



CASE WESTERN RESERVE UNIVERSITY

2024



Annual Inclusive Excellence Report

OFFICE FOR DIVERSITY, EQUITY AND INCLUSIVE ENGAGEMENT



Advancing Inclusion through Community, Culture, Climate and Curriculum

COMMITMENT TO INCLUSIVE EXCELLENCE

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.

Photos by: Case Western Reserve University School of Law, Office of International Student Resources and Engagement, Flora Stone Mather Center for Women, Office for Diversity, Equity and Inclusive Engagement

Office for Diversity, Equity and Inclusive Engagement

VISION STATEMENT

Case Western Reserve University values excellence by advancing 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 an inclusive environment for all, as well as 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 inclusiveness and a welcoming environment for all faculty, staff, students and others.



Eric W. Kaler

President

Case Western Reserve University

Letter From the President

At Case Western Reserve University, we believe that diversity and inclusion enrich us and contribute significantly to the strength and productivity of our community. This is a fundamental tenet that is central to who we are as an institution and, importantly, to our ability to thrive.

It is also *the* core value that buttresses our three institutional priorities: to elevate academic excellence, expand our research enterprise and enhance our engagement with the community. We simply cannot achieve these priorities or excellence without diversity.

This annual report reflects our campus-wide programs and initiatives that encourage diversity, nurture a sense of belonging and provide opportunities for all members of our community to engage and support one another. The Office for Diversity, Equity and Inclusive Engagement is our trusted guide in this work, and under its skilled leadership, I have confidence that we will continue to grow stronger as a community.

I feel privileged to lead an institution that strives to eliminate inequities and fosters meaningful connections among diverse populations—both within and beyond our campus. Powered by this shared spirit, we will achieve inclusive excellence at Case Western Reserve University and serve as a model for others to follow.

Letter From the Vice President

In our 2024 Annual Report for the Office for Diversity, Equity and Inclusive Engagement, we welcome you to a small glimpse of our perpetual journey on the road to inclusive excellence. On any extensive road, the traveler will encounter changes in the terrain, twists and turns, unexpected obstacles, hills and valleys and inevitable delays. Nonetheless, to reach one's destination, there must be a commitment to stay on the road, adapting to the challenges one faces, but remaining undeterred. We find that the road to inclusive excellence is no different.

Over the course of the year, we have been steadfast and committed to the core mission of Case Western Reserve University to ensure that every member of our community feels safe, respected, valued and embraced. These core values go all the way back to the abolitionists who founded this institution. While our core values have never changed, how others view those values have and will change from time to time. Thus, it is often necessary to meet the moment to make sure the world truly understands the depth and breadth of our commitment to inclusive excellence. Our country and perhaps the world seem to be embroiled in polarization and divisiveness, and we have responded by leaning into our inclusive values in myriad ways.

We engaged national experts and thought leaders to help our campus community think more critically about what antisemitism, islamophobia and all religious intolerance means, how we can build bridges of unity and collaboration and how we can embrace religious pluralism as a proven means for cross identity growth and understanding.

Moreover, we focused on empowering our campus community with the essential skills to engage in difficult dialogue around hard topics. We wanted to strengthen intellectual acuity and emotional bandwidth to empathize with those whom one might not agree; and to see humanity in every soul. Ultimately, we wanted our community to always seek first to understand, rather than singularly seeking to be understood. Only then can we find common ground, and only then can we uplift everyone—despite our fundamental differences. We are better together, and we will thrive when we learn to respect the unique lived experiences and perspectives of every member of our community.

We understand this is a tall order, but this is inclusive excellence. We have worked collaboratively across all our academic and support units to make inclusive excellence a reality for our community. Our work is far from being done as we are a work in progress, but we shall never cease pursuing it and we enlist your support and partnership as we travel this road together.



Robert L. Solomon, Esq.

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



The CWRU Community Pantry Opens Fall 2024

Basic needs insecurity—including food insecurity—has been shown to have impacts on retention, student success and academic achievement across the nation. Until a student has access to nutritious food, secure shelter, utilities and basic financial security, their ability to thrive in the classroom and engage in self exploration is greatly impeded.

Food insecurity refers to the inability for a person to have physical, social and economic access to sufficient, safe and nutritious foods that meet their food preferences and dietary needs to live an active and healthy life.

**SINCE OPENING AS THE
CWRU COMMUNITY PANTRY,
WE HAVE SERVED 1,579
PEOPLE AND 39,186 MEALS.**

In Fall 2023, 759 students participated in the CWRU Basic Needs Questionnaire. Of these students, 31.56% had experienced food insecurity while at CWRU. In particular, 48.80% of student respondents indicated often or sometimes true that they could not/cannot afford to eat balanced meals.

