

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 Staff Leadership Diversity Award to Joseph T. Williams, director of Multicultural Programs for the School of Medicine, during the annual awards luncheon held in late April. Williams was described as being very passionate about his work and was credited with helping to increase diversity in the School of Medicine's PhD programs. (See full story on pages 4-5)

University Set to Launch Diversity Education Program

A new campus-wide diversity education program is set to be launched in fall 2015 at Case Western Reserve University. The program, "Diversity 360," is a three-hour, comprehensive training designed to provide students, faculty and staff 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. The program seeks to enhance the campus climate and promote positive interactions between individuals of various backgrounds.

Diversity 360 was developed with assistance from a national diversity consultant, diversity professionals on campus and input and feedback from various campus constituents. The three-hour program modules are customized for students, faculty and staff but each include some basic components of diversity. Specifically, the modules will:

- Increase capacity to recognize and engage in dialogue across the breadth of differences;
- Deepen understanding of how affiliations in privileged and marginalized groups impact treatment on campus, campus climate and productivity;
- Deepen awareness of microaggressions and how they affect experiences on campus and in the local community; and
- Provide ways for individuals to become change agents and diversity champions with new knowledge, ideas and resources about university policies, programs and best practices.

Diversity 360 will be required for incoming students and for newly hired faculty and staff. The hope is that through departmental meetings, retreats and leadership development opportunities current members of the campus community will also receive the educational training.

The new diversity education program is a result of a recommendation from a student Sustained Dialogue group last year that called for a Safe Zone-like training that focused on diversity. Safe



CWRU's Jevon Montague shares his experiences and perspectives with fellow student Matthew Tavares during a pilot session of Diversity 360. (Photo: Randall Blackford)

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Annual Essay Contest Winners Reflect on Legacy and Work of Dr. King; MLK Convocation Brings National Speaker to Campus

Members of the Case Western Reserve University campus community were recognized this spring for essays they wrote that reflected on the work and writings of Dr. Martin Luther King, Jr.

Each year, CWRU honors Dr. King—the holiday, the man and the legacy—with a week-long celebration that includes workshops, films, panel discussions, an essay contest and a convocation.

The entire campus community was encouraged to participate in the annual essay contest. Participants are given prompts related to Dr. King's speeches, writings or work and are required to respond to one in a three to seven page essay. This year, participants were asked to respond to prompts from Dr. King's last book, written in 1967 and re-released in 2010, *Where Do We Go From Here: Chaos or Community?*

The winners of this year's essay contest were:

Undergraduate: Candice McCloud, "Lifting our Voices"

First Runner up: Connor Collins (no title)

Honorable Mention: Colin Worden, "The Struggle for Dignity"

Graduate Student: Jonathan Kinser, Honorable Mention

Staff: Lisa Board-McShepard, "Our Call to Action: Movement, Media and Mobilization"

Faculty: Dr. Susan Klein, Honorable Mention

Essays were judged by a special committee and the event was sponsored by the Baker Nord Center for the Humanities, the Office for Inclusion, Diversity and Equal Opportunity and The Kelvin Smith Library.

Hunter-Gault Speaks at MLK Convocation

Another major event during the week-long MLK celebration was the MLK Convocation. This year's convocation speaker was award-winning journalist Charlayne Hunter-Gault. Hunter-Gault is a 40-year industry veteran, having worked in every medium. She has worked for NPR, PBS, CNN and was a news correspondent for *The NewsHour with Jim Lehrer*. She is the author of four books and has written for numerous publications including *Essence*, *O Magazine*, *The New York Times*, *Book Review*, *Vogue*, *The Black Scholar* and others. Her campus appearance drew campus members as well as individuals from the local community.



