

2023 Annual Diversity Report

OFFICE FOR DIVERSITY, EQUITY AND INCLUSIVE ENGAGEMENT



ADVANCING DIVERSITY THROUGH
COMMUNITY, CULTURE, CLIMATE AND CURRICULUM



CASE WESTERN RESERVE
UNIVERSITY

DIVERSITY STATEMENT

Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university.

As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/ expression, political affiliation and disability.

We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.

Office for Diversity, Equity and Inclusive Engagement

VISION STATEMENT

Case Western Reserve University values excellence by advancing diversity through inclusive thinking, mindful learning and transformative dialogue.

MISSION STATEMENT

The mission of the Office for Diversity, Equity and Inclusive Engagement is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life. The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

Ultimately, the office supports the university's mission by providing strategic leadership in the development of policies, procedures and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students and others.



Eric W. Kaler

President

Case Western Reserve University

Inclusion and excellence go hand in hand at Case Western Reserve University. Our success as an institution and as a campus community depends on both. Of course, there are many voices to the contrary in today's world. Yet throughout history, the best ideas, learning and research have come about when diverse—and often opposing—viewpoints and people are part of the mix.

The information in this annual report serves as both a retrospective of our work to cultivate excellence through inclusion and as a prologue of our way ahead.

In 2023 alone, the Office of Diversity, Equity and Inclusive Engagement initiated and continued several programs that support students, faculty and our Cleveland neighbors who come from underrepresented backgrounds. You can read about two of our new programs—Envision Weekend and the Black Business Expo—in this report. You can also learn more about our established programs such as the ever-popular Power of Diversity lecture series (now in its 10th year), the Office of the Provost's North Star Faculty Opportunity Hires Initiative and the Graduate Student North Star Award, as well as the Ebony Ball, among others.

This year, as we considered our collective efforts to encourage inclusion university-wide, we chose to rename the former Office for Inclusion, Diversity and Equal Opportunity as the Office for Diversity, Equity and Inclusive Engagement. This name better reflects our aspiration to be a community that is engaged and that actively participates in advancing our university mission to be a welcoming place for everyone. After all, by definition, being inclusive is not a passive effort. It requires deliberate action. The same is true for achieving excellence.

We move closer to becoming the campus community we want to be each day. And as we do, we grow in understanding, in exposure to new ideas and, importantly, in openness to one another.

In our last annual report, we were navigating our way out of the COVID-19 pandemic and facing the harsh realities of the vast racial disparities in health, economics, education and opportunity illuminated by the pandemic. The murder of George Floyd, Breonna Taylor and countless other Black citizens at the hands of law enforcement became a clarion call for all Americans to think more critically about institutional and structural racism in our society and about widespread inequities that touch a broad cross-section of marginalized communities. We at Case Western Reserve eagerly leaned into this call.

With the arrival of President Eric Kaler, we were able to redouble our efforts to embrace our inclusive values, to make sure diversity, inclusion, equity and justice are embraced as essential to the excellence of our **community, culture, climate** and **curriculum**; recognizing that the pursuit of this excellence requires thoughtful, deliberate and sustained action and this effort remains critical to our educational mission. We value diversity in all its dimensions, including gender, race, ethnicity, religion, sexual orientation, physical and learning abilities, socioeconomic status and viewpoint, and we seek to reflect these multiple perspectives, backgrounds and interests in all facets of our community.

In our equity, diversity and inclusion work, we seek to enliven the **communities** we serve by asking who is here and who is missing among our student body, faculty, staff, and working to make sure that our community looks like America. We seek to invigorate the **culture** by striving to create an inclusive culture, a united culture, a resource of opportunity and fairness for all. We seek to enrich the **climate** by creating a space where everyone feels welcomed, safe and valued. Lastly, we seek to enhance the **curriculum** so that our students will be critical thinkers, exposed to a wide range of views and perspectives and our faculty and staff will grow to respect the perspectives, and lived experiences of every human being. Thus, I invite you to join us on this perpetual journey of inclusive excellence!