Food insecurity, based upon the Fall 2023 Basic Needs Questionnaire, is higher for students from historically marginalized communities, including women, those in the LGBT community and students who identified as Black or African American, Hispanic or Latino and Middle Eastern.

To continue to address food insecurity, the CWRU Community Pantry opened its doors in August 2024. Originally branded as the Physical Resource Center, the CWRU Community Pantry rebranded to better fit its mission and turn its focus towards supplying the CWRU community perishable and non-perishable food items, hygiene products, cleaning supplies and baby products.

The CWRU Community Pantry works to ensure equal access to sufficient safe, nutritious and culturally significant food. The Pantry is open to ALL (students, faculty, staff, and community members) and is partnered with the Greater Cleveland Food Bank, Goods Bank NEO, Ohio Campus Compact and Project MKC to stock and staff the pantry.

At Case Western Reserve, we are working diligently to provide support and resources to students, faculty and staff who are facing basic needs insecurity so they can thrive while they study or work.

Taking Flight: Experiential Education for Exponential Growth

The Office of Multicultural Affairs (OMA) celebrated their 34th Unity Banquet and Scholarship Dinner in April 2024. There were over 550 guests in attendance at this flagship event including: undergraduate and graduate students, faculty and staff from Case Western Reserve and prospective students via Admissions. The event honored underrepresented students who persisted and were graduating, and celebrated those who earned academic accolades based on their GPA.

OMA awarded Unity Banquet scholarships to graduate and undergraduate students for tuition and research. This

year was OMA's debut of the Dream Fund, which enabled 22 students to make their aspirations reality with funds granted for various experiential education opportunities. Funds awarded for both scholarships totaled over \$40,000. Additional scholarships were given out by the Black Faculty and Staff Resource Group, and the following student groups: the African American Society, La Alianza, First CWRU.

The event was made possible through the generosity of our many corporate sponsors and academic partners across the campus community.





The evening culminated with a rousing address from our keynote speaker Dr. Kari A. Cunningham, '10, a Board-Certified Pediatric Dentist.

An Intersectional Approach to Gender Equity

The Flora Stone Mather Center for Women serves the campus with programming that, while centered on gender equity, takes an intersectional approach to our work. We recognize that the experience of gender differs based on race/ethnicity, sexual orientation, nationality and nativity and other crucial identities, and work to develop programs which address people's unique needs.

For students, we fund and advise organizations such as the Women in Science and Engineering Roundtable (WISER) and Women in Science and Humanities Earning Doctorates. We also provide support to a number of student organizations that are members of the Women's Coalition, which brings together the many organizations doing various work on gender equity. Through these organizations, the Mather Center supports mentorship programs, professional development and peer support. The work we do with these students not only sets them up as individuals to be successful in professional and personal pursuits, but also encourages them to recognize gender as a systemic force which they can challenge through their own actions.

For staff members, we offer the Women Staff Leadership Development Institute (WSLDI), which focuses on helping women staff better understand themselves and develop plans for what they want to achieve in their careers. Many of our WSLDI graduates have gone on to promotions and other career changes they find fulfilling, as well as taking on leadership roles in their professional spaces and personal communities.

Among our work with faculty, we are especially proud of our Future Faculty Fellows program. As of 2024, we have engaged two cohorts of participants. This program specifically supports women of color who are nearing the end of PhD programs or who have just completed their PhDs. and are seeking faculty positions. During the program, they visit several different universities around Northeast Ohio to learn about the various types of higher education, develop documents for the job market and learn other skills vital to success on the tenure track.





COMMUNITY, CULTURE, CLIMATE AND CURRICULUM

Envision Weekend

The Envision Weekend Early Arrival Program is a three-day program designed to help underrepresented minority students (Hispanic/Latinx, African Americans, Native Americans/Alaskan Native, Native Hawaiian/Pacific Islanders and those of two or more races) visualize the rich future ahead of them at Case Western Reserve University. Envision Weekend prepares incoming first-year CWRU students for university life by providing educational workshops, engaging panel discussions and community-building activities before the start of the academic year.

STATS

Student Participants: **143**

Student Leaders: **43**

UNIVERSITY PARTNERSHIPS, INCLUDING BUT NOT LIMITED TO:

Undergraduate Research Office

Office of Multicultural Affairs

Division of Enrollment Management

Office of Orientation and New Student Transitions

Office of Student Employment

University Health and Counseling Service





AN EARLY ARRIVAL PROGRAM DESIGNED TO HELP UNDERREPRESENTED MINORITY STUDENTS VISUALIZE THE RICH FUTURE AHEAD OF THEM AT CASE WESTERN RESERVE UNIVERSITY.

