; and Brent Bilodeau, PhD, assistant vice chancellor of Student Affairs, University of Wisconsin-Whitewater.

The forums will be held on May 17, June 28 and September 27. The time for each forum will be from noon to 1:30 p.m., and each forum will be held in the Tinkham Veale University Center, Ballroom C.

In addition to feedback on the report, the forums will provide an opportunity to make suggestions for the upcoming DSAP. The forums are open to the entire university community, and participants are strongly encouraged to review the report online before attending a forum. The report is available to the CWRU community on the OIDEO homepage at case.edu/diversity/. Also on the website is written responses to the External Review Team from the CWRU Staff Advisory Council (SAC). Individuals can also provide feedback about the report online by sending comments to diversity-virtual-forum@case.edu.

For more information about the report or forums, contact Christopher Jones, OIDEO's Assistant Vice President and Director of Equity, at christopher.jones3@case.edu.



Student and local community activist Hunter Scott facilitated a session on youth voices and intergenerational cooperation during the Power Up! Conference.

More than 70 students from area high schools and colleges as well as staff and community members convened on the Case Western Reserve University campus on April 2 for the Social Justice Institute's spring 2016 Power Up! Student & Youth Leadership Conference.

The conference engaged high school, college, non-traditional students and community members in a day of dialogue. It began with the question,

Area Students & Others Gather to Explore Social Justice Issues and Solutions at Power Up! Conference

"What is Social Justice?," which provided a framework upon which the students could evaluate systems of oppression and privilege before moving towards thinking about social change. Participants also discussed social justice issues they witness in their communities and lives.

During a lunch session, there were testimonies from CWRU Mandel School of Applied Social Sciences alumnus Donté Gibbs and long-time local community activist Dionne Carmichael. During afternoon sessions, conference attendees focused on specific social justice topics such as homelessness, reproductive justice, trans rights, being a white ally and civic engagement with experts in those fields. Attendees also received guidance on how to formulate their own plans of action to tackle social justice issues. The conference closed with spoken word performances by young activist artists from the Cleveland School of the Arts.

The Power Up! Conference has become one of the signature programs of the Social Justice Institute and at least three such events have been held since the inception of the conference in 2012. For more information, visit case.edu/socialjustice/ or send an email to socialjustice@case.edu.



Photographed from left to right are: Tirth Bhatta; Parameswaran Ramakrishnan, PhD; Arthur Evenchik; Makela Hayford; University President Barbara R. Snyder; Vice President for Inclusion, Diversity and Equal Opportunity Diversity Marilyn S. Mobley, PhD; Sarah Dellinger and Elise Geither, PhD.

Eighth Annual Inclusion and Diversity Achievement Awards Luncheon

Nearly 100 staff, students and faculty gathered for the 8th annual Inclusion and Diversity Achievement Awards Luncheon, sponsored by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO). This year's event was held on April 13 in the Tinkham Veale University Center. The annual event provides an opportunity for the OIDEO to recognize members of the Case Western Reserve University community who have made significant contributions to campus inclusion and diversity efforts during the academic year.

Each year, awards are given in five separate categories: Undergraduate Student Achievement Award, Graduate/Professional Student Achievement Award, Faculty Leadership Award, Staff Leadership Award and Department/Unit Excellence Award.

As in the past, this year the office received numerous outstanding nominations for each award category. The final winners were selected by a committee made up of CWRU Diversity Leadership Council members.



Gregory Harris, CWRU assistant dean of Undergraduate Studies, discusses campus diversity issues during the "table dialogue" portion of the annual luncheon event.

The luncheon began with a welcome from University President Barbara R. Snyder, who stressed the importance of diversity and inclusion and thanked OIDEO, other offices, groups and individuals for their contributions to advancing diversity on campus. In addition, the annual luncheon includes a "table dialogue" activity. During this activity, tables discuss a diversity-related question and then report out to the larger group issues members at their tables discussed.

This year, the dialogue question asked individuals to grade the university on its diversity and inclusion progress. In general, tables gave the university a B grade and complimented it on current diversity and inclusion programs, while also pointing out that more work must be done. Two tables assigned the university an "I" – one table said for "incomplete" and the other table said for "in progress." Both tables noted that there are good initiatives and programs under way but said it will take time to determine the impact of these programs. One table gave the

university a failing grade and stressed that much more work is needed to make the university inclusive and welcoming to all individuals.