Robert L. Solomon, Esq.

Vice President and
Chief Diversity Officer
Diversity, Equity and
Inclusive Engagement



The 2022–2023 African American Society’s Executive Board: Malachi Levy (President), Isaac Opoku (Vice President), Roy Buziba (Upperclassmen Rep), Anthony Chuka-Ipere (Treasurer), Myi Ferris (Historian), Joy Hendrix (Secretary), Neelen McMillian (Community Outreach Coordinator), Sydney Lloyd (DLR Rep).
Not pictured: Nia Badley (PR), Joelle Robinson (PR)

The African American Society Celebrates 50th Ebony Ball

The African American Society (AfroAm) is an organization that was created to support the African American community at Case Western Reserve University. Originally starting out as the “Afro-American Society” in 1968, the organization was founded by a cohort of Black student leaders, including the late politician and Ohio representative, Stephanie Tubbs Jones. At the organization’s roots, AfroAm is defined by its beginnings in activism and social advocacy.

“The African American Society has worked to build strong relationships amongst Black students across campus, provided countless hours of community service across the city of Cleveland, and continues to advocate for justice at CWRU and beyond.”

— JANÉE KELLY, DIRECTOR OF
OFFICE OF MULTICULTURAL AFFAIRS

Now, the organization is centered around growing, developing and supporting the Black student body, as well as all students at Case Western Reserve. The organization hopes to create a campus and a world that is equitable, diverse and rooted in the foundations of peace and fulfillment for everyone. For AfroAm, this

means actively working to make Case Western Reserve a school where Black excellence thrives, whether this be through advocating for Black students, discussing topics such as racial injustice or celebrating Black accomplishment through their annual Ebony Ball. The organization strives to work toward a more fair and just global community, starting right here on campus.

“Being a part of AfroAm has been a wonderful part of my college experience, and it has made me realize that I want to lead a life that allows me to improve on the Black experience directly, as I have been fortunate enough to do as president of this organization,” says Malachi Levy, the current president of AfroAm.

During the Fall of 2023, AfroAm conducted its 50th annual Ebony Ball. The event was a joyous occasion of fellowship, community building, art and performance for all who attended. One of the highlights of the evening was the history and art exhibit. This exhibit, titled “Ebony Archives”, showcased the rich history of AfroAm, as well as Black existence on CWRU’s campus since the 1960s, alongside current art of many different mediums. This ended up being a huge part of the night, and was done in collaboration with the African American Alumni Association and the Cleveland Institute of Art’s Black Scholars and Artists program.

The Ebony Ball was also a massive step in the direction that AfroAm wants to take in the future, as the organization hopes to keep connecting the communities on campus and those in the Cleveland area to foster prosperity for Black people, and equality amongst all people.

Power of Diversity Lecturer Helps CWRU Become More Inclusive

The Fall of 2023 marked the 10th anniversary of the Office for Diversity, Equity and Inclusive Engagement's Power of Diversity Lecture Series. The purpose of this series is to inspire campus dialogue, community and civic engagement and learning about the national narrative on diversity and inclusion.

During this series, the office highlighted lecturer Keri November, whose personal and professional goal is to foster understanding and communication between hearing and Deaf individuals both culturally and through American Sign Language (ASL) as a

foreign language. Throughout her lecture, she shared her personal and educational journey of exploring her identity and community as a Deaf individual. The lecture ended with an ASL lesson and questions from the audience.

Like many change agents on campus, Keri is instrumental in ensuring our campus is inclusive to the Deaf community. She says, "American Sign Language ranks as the third-most used language in the United States, following English and Spanish. A notable challenge in ASL instruction is the prevalence of hearing instructors



for the Deaf and Hard-of-Hearing Community

who may lack cultural Deaf awareness. However, at Case Western Reserve, we have welcomed a culturally Deaf American Sign Language Lecturer—me! This addition holds substantial value, enabling the university to provide ASL courses led by an individual deeply involved in the Deaf community and culture.”

