

# Insight on DIVERSITY

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

SPRING/SUMMER 2017

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Photo: Eric Benson

Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD (right) presents the inaugural Community Leadership Award to Connie Atkins (left), former executive director of the Consortium of African American Organizations (CAAO) and a member of the CWRU Supplier Diversity Initiative Council, during the Annual Diversity Awards Luncheon. The new award category was created to recognize CWRU's external partners for their contributions in promoting diversity and inclusion on campus and within the local community. See article on awards luncheon on pages 4 & 5.

## New Diversity Strategic Action Plan Calls for Accountability, Collaboration to Reach Goals

The Case Western Reserve University 2016-2019 Diversity Strategic Action Plan (DSAP), released in May, stresses visibility, accountability and collaboration. In addition, it calls for continued attention on improving the campus climate, increasing diversity among faculty, staff and students and leveraging resources for diversity and inclusion efforts. These three areas were also highlighted in the original diversity action plan, released in 2010. However, "the new plan is different in that it places emphasis on responsibility and timelines for completion of specific action steps," states the latest DSAP report entitled *Advancing Diversity and Inclusion: A Roadmap for Excellence at Case Western Reserve University*.

### Goals in the plan include:

- establish a diversity certificate program for faculty and staff, which provides incentives for annual diversity training;
- host campus-wide conversations through small, focused and critical dialogues to promote diversity and inclusion;
- develop pathways that foster partnerships among K-12, businesses, alumni and community leaders; and
- provide institutional financial support for diversity recruitment and retention.

The new DSAP outlines specific actions that offices, departments and administrators should take to help the university reach its diversity and inclusion goals. The plan stresses accountability and campus-wide commitment to action items included in the plan. The DSAP also calls for the university to strive to become recognized as a leader in advancing inclusive excellence. The DSAP is considered the university's roadmap for achieving this goal.



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## Henry Louis Gates, PhD, Delivers the 2017 F. Joseph Callahan Distinguished Lecture



*Henry Louis Gates, PhD, with Marilyn S. Mobley, PhD, CWRU's Vice President for Inclusion, Diversity and Equal Opportunity following his lecture. Mobley, a professor of English and a Toni Morrison and African American literature scholar, served with Gates as fellow board members of the Toni Morrison Society.*

Harvard University scholar, cultural critic, author and filmmaker Henry Louis Gates, Jr., PhD, was this spring's F. Joseph Callahan Distinguished Lecturer. Gates discussed the roots of his personal and scholarly interest in family history, black history and ancestry during his speech at the Milton and Tamar-Maltz Performing Arts Center at The Temple-Tifereth Israel on the CWRU campus on March 23. His remarks also served as the keynote address for the 2017 Cleveland Humanities Festival of the Baker-Nord Center for the Humanities and its year-long focus on immigration.

Gates is the Alphonse Fletcher University professor and director of the Hutchins Center for African and African American Research at Harvard University. He is a distinguished scholar of African American literature. He is also writer and host of the PBS television series *Finding Your Roots*. In the series, Gates focuses on ancestry by unearthing family histories of influential people and helping them learn more about their identity. Working with genealogists and geneticists, Gates is able to provide insight into an individual's ancestry. In the upcoming,

third season of the show, Gates will trace the ancestry of TV journalist Soledad O'Brien, Sen. John McCain, Shonda Rimes, writer and producer of such television shows as *Grey's Anatomy* and *Scandal* and others.

The CWRU lecture series is named in honor of the late F. Joseph Callahan, a local business leader, philanthropist and former president and chair of Swagelok, a local fluid system manufacturer. His son, Tim Callahan, is vice chair of the CWRU Board of Trustees. The annual event seeks to engage the Greater Cleveland community in discourse on important, current topics.



### From the VP

As another semester comes to a close, it is an excellent time to reflect on the work that has been accomplished at Case Western Reserve University during the academic year. I am proud of the engagement of our students, staff and faculty in a variety of diversity and inclusion programs and initiatives. This engagement has increased cross cultural communication and strengthened our

campus community. Through programs and various initiatives, we have developed structures and spaces on campus where we can have difficult conversations and hear and learn from different perspectives. We certainly have not "arrived," but we have made significant progress.

In this edition of *Insight into Diversity*, we highlight the new Diversity Strategic Action Plan (DSAP), which was approved this spring. The 2016-2019 Diversity Strategic Action Plan, "A Roadmap to Excellence," focuses on visibility, accountability and collaboration and outlines a plan to help us as a campus community achieve excellence and reach our inclusion, diversity and equity goals.