The 2016 Diversity Award Winners

Faculty Leadership Award:

Parameswaran Ramakrishnan, PhD.

He is an assistant professor in the Department of Pathology in the School of Medicine. He joined Case Western Reserve University in the summer of 2013. His lab has two research interests: 1) to understand the molecular mechanisms of autoimmunity in type 1 diabetes and 2) to study the link between inflammation and cancer. He is also the coordinator of weekly seminars in the Department of Pathology and pays special attention to include diverse speakers and to give everyone from graduate students to full professors an opportunity to participate. He has also made a special effort to recruit minority students to work in his lab.

Ramakrishnan received bachelor's and master's degrees in biotechnology from Mahatma Gandhi University in India. He did his doctoral work at Weizmann Institute of Science in Israel.



Staff Leadership Award:

Arthur Evenchik

He is assistant to the dean for special projects in the College of Arts and Sciences. Since 2011, he has coordinated the college's Emerging Scholars Program, which provides academic support, advising and mentoring to students from the Cleveland area who attend the university. He is also editor of *arts/sci*, the college's alumni magazine.

Evenchik conducts workshops on literary tutoring for Project STEP-UP which recruits Case Western Reserve University students to work with children in local schools and libraries. He is also an instructional consultant for writing workshops at John Hay's Cleveland School of Science and Medicine, where CWRU medical students help high school seniors with their college admissions essays through the Robbins Bridge Program. Before joining CWRU in 2004, he was a volunteer coordinator and literacy tutor at the Maya Angelou Public Charter School in Washington, DC.



Department/Unit Excellence Award: The Spoken English Programs Educational Services for Students (ESS)

The programs support international students on campus. Programming includes Spoken English tutoring for undergraduate, graduate and professional students as well as a variety of seminars for international graduate students.

A recent addition to the programs is the Seminar in Communication and Conversation. In this free, six-week seminar, graduate students are able to explore language and culture through interactive discussions. More than 150 students have completed the seminar since its inception in summer 2015. Other offerings include Seminar on Accuracy for Presentation Skills and a spoken English seminar. The program also collaborates with International Student Services to provide presentations for the International Student Success Series. The Spoken English Programs also host a number of cultural events.

"I greatly value the opportunities I have had, and continue to have, to learn with and from my students," said Elise Geither, PhD, associate director



Graduate/Professional Student Achievement Award:

Tirth Raj Bhatta

He is a PhD candidate in the Department of Sociology. He also serves as a research assistant. He is passionate about social justice issues, primarily those related to economic, race and gender inequality in education and health. Through his involvement in graduate student organizations, he has raised the issue of representation, diversity and financial security. His dissertation research investigates the role of changing opportunity structures in modifying patterns of educational inequalities in health across historical periods (as represented by United States birth cohorts



spanning 1890 to 1959). He established the campus Nepali Student Organization in an effort to provide a platform for Nepal students. Under his leadership, the organization raised nearly \$9,000 to help rebuild Nepal after two major earthquakes destroyed lives and village there.

Undergraduate Student Achievement Award: Makela Hayford

She is a third-year sociology major, with a minor in social justice. She is a recipient of the Louis Stokes Congressional Black Caucus Scholarship and after graduation she plans to continue her education and pursue a career in law. Ultimately, she would like to serve as a judge. She is a student activist and focuses on ensuring racial and gender equity on campus and in the larger community.

She serves as vice president of the student African American Society organization, as a moderator for the campus Sustained Dialogue program and as a student assistant in the Flora Stone Mather Center for Women. She also writes for the campus newspaper, *The Observer*.

She is dedicated to helping empower students to be their whole selves, to challenge arbitrary boundaries and build fair, sustainable communities.



of Spoken English Programs. She operates the programs with assistant director Sarah Dellinger. Geither has taught English and English as a Second Language for more than 20 years. In addition, she has worked with children, teens and adults from more than 50 countries. Geither is the author of *Helping Students with Autism Spectrum Disorder Express their Thoughts and Knowledge in Writing*. She is a poet and has had her poems and short stories published in literary journals.

Dellinger has taught and tutored reading, writing and speaking skills to students and adults. She holds a master's degree from Bowling Green State University in Cross-Cultural and International Education. Currently, she is pursuing TESOL certification. She also taught English as a Second Language to university students in Costa Rica. "My goal is to provide programs and opportunities for international students to grow and thrive, socially and academically within the United States," she said.