In addition to ensuring that the classroom is an inclusive place, she has collaborated closely with Chief of Police Paul Owens to ensure the “Chat with Public Safety” feature on the Public Safety’s website was prominent and visible. Another significant

development from their partnership is the ability to now text 911 directly for emergency assistance.

November states that, “Case Western Reserve offers comprehensive support for students and faculty who are Deaf or hard-of-hearing, including ASL interpreters, CART (Communication Access Realtime Translation) and T-Coil technology. In addition to these accommodations, the university has enhanced public safety measures by integrating a one-button emergency option within the Spartan Safe App.”



Above: Aja Leatherwood, recipient of the 2023 Undergraduate Student Diversity Excellence Award and founder and president of CWRU’s American Sign Language Club (Photos by Megan Fisher)

Left: Keri November, Full-Time Lecturer of American Sign Language at CWRU and Fall 2023 Power of Diversity Lecturer



Inaugural Envision Weekend Program

In the beginning of Fall 2023, the Office for Diversity, Equity and Inclusive Engagement launched the inaugural Envision Weekend. The weekend was designed to help incoming underrepresented minority students visualize the rich future ahead of them at Case Western Reserve University.

The three-day program kicked off with incoming students and families being greeted by underrepresented faculty and staff members along with representatives from various campus departments at the Welcome BBQ. Afterward, families received a university welcome from President Eric W. Kaler, Vice President Robert Solomon and student representatives from the Black Student Union and La Alianza.

The next two days were filled with educational workshops, engaging panel discussions and community-building activities for the participants. Some topics the students explored were the importance of participating in research and study abroad programs,

how to engage in healthy self-care and organizations that support underrepresented minorities. Students were also able to talk with their school's dean and/or executive leadership to learn more about their future curriculum and resources that are provided to them through their school.

In addition to student programming, parents were able to connect with each other during brunch on Saturday. They also heard directly from underrepresented minority students, parents, staff and faculty. This gave them a peek into what their child's experience may look like as an underrepresented minority student.

Sophomore Martina Richter, who served as an Envision Weekend student leader said that, "Envision Weekend allowed the incoming freshmen to not only learn about the faculty and resources on campus, but also to learn what it is like to be an underrepresented minority student on campus. Overall, I saw that the students enjoyed the program, and I believe it should occur next year."



Above: Inaugural Envision Weekend student leaders and participants in Thwing Student Center

Below: Inaugural Envision Weekend student leaders

One key component of the program was the mentoring aspect, which matched a returning underrepresented minority student with three to four incoming students. Throughout the weekend, mentoring groups ate meals together and had informal touchpoints to ensure the incoming students were adjusting well.

“My mentor/mentee relationship kind of reinstated the familial feeling I had when I first interacted with the Black community here at CWRU,” says sophomore

student leader Justen Pippens. “Going through the weekend and building relationships with my mentees reminded me that it is still OK to be a person; that it is still OK to have fun; OK to laugh and recognize that your experience can help someone else.”

Overall, the weekend was a success and there has been engagement beyond the three-day program among students, staff and faculty. The Office for Diversity, Equity and Inclusive Engagement is planning for the second annual program for the fall of 2024.

Graduate North Star Award

The North Star Award, granted through the Office of the Provost, encourages students from partnering Minority Serving Institutions (MSI) and Historically Black Colleges and Universities (HBCU) to join Case Western Reserve's graduate and professional student community.

Students who graduate from a partnering institution receive an application waiver and are automatically considered for the North Star Award. Once accepted, graduate students receive a 30–50% tuition award and community resources to support their academic and socioemotional development while studying at CWRU. Currently, there are 10 North Star Scholars on campus and partnerships with the following schools:

- Dillard University
- Fisk University
- Florida A&M University
- Hampton University
- Howard University
- Jackson State University
- North Carolina Central University
- Savannah State University
- Tougaloo College
- Tuskegee University
- Xavier University of Louisiana

Jaylan Hewitt, a 2023 North Star Award recipient, graduated from Florida A&M University and now is working toward a dual Master of Business Administration and Master of Finance from Weatherhead School of Management. As a native Cleveland, he was excited about the opportunity to come back to his hometown to further his education and play basketball. When he came to visit Case Western Reserve, Deborah Bibb, assistant dean of student success at the school, mentioned the North Star Award, which furthered his excitement for the program.