From the VP

From the beginning of the academic year with Lee Mun Wah as our Fall Power of Diversity speaker to the scholar activism of the #webelonghere movement and the powerful reminder of the Civil Rights struggle from Charalyne Hunter-Gault, this has been a critical year for taking stock of our progress as it relates to diversity and inclusion. Indeed, this has

been a year of connecting campus to community, of understanding the connection between the community and the nation and of recognizing all the ways in which national identity issues are connected to global issues. This issue of *Insight on Diversity* highlights the dynamic array of speakers, programs and events on campus that have made it such an important year and that point the way to the work that lies ahead.

If one word characterizes this academic year more than any other, it is the word dialogue. Building on the work of the Sustained Dialogue Campus Network on our campus, this year we doubled the number of dialogue groups and enrolled our largest group ever in our diversity

training program, Train the Champion. The intersection of campus and community concerns around race, identity and social justice not only led to a series of forums that included campus and community leaders, but also to a series of read-ins and teach-ins based on a collaboration among the Social Justice Institute, the Office of Multicultural Affairs, and the Office for Inclusion, Diversity and Equal Opportunity. Most importantly, we proceeded with our commitment to our students to begin Diversity 360, a campus-wide opportunity for students, faculty and staff to become more cross-culturally competent, not only to improve campus climate, but also to drive excellence in all facets of university life.

We congratulate all of our graduating students and wish them our very best. We trust their time at CWRU has empowered and inspired them to use their gifts and learning to be the change they want to see in the world and that they will stay connected to us as they do so.

Best regards,

Marilyn Sanders Mobley, PhD

CWRU's Sustained Dialogue Program Continues to Be Successful and Is Praised By Participants



Members of a Sustained Dialogue student group, Navya Kandukuri, Kevin Chu and Lacie Parham, discuss recommendations for ways to improve the campus culture. (Photo: Randall Blackford)

Case Western Reserve University's first year-long Sustained Dialogue program concluded in April after a year of successful dialogue among students, faculty and staff. The program ended with a closing event at which groups summarized the discussions they had during the year and presented recommendations on ways to enhance the campus.

The dialogue program is designed to enhance campus engagement, promote cross-cultural dialogue and provide participants with an opportunity to make positive change on campus. It is part of the national Sustained Dialogue Campus Network, located in Washington, DC.

Under the program, participants meet weekly to discuss their experiences on campus as well as diversity and inclusion issues.

The dialogue groups are encouraged to identify a campus challenge or issue of concern and develop recommendations for resolving the issue. Although the national program is predominately for students, the CWRU program has dialogue groups for students as well as faculty and staff. For the first time this year, there was also a graduate/professional student dialogue group. The university program is jointly operated by the Division of Student Affairs, through the Office for Multicultural Affairs, and the Office for Inclusion, Diversity and Equal Opportunity.

A pilot version of the program was operated during spring 2014. Due to the success of the pilot, the program was expanded for the 2014-2015 academic year. The program increased from one semester to an entire academic year and instead of three dialogue groups there were six groups. In addition, participation in the program increased by 12% from spring 2014 to spring 2015.

"The Sustained Dialogue program is an important diversity program on campus," said Marilyn S. Mobley, PhD, Vice President for Inclusion, Diversity and Equal Opportunity. "It provides faculty, staff and students with a unique opportunity to engage in critical dialogue and to work to improve the campus culture."

University President Barbara Snyder, Dr. Mobley and Vice President for Student Affairs Lou Stark attended the closing event and had an opportunity to respond to and ask questions of the groups about their recommendations. Other administrators that attended the closing event were Deputy Provost and Vice President for Academic Programs Lynn Singer and Associate Vice President and Dean of Students G. Dean Patterson.

The recommendations will be reviewed by President Snyder and other administrators who will determine the feasibility of proposals and decide which ones will be given further consideration.

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University Set to Launch Diversity Education Program for Entire Campus

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Zone training is a national program aimed at creating and sustaining a visible, inclusive and supportive environment for those who identify as lesbian, gay, bisexual, transgender and questioning. Students that called for diversity training believed that it would improve the campus culture and reduce explicit and implicit forms of discrimination that individuals of color might experience. The student #webelonghere movement also called for campus-wide diversity training.