This edition of *Insight into Diversity* also spotlights the 2017 Diversity Achievement Award winners. These winners demonstrate the good work that is being done on campus. This year, for the first time, we presented diversity awards to a CWRU senior administrator and an external partner. These additions to our award categories help us recognize the contributions that are being made across campus and within the community.

This issue also provides an update on our successful campus-wide diversity education program, Diversity 360°, and highlights our recent Listening Tour, at which we gathered feedback on CWRU inclusion issues. In addition, the newsletter spotlight some of the national thought-leaders and diversity experts that have appeared on our campus this academic year. It has been a full, exciting and productive year!

Finally, we congratulate our CWRU graduates. We wish them well as they begin the next chapter of their lives. We trust that they will use their talents, knowledge and campus experiences to positively impact our society, our country and our world.

Warm regards,

*Marilyn Sanders Mobley, PhD*



## Thousands in Campus Community Complete Diversity 360° Education Program

More than 5,600 Case Western Reserve University students, staff and faculty members have completed the university's diversity education program, "Diversity 360°," since its inception in fall 2015. The comprehensive program demonstrates the negative impact of bias, privilege and microaggression on a campus culture. Feedback on the program continues to be positive. For example, 93% of Diversity 360° participants reported that they would recommend the program to others. In addition, in response to a question about actions individuals might take once they completed the program, 54% of respondents said they felt prepared to be a change agent and speak up and address microaggression and bias issues, while 28% planned to engage in activities involving diverse groups. Diversity 360° is a collaboration between the Office for Inclusion, Diversity and Equal Opportunity and the Office of Multicultural Affairs. It helps individuals gain a better understanding of the value of diversity and inclusion at CWRU. Incoming students receive a shortened version of the three-hour program and a number of offices, departments and schools have scheduled Diversity 360° sessions for their employees and students.

### Second Open Diversity 360° Session Added

During the 2016-2017 academic year, "open" Diversity 360° sessions were held on the second Thursday of each month. Sessions were open to anyone on campus interested in participating in the program. Beginning in June, another open session will be offered. This one will



(Photo: Randy Blackford)

National consultant Kathy Obear, PhD, led a "train the trainer" workshop in April for Diversity 360° facilitators. Trained staff and faculty join staff members from the Office for Inclusion, Diversity and Equal Opportunity and Office of Multicultural Affairs in facilitating Diversity 360° sessions for the campus.

be held on the first Wednesday of each month. To register for an open session, visit <https://orgsync.com/138213/events?view=upcoming> to view available dates and times. Questions about Diversity 360° may be directed to Christopher Jones in OI/DEO at [christopher.jones3@case.edu](mailto:christopher.jones3@case.edu) or Naomi Sigg in OMA at [naomi.sigg@case.edu](mailto:naomi.sigg@case.edu).