In addition to the North Star Award, he was attracted to the university's strong network and rigor of the curriculum. Jaylan is appreciative of the opportunity to interact with faculty and staff in a personable way. Hewitt wants future North Star recipients to know that, "you can go anywhere from an HBCU, so challenge yourself and take risks."



Jaylan Hewitt
2023 North Star
Award Graduate
Recipient

Faculty North Star Award

In July 2021, the Office of the Provost launched the North Star Faculty Opportunity Hires Initiative in July 2021, which helps catalyze the hiring of faculty members committed to diversity at Case Western Reserve.

Deans from each of the university's eight academic units submit proposals to hire faculty who meet a scholarly need and have a strong commitment to diversifying their departments and programs. The individual should have a new disciplinary field that crosses traditional boundaries and facilitates activities that engage in community engagement and translation. The university invests in the new faculty member's startup package and/or salary, as well as providing mentorship and other support.

The following individuals have been hired as faculty under the North Star initiative:

- John Bickers, College of Arts and Sciences
- Angela Dixon, College of Arts and Sciences
- Atiba Ellis, School of Law
- Abdel Halloway, College of Arts and Sciences
- Johanna Nagy, College of Arts and Sciences
- Christopher Pulliam, Case School of Engineering
- Brian Taylor, Case School of Engineering

Each North Star faculty hire produces an annual report to the provost to provide a detailed update on their work and how it helps diversify their departments and programs.



John Bickers
2023 North Star
Award Faculty
Recipient

Dr. John Bickers was attracted to Case Western Reserve because of the North Star initiative, as it showcased the university's genuine commitment to hire and retain diverse faculty. He says, "...there is a clear commitment from the history department and provost's office, by hiring a Native American." Bickers is a citizen of the Miami Tribe of Oklahoma and researches early American history. His first book project, *"The Miami Nation: A Middle Path for Indigenous Nationhood,"* explores the political history of the Miami Tribe through the 19th and early 20th centuries.

Bickers has thoroughly enjoyed being a North Star Faculty Hire and appreciates the intentional effort to keep the hires in community. He enjoys having cross-disciplinary conversations, so he can expand his knowledge and experience.

Medical School Highlight

The School of Medicine continues to make progress in the area of diversity, equity and inclusion and has received numerous accolades in recognition of their hard work. During the 2023 Annual Diversity Achievement Awards, two individuals from the school were honored:

- Monica Yepes-Rios, MD, who serves as the assistant dean of diversity, equity and inclusion and is an associate professor at the School of Medicine and Cleveland Clinic Lerner College of Medicine, received the Senior Leadership Diversity Excellence Award. She has over 25 years of experience in medical education and internal medicine clinical practice, with a special interest in education to promote thriving and equitable learning environments and the care of underserved communities. She was also named one of *Crain's Cleveland Business*' Notable Latino Leaders in 2023.
- Chris Rhodes, a rising third-year medical school student, received the Graduate/Professional Student Diversity Excellence Award. He received his Bachelor of Science in Human Biology in 2018 from Michigan State University, where began his work in DEI serving as an intercultural aide. During Rhodes' first year at CWRU, he was elected by his peers to serve on the Dean's Council as the Diversity Affairs representative and served as the school's Diversity Action Council 2.0 chair.



In addition to these accolades, the school strives to build community and culture through programs like the Week of Belonging. In October 2023, the Diversity Action Council 2.0 hosted four events throughout the week to celebrate a variety of cultures and educate the community on wellness. Each event brought together nursing, dental and medical students, along with other professionals. The week featured three lunch talks with Frances Mei Hardin, MD, Anastasia Rowland-Seymour, MD, and Dr. Lady J. Other events included CaseMedPride speed mentoring, a student-led forum on Ohio Senate Bill 83, and a APAMSA X CaseMedCooks dumpling-making potluck.