The Sustained Dialogue program brings together individuals from diverse backgrounds that meet weekly to discuss diversity and inclusion and campus issues. The #webelonghere movement was formed by students of the African American Society in response to some disparaging remarks made on campus by an outside consultant.

The group formed to stress that they and other students of color are part of the campus community and belong at CWRU. The group has sponsored protests, marches and dialogues on campus.

The Diversity 360 program is also in line with the university's Diversity Strategic Action Plan, which called for attention to and improvement in the campus climate. Diversity 360 was piloted among students, staff and faculty in the spring and is scheduled to be officially launched in fall 2015. The program is the result of collaboration between the Office for Inclusion, Diversity and Equal Opportunity and the Office of Multicultural Affairs in the Division of Student Affairs. It will include assessment of diversity-related knowledge and ongoing programming to assist members of the campus community with the goal of creating a welcoming, inclusive campus climate at CWRU.

During the table talk portion of the luncheon, Matthew Garrett, PhD, assistant professor and director of choirs; AmariYah Israel, department coordinator, LGBT Center and the Office of Multicultural Affairs; and Shannon B. Lundeen, PhD, director of the CWRU Flora Stone Mather Center for Women, discuss campus diversity programs.



Photo: Eric Benson

Annual Inclusion and Diversity Achievement Award Luncheon

More than 100 students, staff and faculty attended the seventh annual Office for Inclusion, Diversity and Equal Opportunity's (OIDE) Diversity Achievement Award Luncheon. The luncheon, held on April 27, provided an opportunity to recognize members of the Case Western Reserve University community who have made significant contributions to diversity and inclusion efforts during the academic year.



Graduating senior Hiram Cortez was one of two students to receive the Undergraduate Student Achievement Award. This is the first year that OIDE recognized two individuals in a single award category. The other winner of the student award was fourth-year student Destinee Henton. (Photo: Eric Benson)

Five individuals and the Social Justice Institute were recognized for their contributions this year. Winners were selected by a special committee that reviewed nominations submitted by the campus community. During the luncheon, University President Barbara R. Snyder briefly talked about the importance of diversity and inclusion efforts and congratulated winners for their contributions and achievements.

This year for the first time, OIDE awarded two undergraduate diversity achievement awards.

"We have some amazing students at CWRU," said Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. "This year, we believed it was necessary to honor two undergraduate students because of their tremendous contributions to diversity and the positive impact they have had on their fellow students and the campus in general."

The 2015 Diversity Award Winners

Lynn T. Singer, PhD, Faculty Leadership Award.

She serves as the university's Deputy Provost and Vice President for Academic Affairs. In addition to overseeing a number of CWRU offices and programs, she has focused university efforts on developing programs that advance women and underrepresented minority faculty in science and engineering. She was the principal investigator of an NSF ADVANCE Institutional Transformation Award of \$3.5 million that resulted in increases in women and faculty of color in STEM fields and senior leadership positions. She directed Developing Excellence in Academic Leadership, a NSF funded program focused on developing emerging STEM leaders at CWRU and five other research institutions. As professor of Epidemiology & Biostatistics, Pediatrics, Psychiatry and Psychology at CWRU, she has directed numerous research programs, including a 19-year study of high risk pre-term infants with lung disease and a longitudinal study of cocaine-exposed infants from birth to age 12. She has edited two books and authored over 150 scholarly articles.

Staff Leadership Award, Joseph T. Williams.