## May is Mental Health Awareness Month; CWRU Offers Accommodations for Those With Mental Impairments



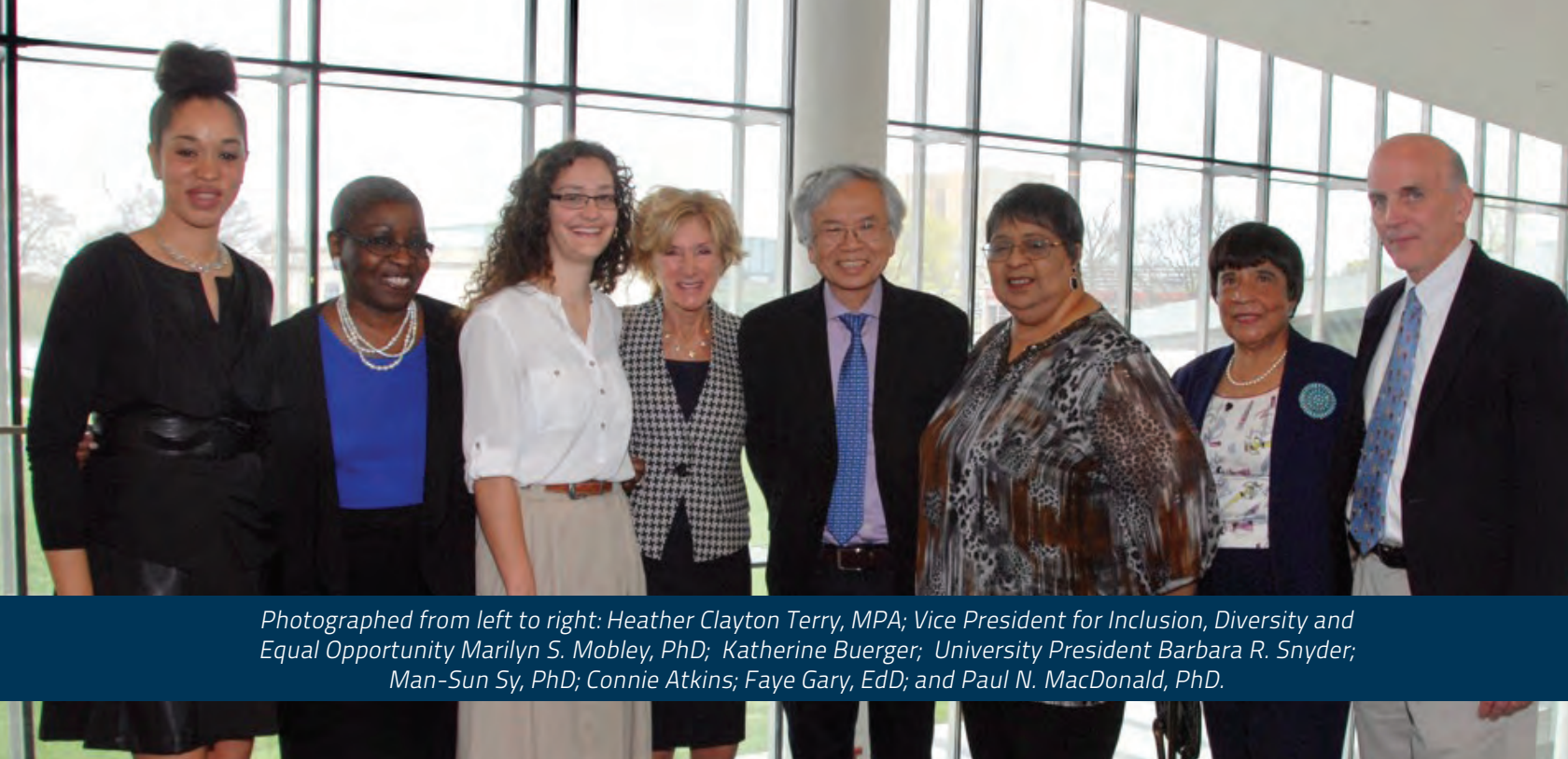
The national organization, Mental Health America (MHA), and its affiliates across the country will highlight mental health issues during the month of May. The 2017 theme is "Risky Business." "We believe it's important to educate people about habits and behaviors that increase the risk of developing or exacerbating mental illnesses, or could be signs of mental health problems," according to a document from MHA. "These include risk factors such as risky sex, prescription drug misuse, internet addiction, excessive spending, marijuana use and troublesome exercise patterns."

This month the Case Western Reserve University community is reminded that the Americans with Disabilities Act (ADA) provides

protection for employees from discrimination based on disabilities, including mental impairment that substantially limits life activities (such as walking, talking, ambulating, taking care of one self and others). The ADA also requires employers to provide reasonable accommodation for employees with a mental impairment, should the need arise.

Some common areas that an employee with a mental health condition may need a reasonable accommodation relate to concentration, memory, organization, time management/completing tasks, stress, panic attacks, sleep disturbances, fatigue, attendance, co-worker interaction and others.

If a CWRU employee has a mental health impairment and is interested in making a request for reasonable accommodation, the individual is encouraged to contact the Office for Inclusion, Diversity & Equal Opportunity. Faculty requests should be directed to Donna Davis Reddix, faculty diversity officer at [donna.davis-reddix@case.edu](mailto:donna.davis-reddix@case.edu) or 368-4299. Staff requests should go to Gia Adeen, assistant director, EEO & Diversity at [gia.adeen@case.edu](mailto:gia.adeen@case.edu) or 368-5371. All medical information will be kept confidential.