The school has also named Adrienne M. Fletcher, PhD, the vice dean for diversity, equity and inclusive excellence in the Office of the Dean, School of Medicine.

Law School Highlight

The Case Western Reserve University School of Law's appointed diversity liaison is Bryan Adamson, MA, JD. Adamson serves as the school's David L. Brennan Chaired Professor of Law and associate dean of diversity. The law school continues to make progress in the area of diversity, equity and inclusion.

The school strategically partners with Historically Black Colleges and Universities, along with Hispanic and Native American-serving institutions, to encourage more minorities to attend law school. With these partnerships, students receive substantial scholarships, book stipends and alumni scholarships.

Many of the 1L students from these strategic partnerships participate in the school's JumpStart program. This provides incoming 1L students the opportunity to embark upon their law school career beginning in June. All students are enrolled in the school's three-credit Criminal Law course. Throughout the summer, students take advantage of a variety of add-on academic programs focusing on class preparation, legal writing

and analysis, exam-taking, professionalism and ethics, time- and stress-management techniques, and establishing effective work-life balance.

In addition, the students meet with current students, faculty and local members of the legal profession.

In addition to these opportunities, students can engage in The Academy for Inclusive Leadership Development (The Academy), which was launched in October 2022. This program is designed for professionals and graduate students to strengthen their understanding of critical principles pertaining to diversity, equity, inclusion and belonging (DEIB). In The Academy, participants engage in discussions, exercises and applied learning to develop skills to apply in their workplaces and prepare them to take on leadership roles to effect change. The Academy is believed to be the first program of its kind undertaken by a U.S. law school.

The Academy is a seven-month program consisting of 17 sessions, held both in-person and online. Topics include structural bias (race, gender, sexual and gender identity, ability, ethnicity), the science of bias, cultural intelligence, triggers and micro-aggressions, the economics of law practice, performing organizational assessments, building diverse work teams and inclusive practices in organizations, laws impacting DEIB, transformational leadership, and organizational management. In its inaugural year, The Academy enrolled 30 law students, lawyers and business professionals.



**Bryan Adamson,
MA, JD**



Advancing Diversity Through the 4Cs

FRANCES PAYNE BOLTON SCHOOL OF NURSING

Camille Warner, PhD, began her role as associate dean of diversity, equity and inclusion for the Frances Payne Bolton School of Nursing in July 2022. Under her leadership, the school has made progress in the areas of diversity, equity, and inclusion via improvements in four categories—community, culture, climate and curriculum—collectively known as the 4Cs.

Community: The Frances Payne Bolton School of Nursing has conducted community building within and outside of the school. In February 2023, the school partnered with the Schools of Medicine and Dental Medicine to offer a Career Day program for youth in the Cleveland Metropolitan School District (CMSD). Student visitors came to the Health Education Campus (HEC) of Case Western Reserve and Cleveland Clinic and met with faculty, staff and students to learn about nursing as a major and career. Additionally, in March



Ben Vinson, former provost at CWRU and current president of Howard University, with Camille Warner, Frances Payne Bolton School of Nursing's associate dean of diversity, equity and inclusion, and Dean Carol M. Musil.

2023, college students participating in the Trio Programs of Detroit visited the HEC to learn about graduate degrees in nursing.

Culture: The school partnered with the Office for Diversity, Equity and Inclusive Engagement to help establish a baseline of diversity, equity and inclusion knowledge for both faculty and staff. Vice President Robert Solomon and Associate Vice President Dr. Heather E. Burton facilitated the first of a series of four Change Agent workshops in December 2022, with the initial session covering the topic of bias. All faculty and staff were required to attend one session and we achieved strong participation.

Climate: Associate Dean Warner and Dean Carol Musil connect with students monthly through the Dean's Student Advisory Council to address a variety of diversity, equity and inclusion topics. During their meetings, students have an opportunity to speak directly to the executive leadership about issues that are relevant to student life, and to serve as representatives and liaisons for students in their respective program levels.