He is director of Multicultural Programs for CWRU's School of Medicine and is responsible for recruiting underrepresented minority medical and graduate students for the medical school. He recruits at 20 to 25 colleges and universities from across the country each year and is involved in interviewing students who wish to study at CWRU's School of Medicine. Williams also serves as director of the Summer Medical & Dental Education Program and has served as coordinator and director of the Heart, Lung and Blood summer research program. He is also co-director for the Post-baccalaureate Research Education Program, a National Institutes of Health funded program designed to increase the number of underrepresented students of color who are prepared for doctoral programs in biomedical research. In addition, he serves as an advisor for the university's chapter of the Student National Medical Association and the Latino Medical Student Association. He has an open door policy and daily advises and interacts with numerous students.

social justice issues. Later, he plans to attend graduate school. He has been very involved in campus organizations while at CWRU. He has served as Undergraduate Student Government (USG) representative, chair of the Diversity and Inclusion Ad Hoc Committee of USG and president of the student organization, La Alianza. He has also been involved with the employee resource group, Alianza Latina/Latino Alliance and has helped to coordinate annual visits to campus for a number of local Latino high school students. While at CWRU, Cortez said his goal was to help make the campus more enjoyable and beneficial to students of color, particularly Latino students.

Undergraduate Student Achievement Award, Destinee Henton.

She is a fourth-year student who will graduate in August 2015 with both bachelor's and master's degrees in Political Science. She serves as senior programming specialist at the Flora Stone Mather Center for Women, where she has been involved in working to educate the



Some of this year's diversity award winners posed with President Barbara R. Snyder before the luncheon event. Photographed (l to r) Oluwakayode (Kayode) Omoyosi, of the Social Justice Institute; Lynn T. Singer, PhD; Destinee Henton, Marilyn S. Mobley, PhD, vice president, Office for Inclusion, Diversity and Equal Opportunity; President Snyder; Rhonda Williams, PhD, founder and director of the Social Justice Institute; three staff members of the Social Justice Institute, Misty Luminais, Shelley White and Allison George; and Tolulope Rosanwo. (Photo: Eric Benson)

Graduate/Professional Student Achievement Award, Tolulope "Tolu" Rosanwo.

She is a first-year medical student and serves as one of two diversity representatives for the School of Medicine's Student Government. In addition, she leads the "Diversity Focus Group," a coalition of students from various organizations that meet to discuss current issues related to differences and how medical students can best address these issues as they prepare to become physicians. She is also political action chair of CWRU's chapter of the Student National Medical Association. In addition, she is a member of the medical school's Urban Health Pathway and hopes to develop a tutoring and baby-sitting program for children and adolescents with sickle cell disease. She is also involved in sickle cell anemia research as an assistant at CWRU's Biomanufacturing and Microfabrication Laboratory, led by Dr. Umut Gurkan and clinical collaborator Dr. Jane Little.

Undergraduate Student Achievement Award, Hiram Cortez.

Born in Monterrey, Mexico and raised in Austin, Texas, Cortez will graduate in May with a degree in Economics. After graduation, he hopes to secure a position at a nonprofit organization that focuses on

campus about black feminist theory, highlighting the intersections of race, gender and class. In addition, she serves as president of the African American Society and has helped the organization to be more visible on campus as well as in the local community. She was also one of the founding members of the #webelonghere movement, which began as a campus organization but expanded and was involved with activism in Cleveland. She has also been a participant in CWRU's Sustained Dialogue Program. She was one of four CWRU students to attend the Sustained Dialogue national conference this past March in Tuscaloosa, Alabama. As a result of her campus involvement and leadership, Henton has received numerous awards, including this year's Outstanding Senior of the Year award.

Department/Unit Excellence Award, Social Justice Institute.

The mission of the Institute is "working toward equal access to opportunity for all people through understanding and addressing the root causes of social injustice and developing innovative solutions." The Institute is involved in critical education, research and bridge building at the university, the community & the world. It aims to

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LGBTQ Group Seeks to Meet the Needs of CWRU's Graduate and Professional Students

A recently established lesbian, gay, bisexual, transgender and allies (LGBTQA) group, QGrad, has been very active and visible on campus since forming in fall 2014. The goal of the graduate and professional student group is to unite existing campus LGBT student groups.