*Photographed from left to right: Heather Clayton Terry, MPA; Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD; Katherine Buerger; University President Barbara R. Snyder; Man-Sun Sy, PhD; Connie Atkins; Faye Gary, EdD; and Paul N. MacDonald, PhD.*

## OIDEO hosts Annual Inclusion and Diversity Awards Luncheon

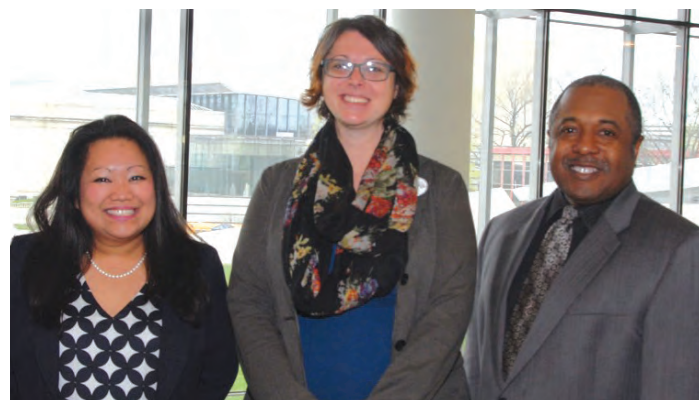
More than 200 staff, students, faculty and community members gathered for the 9th Annual Inclusion and Diversity Achievement Awards Luncheon, sponsored by the Office for Inclusion, Diversity and Equal Opportunity (OIDEO). This year's gathering was the largest since the inception of the awards event.

The luncheon was held on April 21 in the Tinkham Veale University Center Ballroom. The event provides an opportunity for 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.

This year, the OIDEO announced three new award categories. The new categories were suggested and approved by the CWRU Diversity Leadership Council. The new categories include: the Senior Leadership Award, which recognizes a university dean, executive or other senior administrator for her/his diversity efforts; the Diversity Collaboration Excellence Award, which recognizes a successful inclusion and/or diversity campus collaboration or partnership between university departments, offices, or campus groups and the Community Leadership Diversity Award, which recognizes the excellent work of external partners and their contributions to promoting diversity on campus and in the community.

Overall, OIDEO received an increased number of nominations this year, but due to a lack of submissions in some areas, awards were not given in the categories of graduate/professional student and department, unit or office. Final award winners were selected by a committee made up of members of the CWRU Diversity Leadership Council.

University President Barbara R. Snyder welcomed attendees to the event and congratulated award winners for helping to make the campus more inclusive and diverse.



*Photographed from left to right: Naomi Sigg, director, Office of Multicultural Affairs; Cami Ross, coordinator of programming, Center for International Affairs; and Edwin Mayes, director, First Year Experience and Family Programs.*

### **Diversity Collaboration Excellence Award: Center for International Affairs, First Year Experience and Family Programs and the Office of Multicultural Affairs.**

These three offices developed a partnership to plan cultural events for CWRU international students. They make up the International Programming Committee. The committee provides programming that help students feel more at home at CWRU by hosting cultural programs that students might miss since they are away from home. This academic year, the committee sponsored a Mid-Autumn Festival in the fall – a harvest festival celebrated by ethnic Chinese and Vietnamese people – and a Lunar New Year Celebration, which featured giveaways, food and fireworks. This spring, the group also sponsored Holi, a Hindu spring festival celebrated in India and Nepal. The festival signifies the victory of good over evil and the arrival of spring.



# The 2017 Diversity Award Winners

## Undergraduate Student Achievement Award: Katherine Buerger

Buerger is a junior accounting major and creative writing major. Buerger is treasurer and blogger for United Protestant Campus Ministries. In addition, she volunteers at the Listening Post and cooks for the Labre Program. She has headed student interreligious efforts on campus for the past two years and has organized panel discussions, collaborative events and Interreligious Week 2016. The week included a movie showing, an open forum on religion, a discussion on Islam, an interfaith Shabbat and a dinner with a panel of religious professionals from various faiths.



## Community Leadership Diversity Award: Connie Atkins

Atkins is executive director emeritus of the Consortium of African American Organizations (CAAO). She was responsible for the implementation of the mission and principles of CAAO from 2001 to 2011. CAAO is a collaborative organization for black professional organizations of Northeast Ohio. Atkins has helped to start, develop and coach hundreds of individuals and businesses annually for nearly ten years. Atkins is also an entrepreneur, author, motivational speaker, adjunct professor and international business consultant. She is a member of the CWRU Supplier Diversity Initiative Council and has served on numerous community boards.