Curriculum: The School of Nursing has begun to conduct curriculum reviews for culturally sensitive content and reading materials, while ensuring it aligns with the American Academy of College of Nursing's set standards for nursing education. This full review process has allowed for ensuring that diversity, equity and inclusion content and inclusive teaching practices are incorporated in curricula across both entry and advanced levels of nursing education.

JACK, JOSEPH AND MORTON MANDEL SCHOOL OF APPLIED SOCIAL SCIENCES

Adrienne M. Fletcher, PhD, serves as Jack, Joseph and Morton Mandel School of Applied Social Sciences' associate dean for equity and belonging.

The school's accrediting body, the Council on Social Work Education, has implemented antiracism, diversity, equity and inclusion (ADEI) within the curriculum and accrediting standards. The curriculum leaders have created an ADEI rubric and grid to identify



Adrienne M. Fletcher, PhD

gaps and needs across the curriculum. Some changes to the standards included adding antiracism, equity and inclusion efforts into the competencies and curriculum, as well as efforts to advance racial social justice.

In addition to these new standards, the school is creating new approaches to learning by means of the Classroom Without Walls initiative, which is expected to launch in Spring 2024. This is a pioneering approach to collaborative experiential learning for the next generation of social workers. The approach is anchored in anti-oppressive, antiracist and decolonizing approaches to social work practice. Classroom Without Walls will create transformative and synergistic educational opportunities for Mandel School students and community practitioners to learn alongside one another through a specially designed second-year course.

COLLEGE OF ARTS AND SCIENCES

Joy R. Bostic, PhD, serves as the associate dean for diversity, equity and inclusion for the College of Arts and Sciences. In 2022, under her leadership and collaboration, the school was able to advance the university's goals in diversity, equity and inclusion.



Joy R. Bostic, PhD

The school hired six new tenure-track underrepresented minority faculty, with four being from the North Star Faculty Opportunity Hires Initiative. Additionally, the school has two North Star Graduate Student Awardees from Hampton University who will be receiving their Master of Arts degrees from the speech pathology program.

Also in 2022, the college instituted and conducted training on diversity and hiring protocols. They developed a diversity assessment tool for all faculty searches and began trainings for all departments. The college developed and finalized a process and recruitment protocol for departments identifying potential scholars and submitting proposals for the North Star initiative.

Ten students from CWRU and Hampton University participated in the Impact Program, a yearlong mentoring program designed to provide students from minority groups with access to diverse communication sciences and disorders professionals, exposure to research opportunities, and graduate school preparation.

Inaugural Programs



BLACK BUSINESS EXPO

As a part of Summer 2023's Juneteenth Celebration, the Office for Diversity, Equity and Inclusive Engagement and external campus partners launched the inaugural Black Business Expo. Through this initiative, the office aimed to support Black businesses through educational workshops, introduce the CWRU community to local Black businesses and be a catalyst in diversifying the university's vendor options.

The first portion of the event included workshops from TIAA Financial Services and The President's Council. Additionally, the university's Office of Procurement and Distribution Services offered a seminar to give participants a comprehensive understanding of how to become an official university vendor. After the workshops, owners participated in the university's annual Juneteenth Celebration and then were able to sell their goods and services to the campus community. The office is excited to continue this initiative and include student vendors for the next expo.

PREPARING FUTURE FACULTY RETREAT

The Office for Diversity, Equity and Inclusive Engagement launched a Preparing Future Faculty retreat to assist master's and PhD students and postdocs with their transitions to a careers in academia as tenure-track faculty and/or researchers.

The 2023 CWRU Future Faculty cohort spent two days in both specialized workshops and plenary sessions with higher education experts who provided unique insights and proven strategies for success, particularly among underrepresented minority graduate students and postdocs, with mentoring and guidance for pursuing faculty positions and ensuring a smooth transition to a faculty role.