ENVISION WEEKEND STUDENT LEADER REFLECTION

Envision Weekend has helped me be less shy and feel at home at CWRU. Before Envision Weekend, I would always keep to myself and only talk to the people I knew. Because it was my first year and I didn't know anybody, I had to make connections with people so I could find my friends. As I started to open up and talk to more people, I became less worried about how people would see me or what I participated in. The people I met at Envision Weekend were welcoming and understood what I was feeling. I also feel at home at CWRU because, even though the Hispanic population is small, I still find people I can relate with. Having people with a similar culture is comforting because you don't have to explain yourself and you can talk about the different pieces of home you miss.

— ALEIDY CALDERON



ENVISION WEEKEND STUDENT LEADER REFLECTION

Envision Weekend is a really fun time to ease into a new environment and make a couple friends before the rest of the incoming class arrives. It's also a great way to get to know people who share your interests and look like you or have interesting cultural aspects to share.

— HANNAH JOHNSON



Office of International Student Resources and Engagement (OISRE)

Launched in January 2024, the Office of International Student Resources and Engagement (OISRE) serves as a gateway to thriving as an international student at CWRU. Whether pursuing undergraduate, graduate or professional studies, students are empowered on every step of their journey.

OISRE is more than a resource—it's a vibrant hub where collaborations with university departments and external partners bring global citizenship to life. From

hands-on research and leadership opportunities to cultural events and community volunteering, students are connected to experiences that enrich both academic and personal growth.

OISRE doesn't just support student success—we celebrate the diverse and dynamic community that makes CWRU truly extraordinary.

OISRE has hosted programming and events throughout the fall and spring semester. Here are a few highlights:



In February 2024, OISRE co-sponsored a memorable Lunar New Year celebration. Over 500 red envelopes, calligraphy bookmarks and chocolate coins were shared for good fortune; an estimated 300 attendees gathered for the evening fireworks display at Freiburger Field.



In September 2024, OISRE hosted a unique Mocktail Hour and Networking Workshop designed to help students shine at the CWRU Fall Career Fair. Led by a professional consultant, students had dynamic, hands-on exercises to improve the art of small talk and build confidence with networking skills.



In April 2024, OISRE co-sponsored a vibrant Holi celebration. With 840 registrants and over 1000 attendees, the event featured pastel colors and water balloons, spreading laughter and a festive energy at Freiburger Field. Over 350 t-shirts and 400 bandanas were distributed at the celebration, making this a fantastic celebration of tradition.

COMMUNITY, CULTURE, CLIMATE AND CURRICULUM

School of Engineering

In July 2021, the Office of the Provost launched a pilot program designed to catalyze the hiring of faculty members committed to diversity at CWRU. Three exceptional researchers have joined the Case School of Engineering through this program: Drs. Brian Taylor and Chris Pulliam, who joined the School in 2022, and Dr. Ana Hernandez Reynoso, who joined the School in August 2024. Learn more about these outstanding faculty members in their own words:

BRIAN TAYLOR Assistant Professor of Mechanical Engineering

My lab primarily studies biological and bioinspired magnetoreception and multimodal sensation. We use engineering tools and approaches to better understand how biological systems sense and navigate the world, while simultaneously using an understanding of biology to develop the next generation of robust engineered autonomous systems.



CHRISTOPHER PULLIAM Assistant Professor, Biomedical Engineering

My research focuses on strategies to improve function in individuals with neurological diseases or injuries. Our team is dedicated to developing both innovative interventions and precision tools that can guide optimal treatment decisions for each individual.



ANA G. HERNANDEZ REYNOSO Assistant Professor, Biomedical Engineering

My research centers around the use of neural interfaces to record and stimulate the nervous system for the development of new approaches to treat neurological injury or disease. My current research is aiming at improving urinary dysfunction after spinal cord injury via vagus nerve stimulation to improve neuroplasticity during rehabilitation.



Frances Payne Bolton School of Nursing

In 2024, the Frances Payne Bolton (FPB) Office of Diversity, Equity and Inclusion welcomed a coordinator, Ms. Vrére Bunkley, who has been steadfast in carrying out projects, collaborating with other schools, and building relationships and establishing visibility at the Health Education Campus (HEC) and beyond.