Sustained Dialogue Program Is Making A Positive And Lasting Impact on the CWRU Community

Now in its third year, the Case Western Reserve University Sustained Dialogue program is having a profound impact on the campus community. Since its inception in 2014, nearly 130 students, staff and faculty members have participated in the program.

Under the Sustained Dialogue (SD) program, individuals from diverse backgrounds meet weekly in small groups to discuss diversity and inclusion issues and their experiences on campus. Dialogue groups are encouraged to identify a campus issue of concern and to make recommendations on ways to resolve the issue and improve the campus experience. The program is part of the national Sustained Dialogue Campus Network, located in Washington, DC, and is designed to enhance campus engagement, promote cross-cultural dialogue and provide participants with an opportunity to make positive changes on campus.

At a special SD closing event held each year, dialogue groups present their recommendations on ways to improve the campus environment to University President Barbara R. Snyder and vice presidents. Some recommendations from groups have been implemented and others are being considered.

Diversity 360, the campus-wide diversity education program, which more than 3,000 students, faculty and staff completed during the 2015-2016 academic year, is a direct result of a recommendation set forth by a SD student group.

Both Diversity 360 and Sustained Dialogue are sponsored by the Office for Inclusion, Diversity and Equal Opportunity and Student Affairs, Office of Multicultural Affairs (OMA) and First Year Experience and Family Programs.

Other outcomes as a result of the SD program include:

- A delegation from CWRU participated in the inaugural PULSE (Perspective. Understanding. Leadership. Sustained. Exchange) Institute in 2014 sponsored by the national Sustained Dialogue Campus Network.
- For the past two years, CWRU has sponsored Sustained Dialogue moderator training in conjunction with Cuyahoga Community College.

- A mental health peer to peer student organization was established.
- Using the Sustained Dialogue model for discussing critical issues, OMA held a "Day of Dialogue" in response to hate speech incident on campus.
- Members of the SD Core Team participated in Certified Sustained Trainer Workshop in Washington, DC, which will allow them to provide official moderator training on campus.
- CWRU Senior Brittany Chung received the national Sustained Dialogue Student of the Year Award at a Washington, DC awards program.

In addition, because of the success of the CWRU program, it is featured on the national SD website. CWRU has also received inquiries from local and regional institutions interested in duplicating its SD initiatives.

For more information or to participate in the campus Sustained Dialogue program, visit students.case.edu/diversity/groups/dialogue or contact program co-chairs, Janetta Hammock, janetta.hammock@case.edu or John Killings, john.killings@case.edu.

Lavender Graduation Recognizes Graduates and Award Winners

The annual Lavender Graduation, a ceremony recognizing CWRU's graduating LGBTQIA undergraduates and graduate students, was held on campus on April 28. In addition to recognizing graduates, special awards were given during the event. The Nock Scholarship was presented to rising senior, Vincenzo Volpe.

This year's Prism Alley Award winners were staff members Joshua Terchek and Jonathan Wehner, who worked on adding optional questions around gender identity and sexual orientation to the general application. The faculty award was given in recognition of Matthew Garrett's PhD, work to add equitable health benefits for employees seeking gender affirmation care.

CWRU's Diversity 360 Program Experiences Widespread Success in Its First Year of Operation

(Continued from pg. 1)

#webelonghere student movement both called for an education program that would increase awareness and knowledge about diversity issues and help improve the campus climate.

"We have made great progress through programs such as Sustained Dialogue, Diversity 360 and other initiatives."

Diversity 360 is a three-hour program, with specific modules for students, faculty and staff. OIDE and OMA have also developed shorter versions of the program to accommodate department requests and time constraints. Although Diversity 360 has added tremendous value to CWRU, the university leadership acknowledges that there

is still work to be done. As President Barbara R. Snyder remarked in a recent email to the campus community, "[w]e have made great progress though programs such as Sustained Dialogue, Diversity 360 and other initiatives. But we always have known that much more would be needed."

Plans are underway to expand Diversity 360 program offerings in the 2016-2017 academic year to include a speaker series and lunchtime discussions on pertinent issues. In addition, "deep dive," intensive facilitator trainings have already begun.

For more information about Diversity 360, email Elfreda "Alfie" Chatman-Walters in OIDE at elfreda.chatman-walter@case.edu or Naomi Sigg in OMA at naomi.sigg@case.edu.