Vice President Robert L. Solomon states: "The Preparing Future Faculty Retreat is one of many tools we wish to utilize to make sure there is greater representation of historically underrepresented faculty on our campus and on campuses around the nation. We, too, want faculty rosters to look like the United States of America. What better way to support this goal than to provide insights and resources that will allow future faculty to thrive as they transition from PhD programs and postdoc appointments into the faculty ranks?"



2022 Trailblazer Awardee

GENEVA JOHNSON

Through the Trailblazer Project, the Office for Diversity, Equity and Inclusive Engagement honors Case Western Reserve University alumni, faculty and administrators of color and women. Geneva B. Johnson (SAS '57) received the 2022 Trailblazer Award, and the university commemorated the achievement with a painted portrait of Ms. Johnson created by local artist Thomas Hudson. The portrait is now on display in the Mandel School building.

With the influence of Esther Test, a professor at (now) Jack, Joseph and Morton Mandel School of Applied Social Sciences, Johnson earned her master's degree from CWRU. Upon graduating from CWRU, she became the first woman to serve as senior vice president of United Way of America and the first Black person and woman to serve as president and CEO of Family Service America Inc. and Families International.



Accolades

HEED AWARDS

The university received *INSIGHT into Diversity* magazine's Higher Education Excellence in Diversity (HEED) Award for the 12th consecutive year. The award recognizes the commitment to diversity and inclusion shown by U.S. colleges and universities. CWRU has received it each year since its creation in 2012.

To be considered for the award, universities must complete a complex application that showcases policies, strategies, programs, initiatives, demographics and protocols aligned to diversity and inclusion.



LIBRARY AWARDS

The university's Kelvin Smith Library has been named a recipient of the inaugural *INSIGHT into Diversity* magazine's 2024 Library Excellence in Access and Diversity (LEAD) Award. The LEAD Award honors academic library programs, policies and initiatives that encourage and support DEI (diversity, equity and inclusion) across their campus and surrounding community.

Yolanda Cooper, who serves as vice provost and Lindseth Family University Librarian, says: "I am in my second year here at CWRU and I am proud and pleased with the efforts I see on a daily basis. I have worked at seven different institutions and I am quite taken with the activities here and the enthusiasm I've seen from the staff in the implementation of these efforts. The development and planning of our programming are embraced and a collective effort. With the success of the program, I believe all the CWRU libraries should be recognized for their work to create an inclusive environment for the CWRU community."



Diversity Continues

AWARENESS TRAINING

The Office for Diversity, Equity and Inclusive Engagement continues to facilitate a wide range of training sessions to ensure that our campus is equitable and inclusive. Some of these trainings include:

Diversity 360: A diversity education program for students, faculty and staff, offered in collaboration with the Division of Student Affairs and the Office of Multicultural Affairs. Throughout the session, participants are given opportunities to recognize their differences, deepen their understanding of membership groups, gain awareness of bias and microaggressions and receive tools on how to be a change agent.

Train the Champion: In 2023, the Office for Diversity, Equity and Inclusive Engagement welcomed its 12th Train the Champion cohort. Through their participation, faculty and staff explore and discuss various issues related to diversity, equity and inclusion.

Interrupting Unconscious Bias in the Hiring Process:

This training is required for all faculty and staff members participating in faculty search committees. In the session, participants explore barriers within the faculty search process that prevent the fair evaluation of underrepresented candidates.

In addition to these training opportunities, the office provides other customizable diversity awareness workshops. In 2022, approximately 1,250 CWRU community members participated in the office's facilitated training workshops. In 2023, there were 2,030 participants.