Nursing students met with Dean Carol Musil, and Associate Dean of Diversity, Equity and Inclusion Camille Warner, to discuss some of the challenges of timely navigation between the HEC and main campus. To address and meet the needs of our neurodiverse students, we identified and received approval to repurpose a room in Samson Pavilion for testing accommodations.

This is the first accommodated testing room housed in Samson Pavilion, giving nursing students the option to use the room and not miss time from class due to travel. With the guidance and support of The Office of Disability Resources and Accommodated Testing and Services (OATS), we made modifications to the room to meet some needs of students (e.g., minimal distractions, extended testing time). We have successfully piloted the usage of the room with several undergraduate and graduate students, with intention to establish more activity in the spring.

In order to build positive relationships and community change, we piloted our first Staff Sustained Dialogue group. Having been in the works since 2022, several FPB staff at



various levels met with trained moderators (also staff) to discuss ways to continue “Improving Communication and Building a Sense of Community at FPB: A dialogue group for staff.” This was a tailored program to improve culture and climate. The group was highly successful and provided measurable goals and metrics for implementation.

Further plans include a piloted faculty group moderated by other faculty who participate in the Sustained Dialogue training, followed by a joint faculty and staff Sustained Dialogue.



Jack, Joseph and Morton Mandel School of Applied Social Sciences

During Social Work Month this March, we hosted our Impact Talk series, an excellent opportunity for the Mandel School and CWRU communities to be inspired by our faculty and their specializations and learn how social work careers make a difference in society. Livestream and in-person audience attendance doubled from the inaugural year in 2022.

MARCH 6

Resiliency in the Field of Social Work

Marquetese 'Nikki' Betts, Adjunct Professor

MARCH 20

Social Isolation and Trajectories of Cognitive Decline Among Black Americans

Ann Nguyen, Associate Professor

MARCH 27

Trauma, Healing and Hip-Hop: The Impact of Music on the Brain

Ivan Conard, Research Associate, Center on Trauma and Adversity

School of Medicine

The Office of Diversity Equity and Inclusive Excellence promotes diversity in our community of students, faculty, and staff to bring emerging perspectives to the development of thoughtful physicians and investigators. Following is a selection of our programming during 2024.

Future Shades in Medicine Youth Summit (formerly Black Men in White Coats) for youth in grades 3-12. Hosted by the Cleveland Browns, University Hospitals Health Scholars Program, and Case Western Reserve University School of Medicine.



Mental Health Awareness: Facing the Unseen – The Interface Between Mental Health, Physicians, Communities, and Health. Dr. Damon Tweedy of Duke University School of Medicine.



Juneteenth Observance and Cookout. Presentations by President Kaler, Vice President Robert Solomon, and School of Medicine Dean Stan Gerson. Entertainment: Associate Vice President & Senior Director, Heather Burton, PhD, and Talise Campbell, PhD (Oberlin College), and the Djapo Cultural Arts Institute. Collaboration with: Office for Diversity, Equity and Inclusive Engagement, School of Medicine, Frances Payne Bolton School of Nursing, and Jack, Joseph and Morton Mandel School of Applied Social Sciences.

School of Law

As law schools nationwide grapple with a decline in diversity following the Supreme Court's ruling against race-based admissions, Case Western Reserve University (CWRU) School of Law bucked the trend.

In the wake of the *2023 SFFA v. Harvard College* Supreme Court decision, which deemed universities requiring applicants to identify their race or ethnicity when seeking admissions unconstitutional, efforts to have a more diverse law school student body were stunted. However, CWRU Law managed to defy the odds with its 2024 entering class. CWRU successfully managed to increase the percentage of underrepresented minorities (URM) in its incoming class in spite of the ruling.

This year, 27% of the first-year CWRU law students are underrepresented minorities (who are U.S. citizens)—a 6% increase from the 21% of our 2023 entering class. In addition, our 2024 minority enrollment totals 31% identifying as URM, without regard to citizenship. Additionally, the law school's 2024 class composition

boasts a 24% LGBTQ representation, 8% first-generation citizens and 12% first-generation college students. CWRU Law managed to grow its diverse student body while also holding its median GPA and LSAT scores from 2024.

Much of our success can be attributed to our strategic pipeline partnerships with over one dozen HBCUs, HSIs and AN/NASIs, from whom we saw marked increases in applications and admission. Those agreements provide attractive incentives to students from those schools who accept admission to CWRU Law.

This year, we added Tougaloo University, Fisk University, and Howard University in order to enrich our student body. Also contributing to our success was holding our first pre-law conference for our strategic partners, for which we invited pre-law advisors and two students from each school to CWRU Law and Cleveland for class visits, meetings with students and faculty, tours, the law school application processes and financial aid.