In addition, QGrad hopes to serve as a voice for students by supporting recruitment and retention, having a visible presence through programming and acting as a point of communication with campus faculty, administrators and staff by serving on the LGBTQ Committee. QGrad also works closely with the CWRU LGBTQ Center and the LGBTQ community of Greater Cleveland.

QGrad is also committed to representing the diversity of its membership by incorporating the intersections of race, gender expression, religion, socioeconomic status and fields of study into their programming. Officers of the group have said that it was important to have a graduate and professional LGBTQ group on campus because most often their needs and issues are very different from those of the undergraduate student population.

In the fall, QGrad held a kickoff party at a local restaurant and hosted the "Love Equality Ball" during Valentine's Day weekend at Cleveland's House of Blues.

The organization also held a successful "speed mentoring" event that included about 40 individuals. During the event, students had an opportunity to talk to faculty for about five minutes before moving on to meet and talk with another faculty. The event allowed students to meet several faculty members over a short period of time.

In April the group, in collaboration with Graduate Studies and the LGBTQ Center, hosted the LGBTQ Research Symposium. The symposium included short "lightning talks" --- each about 8 minutes --- from students and faculty on LGBTQ research taking place on campus. The



QGrad executive officers attended Laverne Cox' talk "Ain't I A Woman: My Journey to Womanhood" during her visit to campus in the fall.

Pictured from left to right: Molly Howland, Valentino "Luca" Zullo, Paul J. Cheng, Laverne Cox, Luke Keltner, DaShawn Hickman, Becky Schur, Michał Bonar and Amy Campbell.

keynote speaker for the event was Emilia Lombardi, PhD, professor and researcher at Baldwin Wallace University. Lombardi's presentation was entitled "The LGBTQ Research Renaissance or I'm Actually Getting Paid to Do This." Her talk focused on the history of LGBTQ research and how this type of work has changed over time. QGrad has also hosted smaller social events and happy hours during the academic year.

There are many ways to connect with QGrad. Individuals can join the list serve for updates at QGrad-I or send an email to the QGrad Board for questions at Qgrad@case.edu. In addition, QGrad now has a link on the university's LGBTQ Center website and a Facebook page that one can locate by entering QGrad CWRU on the Facebook site.

CWRU's Sustained Dialogue Program Continues to Be Successful and Praised By Participants

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Some proposals presented by the dialogue groups include:

- Themed or special interest housing option for students. For example, there could be a Social Justice House or floor, allowing students with similar interests and values to live together as a community.
- Add student representatives to the CWRU Board of Trustees.
- Conduct a survey of graduate students to obtain current information on the experiences and needs of graduate and professional students.
- Increase professional development offerings for staff at all levels.
- Continue and expand the Sustained Dialogue Program so more individuals on campus can participate.

The Sustained Dialogue Campus Network is an initiative of the International Institute for Sustained Dialogue and is headquartered in Washington, DC. Currently, Sustained Dialogue programs exist on 15 campuses across the country, including Harvard University, Northwestern University, Princeton University and locally at Cuyahoga Community College and Cleveland State University.

For more information about the national program, visit www.sdcampusnetwork.org.

For general information about the CWRU program, visit <http://students.case.edu/programs/dialogue> or contact program co-chairs Janetta Hammock, janetta.hammock@case.edu; Naomi Sigg, naomi.sigg@case.edu; or Edwin Mayes, edwin.mayes@case.edu.

Day of Dialogue Provides Safe Space for Conversations About Race and Race Relations



Students and staff discussed race issues and ways to improve the campus climate during the Day of Dialogue event. (Photo: Randall Blackford)

Some came to share their stories; others to express frustration. Still others came simply to listen and gain insight by hearing others' perspectives and experiences. The Day of Dialogue event, held on April 14, was sponsored by the Office of Multicultural Affairs (OMA). It provided a safe space for students and other members of the Case Western Reserve University community to express their thoughts and feelings following a racial incident on campus.

In February, a comment card left in a university dining hall contained some discriminatory remarks, which commented on the number of blacks working in the cafeteria. The comment card was signed KKK. The next day, these letters were found on the walls in a women's restroom. A police report was filed with university police but no one has been charged in the incident.