## Faculty Leadership Award: Faye Gary, EdD

Gary is the Medical Mutual of Ohio Kent W. Clapp chair and professor of Nursing at the Frances Payne Bolton School of Nursing at CWRU. She created the Provost Scholars Program in 2013 to match the talents of CWRU colleagues with East Cleveland middle and high school students. She currently serves as director of the program. In addition, Gary is a research mentor for the NIH-funded Bridges to the Doctorate in Nursing for Northeastern Ohio, a CWRU School of Nursing program. Gary has served on the National Advisory Council on Minority Health and Health Disparities of the National Institutes of Health. She has published more than 100 scholarly papers and is the recipient of numerous awards.



## Faculty Leadership Award: Man-Sun Sy, PhD

Sy is a professor of Pathology, Medical Science, and Neurosciences at the CWRU School of Medicine. He is primary organizer and founding member of the CWRU Asian Faculty Association. The association serves campus faculty members with an Asian origin, regardless of gender, nationality and department or school affiliation. Sy personally reached out to recruit more than 100 faculty to the Asian faculty group. He has also organized a number of activities for the association, including a fund-raising event, workshop and picnic. Sy received his BA, MA and PhD from the University of Colorado. He previously served as a faculty member at Harvard Medical School, in the Department of Pathology.



## Senior Leadership Award: Paul N. MacDonald, PhD

MacDonald is the associate dean for graduate education in the School of Medicine and associate professor in the Department of Pharmacology. He is the director of the NIH-funded Post-baccalaureate Research Education Program, a program designed to enhance underrepresented students' matriculation into biomedical PhD training programs at CWRU and across the nation. He is committed to enhancing the graduate education mission in the School of Medicine and improving diversity in the graduate student population.



## Staff Leadership Award: Heather Clayton Terry, MPA

Terry works for the Flora Stone Mather Center for Women at Case Western Reserve University. She is the associate director for Women in Science and Engineering. She advises the WISER (Women in Science and Engineering Roundtable) student group and provides individual coaching to women and people of color who need help navigating male-dominated fields.



Terry also helped to establish the CWRU Women of Color Series and was instrumental in forming the CWRU Family Equity Committee. She holds executive coaching, emotionally intelligent leader, and women in leadership certificates from Weatherhead School of Management.

## "Listening Tour" Gives Campus Groups Opportunity to Discuss Inclusion Issues

A campus "Listening Tour" to gather opinions and feedback on inclusion issues at Case Western Reserve University concluded early this spring after engaging 15 various campus groups as well as hearing from individual campus members. The tour was commissioned by University President Barbara Snyder and led by Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, and Vice President for Student Affairs Lou Stark. In addition to the group sessions, three open Listening Tours were held to give interested campus members opportunities to discuss and/or voice concerns about inclusion issues.

During the tours, campus groups were asked to respond to three questions: What does it mean to you to be an inclusive campus? In what ways are we already an inclusive campus? What are we not doing so well?

According to responses from various groups, the campus is doing well in terms of providing diversity education, implementing initiatives such as the Listening Tour and engaging individuals with the campus community.

When asked what the university could do better, individuals said

improve communication and reduce division between faculty and staff; increase diversity among faculty and staff; and implement a requirement that every student complete a diversity-related course prior to graduation. In addition, some individuals reported favoritism in campus incidents and maintained that individuals are not always treated equally.

Feedback from the Listening Tour will be reviewed and discussed by the President's Council in the summer. The council will then make recommendations on ways to address concerns expressed during the tour.

Groups that were visited as part of the Listening Tour included Graduate Student Council, La Alianza, African American Society, Undergraduate Diversity Collaborative, Faculty Senate, Public Safety, Staff Advisory Council, Asian Faculty Association and others.



Marilyn S. Mobley PhD,  
VP, Office for Inclusion



Lou Stark  
VP, Student Affairs

## Annual Report Highlights Diversity Achievements

The Office for Inclusion, Diversity and Equal Opportunity (OIDEO) early this spring released the annual Case Western Reserve University Diversity Report. The publication highlights diversity achievements as well as successful programs and new initiatives sponsored by university centers, offices and schools.

The 2016 report was released at this year's MLK Convocation, which featured bestselling author Margot Lee Shetterly, whose book *Hidden Figures* became a successful, major motion film.

In releasing the diversity report, Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD, said the report "highlights the commitment and engagement of the CWRU campus community to advancing diversity, becoming more inclusive and working for social justice and equity."