Our Voices: Stories From Black Authors

Case Western Reserve University

URM STUDENTS, FACULTY AND STAFF

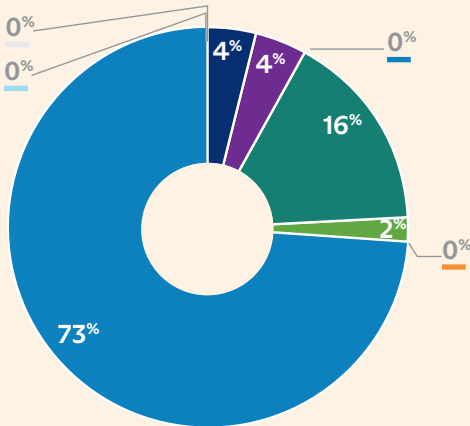
To ensure that underrepresented minority (URM) students, faculty, and staff are celebrated on campus, the Office for Diversity, Equity and Inclusive Engagement hosts a variety of cultural events throughout the year. During the summer of 2023, the office, in collaboration with the School of Medicine, hosted its second annual Juneteenth celebration, which included remarks from the university's leadership and students. The campus community was able to connect through reflection and celebration.

For Black History Month and Hispanic Heritage Month, the office, in collaboration with MediaVision and Kelvin Smith Library, created a video series to lift the voices of minority authors. Students, staff, and faculty read excerpts from either a Hispanic or Black author that inspired them. In addition to these events, the office hosts various multicultural receptions, support resource groups and student affinity spaces.

Diversity Snapshot

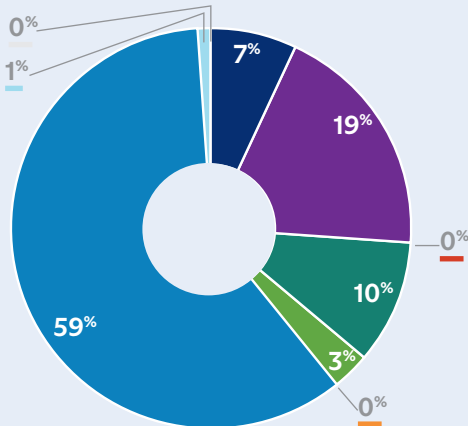
FULL-TIME FACULTY: 1,158

MALE: 680 (59%) FEMALE: 478 (41%)



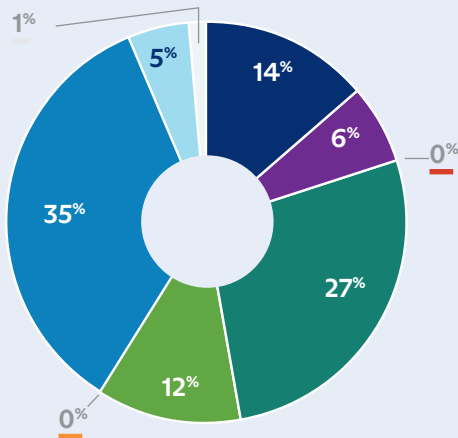
FULL-TIME STAFF: 3,138

MALE: 1,244 (40%) FEMALE: 1,893 (60%)



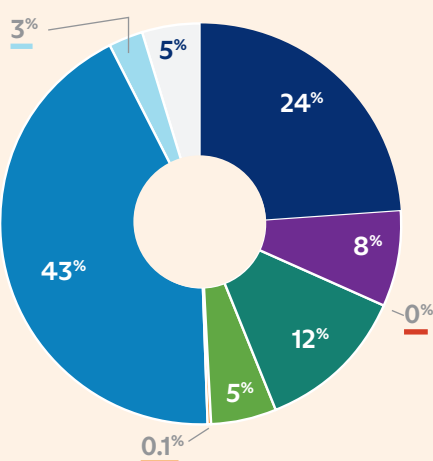
UNDERGRADUATE STUDENTS: 6,186

MALE: 3,217 (52%) FEMALE: 2,960 (48%)



GRADUATE AND PROFESSIONAL STUDENTS: 6,080

MALE: 2,664 (44%) FEMALE: 3,375 (56%)



- INTERNATIONAL
- AFRICAN AMERICAN
- AMERICAN INDIAN
- ASIAN
- HISPANIC/LATINO
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- WHITE
- TWO OR MORE RACES
- UNKNOWN

Faculty and staff data are preliminary for fall 2023. Numbers include only board-appointed faculty who are university employees.

Sources:
Faculty Database, Office of the Provost; Human Resources; Registrar

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