The Day of Dialogue was held to provide individuals a place to talk about the incident and other race issues on campus, in the city and in the nation. The event was held from 9:00 a.m. to 5 p.m. and all were invited to come and join the discussion between classes or when they had free time. At the discussion table, there were materials containing questions to help individuals begin to talk about difficult race issues. Participants also were encouraged to provide suggestions on ways to make the campus more inclusive. Although the event was specifically

targeted to students, all were invited to participate and several staff and faculty attended.

Throughout the day, dialogues were facilitated by members of this year's Sustained Dialogue program. The program brings together individuals from different backgrounds to talk about their experiences on campus and to work to develop ways to improve the campus climate. During the first weeks of the program, a lot of time and attention is focused on how to have meaningful dialogue, active listening and appreciating differences.

About 50 individuals participated in the Day of Dialogue. "The Day of Dialogue served as a starting point for participants to talk about their feelings and react to hateful speech.....," said OMA Director Naomi Sigg. "Participants shared their ideas to address bias and exclusionary behavior and provided recommendations." During the day, one student expressed frustration that in 2015, the nation is still dealing with race issues. Another student talked about possible ways the university could be proactive in dealing with race issues and conflicts. A staff member that attended said some staff members of color feel isolated and excluded on campus, just like some students have said. There was also discussion on possible ways to make the campus more welcoming.

2015 Diversity Award Winners

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identify, understand and remedy inequality and exclusion and create access and opportunity. Institute activities include: approval of an undergraduate social justice minor; biennial "Think Tanks," which have focused on such topics as educating for justice and social justice, race and international issues; an annual Power Up! Student/Youth Leadership Conference; and this semester read-ins and teach-ins that

explored police brutality and related issues.

The Institute also provides support to CWRU students involved in social justice activities and events. Institute Director Rhonda Williams, PhD, served as a liaison with the administration for the #webelonghere movement. The Institute also awards research grants to faculty, graduate and undergraduate students, who are involved in social justice related research.

Campus Activism Increases as a Result of Local and National Racial Issues

The 2014-2015 academic year is likely to be remembered as a time when activism increased and often took center stage at Case Western Reserve University. In the fall, the student movement #webelonghere was formed. It was established in response to some disparaging remarks about African American students made by an outside consultant who conducted a student focus group on campus. The group, formed by students of the CWRU African American Society, was established to stress that African American students and other students of color belong on campus and are an important part of the campus community.

#webelonghere staged campus protests and flash monologues, participated in nationally and locally-organized protests related to police brutality and organized discussion forums to discuss race issues on campus.

During this academic year, CWRU's Social Justice Institute sponsored a series entitled "From Conversation to Action: Social Justice Read-Ins & Teach-Ins." The series provided an opportunity for the campus community as well as members of the local community to come together and talk about timely national and local issues related to race and social justice.

In the fall, the Institute sponsored "From Ferguson to Cleveland: An Open Dialogue." The event featured Shakyra Diaz, policy manager of the ACLU of Ohio; Rhonda Y. Williams, PhD, founder and director of the Institute; and Marilyn S. Mobley, PhD, vice president for Inclusion, Diversity and Equal Opportunity.

A follow-up to the Ferguson conversation was held in early spring.



City activists and members of the campus community attended the "From Ferguson to Cleveland" dialogue event held in late fall. It was standing room only at the event that focused on local and national police shootings and incidents of police brutality. (Photo: Randall Blackford)

Also this spring, the Institute hosted "Coalition Building and Solidarity Needs" and "Millennials and What it Means to Be a Radical Student." Events often included a presentation, panel discussion and dialogue. Events were well attended and frequently there was standing room only at the sessions.

The read-ins and teach-ins were sponsored by the Institute, the African American Society, the Office of Multicultural Affairs and the Office for Inclusion, Diversity and Equal Opportunity.