The annual report is available in the OIDEO, Adelbert Hall, Suite 109. In addition, an electronic copy of the report is available online at [case.edu/diversity](http://case.edu/diversity).



## New Diversity Strategic Action Plan Calls for Improved Campus Climate & Increased Diversity

(Continued from pg. 1)

"This is an ambitious but attainable plan," said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD.

"The university has made significant progress in addressing campus inclusion, diversity and equity goals. The DSAP outlines what is needed to move the campus forward and engage campus constituents in our efforts."

Work on the DSAP was spearheaded by the Office for Inclusion, Diversity and Equal Opportunity. Last fall, members of the Diversity Leadership Council began reviewing the 2010-2015 plan to determine what had been accomplished. In addition, the council reviewed recommendations from a three-member external review team, which was on campus last 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 external report outlined some of the themes of those conversations and offered recommendations for next steps.

The external review report was posted online and three campus open forums were held to give members of the CWRU community an opportunity to comment on the report and make recommendations for the 2016-2019 DSAP. In addition to the forums, an email address was set up to allow CWRU community members to submit comments online. The President's Council reviewed and approved the DSAP before it was finalized.

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





Beverly Daniel Tatum, PhD, former president of Spelman College and author of the book *"Why Are All the Black Kids Sitting Together in the Cafeteria?" And Other Conversations*, was the featured speaker during the spring 2017 Power of Diversity Lecture Series, sponsored by the Office for Inclusion, Diversity and Equal Opportunity. Tatum, a race relations scholar, participated in "Dialogue on Diversity," an onstage conversation with CWRU President Barbara R. Snyder. The event was held in February 2017. Here, Tatum engages with Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD.



National gospel recording artists Kurt Carr & the Kurt Carr Singers were headliners at the CWRU 11th Annual Stephanie Tubbs Jones Gospelfest held in April at the Maltz Performing Arts Center. This year's concert also featured gospel recording artist and Akron native Jennifer Mekel, Olivet Institutional Baptist Church Praise Team and CWRU's Voices of Glory student choir.



Consuelo Castillo Kickbusch, army veteran, author & educator, was the guest speaker at the 27th Annual Unity Banquet & Scholarship Dinner, sponsored by the Office of Multicultural Affairs and several campus partners. Kickbusch delivered a passionate, inspiring address during the event held on April 7. Kickbusch overcame poverty, discrimination and illiteracy to set records and become the highest ranking Hispanic woman in the Combat Support Field of the US Army. The annual Unity Banquet celebrates the academic accomplishments of CWRU underrepresented students and graduating seniors.



Journalist Ray Suarez was the fall Power of Diversity Lecture Series speaker. Suarez, former host of NPR's *Talk of the Nation* and the *PBS Newshour*, discussed "The Browning of America."

Margot Lee Shetterly, author of the book *Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race*, was the 2017 MLK Convocation speaker. The film, *Hidden Figures*, based on her book received numerous awards. Here, she poses with Julian Earls, PhD, former director of NASA's Glenn Research Center.



Photos: Eric Benson and Dan Milner



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## CWRU Center for International Affairs Joins National Campaign To Assure International Students That They Are Welcome on U.S. Campuses

The CWRU Center for International Affairs has launched a *#YouAreWelcomeHereCWRU* campaign in response to a potential second Executive Order on immigration from President Trump.

Early in the spring, CWRU joined higher education institutions from across the country in establishing a *#YouAreWelcomeHereCWRU* campaign in an effort to reassure their international student populations that, despite recent political developments, international students are wanted and welcomed on campus.

Campus groups, departments and individual members of the university community joined the campaign by making videos and taking pictures that show their support for international students. The *#YouAreWelcomeHereCWRU* video is available online at <https://youtu.be/Kt1sM80T4sg>.

The national *#YouAreWelcomeHere* campaign began last November at Temple University (PA) and was started in an effort to celebrate diversity and inclusion and to alleviate concerns among current and future international students about possible new U.S. immigration



policy. It is estimated that more than 1 million international students studied in the United States in 2016.

The CWRU campaign kicked off February 24 with a special event in Tomlinson Lobby, near the entrance to the CWRU Center for International Affairs. The event included mini video shoots with "you are welcome" messages and Middle Eastern food. In addition, *#YouAreWelcomeHere* buttons were distributed. For more information about the campaign, email [cam@case.edu](mailto:cam@case.edu).