Hill Gives Power of Diversity Address

Political commentator, author and professor **Marc Lamont Hill, PhD**, stressed the importance of students being involved in making a campus more inclusive during his Power of Diversity Lecture on February 29. More than 200 students, staff, faculty and community members attended Hill's lecture. Pictured here (l to r) is University President Barbara R. Snyder, Dr. Hill, Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, and University Provost and Executive Vice President William A. "Bud" Baeslack III.



Unity Banquet Featured National Social Activist

Alicia Garza, social activist and co-creator of the #BlackLives Matter Movement, was guest speaker at the 26th annual Unity Banquet, hosted by the CWRU Office of Multicultural Cultural Affairs on April 15.



Photo: Nina Subin

Stevenson Gives MLK Convocation Address

Bryan Stevenson, founder and executive director of the Equal Justice Initiative, was the featured speaker at the university's 2016 MLK Convocation on January 22. Stevenson delivered a powerful message as he discussed injustice within the U.S. justice system and the importance of social justice activism.



Photo: Eric Benson

Hinojosa Discusses Immigration Issues

News Correspondent and Journalist **Maria Hinojosa** gave an insightful and passionate speech entitled "Frontlines: Latinos & Immigration," during her campus visit on Oct. 6. Hinojosa's lecture was part of the Power of Diversity Lecture Series and campus Hispanic Heritage Month activities.



Mobley is Keynote Speaker at Portugal Symposium

CWRU Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, delivered a keynote address at this year's Study and Advancement of Teaching in Higher Education symposium held in Coimbra, Portugal in October 2015. The theme was diversity issues on campus. Mobley's speech was entitled "The Evolving World of Diversity and Inclusion: New Challenges in Higher Education." Pictured here (l to r) is Professor Doutor Rui Jorge da Silva Antunes (president, Instituto Politécnico de Coimbra), Dr. Mobley, Doutora Susana Gonçalves (director, Centro de Investigación y Educación Popular) and Susana Lima (lecturer in Tourism, Instituto Politécnico de Coimbra).

Conference Highlights Food and Environmental Issues

The CWRU Social Justice Institute in conjunction with Environmental Health Watch and Rid-All Green Partnership sponsored the 2016 "Race, Food and Justice Conference: Analyzing the Urban Food Movement through a Social Justice Lens." The event was held April 21-23.

Pictured here are panelists Julian Agyeman of Tufts University, Andre Patton, East Cleveland Resident/Community Activist and Jerry Peña Mahoning Valley Organizing Collaborative.

They discussed land gentrification in northeast Ohio and its impact on communities. Videos of conference keynote addresses are available on the Social Justice Institute website, case.edu/socialjustice.



Open Dialogue Event Provides Safe Space For Critical Conversations on Diversity & Inclusion Issues

Case Western Reserve University students, faculty and staff came together to discuss diversity and inclusion issues at the "Open Dialogue on the State of Inclusion at CWRU," event held on April 17. In addition, President Barbara R. Snyder and other members of the university's senior leadership team attended the dialogue event.

The event was planned after some students spoke out against a Variety Show performance during Greek Week that featured a fraternity portraying Mexicans and making references to various aspects of Mexican culture. Many Latino students, as well as other students and other members of the campus community, argued that the performance was racist and



demonstrated a lack of inclusion and cultural competency. The Variety Show incident raised concerns about inclusion and diversity within the university's Greek system as well as in the larger CWRU community.

The Open Dialogue event included remarks from

Office of Multicultural Director Naomi Sigg and Associate Vice President of Student Affairs Susan Nickel-Schindewolf, who talked about the importance of inclusion at CWRU. Attendees to the event were then put in small groups, which were facilitated by Sustained Dialogue moderators and others. Individuals had opportunities to share their stories and perspectives on campus diversity issues and related topics. The evening ended with a large group debriefing led by Edwin Mayes, director CWRU's First Year Experience and Family Programs, and AmariYah Israel, department coordinator for the LGBT Center and the Office of Multicultural Affairs.

In an email announcing the event, sponsors of the Open Dialogue stated "One event is not the answer to issues of inclusion and diversity at CWRU, nor is one conversation. However, this can serve as a starting place for us as the CWRU community." The event was sponsored by the Undergraduate Diversity Collaborative, Interfraternity Congress and Panhellenic Council.



Open Dialogue allowed students to share their opinions with other students, staff, faculty and members of the senior leadership team.

(Photos: Randall Blackford)