Weatherhead School of Management



Albert Ferreira



Teresa Gary



Terri Ford

The Executive Leadership and Development Experience—which launched in February 2023—is designed to grow the leadership capabilities of participants, especially Black professionals, and to provide pathways for them to further their careers. As a result of the experience, three members of our inaugural cohort enrolled in three of our professional degree programs. **Albert Ferreira** in the Doctor of Business Administration program, **Teresa Gary** in the Executive MBA program and **Terri Ford** in the Master of Science in Positive Organization Development and Change program. We are excited that they are continuing their journey at Weatherhead while also leading in their organizations.

The Weatherhead School of Management has raised nearly \$85,000 to support Veterans and Service Members who pursue their degrees at Weatherhead. This will allow for scholarships as well as support our marketing and outreach efforts to attract Veterans and Service Members to our programs.



Maria Stutsman Y Marquez

We welcomed **Maria Stutsman Y Marquez** as our new Associate Dean of Recruitment and Enrollment in

October 2023. Under her leadership, her team is using intentional strategies to enroll a diverse and inclusive class across all degree programs. Two exciting partnerships that Maria has brought to Weatherhead include Diversity in Leadership and Access Admit Me. As a partner school, in the Diversity in Leadership program, we are hosting candidates onsite for 2.5 days of immersion each semester. The goal of the program is to increase awareness of the school as well as to attract candidates to Weatherhead. Access Admit Me is a new initiative that will help us to attract and recruit underrepresented minorities and women.



INCLUSIVE EXCELLENCE ACROSS CAMPUS

College of Arts and Sciences

EMERGING SCHOLARS

The Emerging Scholars Program (ESP) is designed to promote the success of Case Western Reserve University students. Although a majority of the participants have graduated from Cleveland-area high schools, the program welcomes applicants from other parts of Ohio and from out of state.

ESP students tend to be the first in their families to attend college, and most of them have not enjoyed the educational opportunities available to the majority of Case Western Reserve undergraduates. Despite these obstacles, they graduate from the university at higher rates than their non-ESP peers do, excel in a variety of fields and often go on to pursue advanced degrees.

IMPACT FELLOWS

The Innovative Mentoring and Professional Advancement through Cultural Training (IMPACT) program is a multi-dimensional, inter-institutional, collaborative mentoring program for students who are interested in communication sciences and disorders (CSD). IMPACT is run in collaboration with Hampton University (HU), a historically black college and university (HBCU). The IMPACT program is designed to provide students with access to diverse Communication Sciences and Disorders professionals, exposure to research opportunities and graduate school preparation. Professor Lauren

Calandrucchio and Assistant Professor Jessica Sullivan (HU) co-direct the IMPACT program.

In the Spring of 2022, Dr. Calandrucchio was awarded a \$250,000 supplement to an NIH R25 award that started in July of 2024. As a result, the program has been able to add informal coaching for all of our IMPACT fellows (in collaboration with Dr. Anita Howard, Weatherhead), and add a virtual on-line cohort of eight Doctor of Audiology students from all around the country as part of IMPACT-Audiology.

Six of our IMPACT Fellows do prestigious research summer experiences at UC-Irvine, Creighton University, and Boys Town National Research Hospital.



North Star Scholars



At CWRU, we stand true to our **North Star**, which reads:
Case Western Reserve is a high-impact research university that aspires to be a community where humanity, science and technology meet to create a just and thriving world.

We invite scholars from our partnering Minority Serving Institution (MSI) and Historically Black Colleges and Universities (HBCU) to join our graduate and professional student community in its quest toward this North Star. Students who meet the discipline-based qualifications and matriculate from one of our partner institutions will be considered for the North Star Award.

GENERAL STATS

- 12** Scholars on campus
- 3** Graduated Spring 2024
- 1** Graduated Summer 2024
- 6** New Scholars came in the 2024–25 academic year

PROGRAMS AT CWRU

- Doctor in Dental Medicine (DMD)
- Juris Doctor (JD)
- Master of Business Administration/Finance Dual Degree (MBA/MFin)
- Psychology (MA) (Developmental Psychology with an Early Intervention Specialization)
- Doctor of Nursing Practice (DNP)
- Master of Nonprofit Organizations (MNO)
- Master of Business Administration (MBA)

COMING FROM

- | | |
|------------------------|-------------------|
| Howard University | Tougaloo College |
| Florida A&M University | Fisk University |
| Tuskegee University | Xavier University |
| Hampton University | of Louisiana |

INCLUSIVE EXCELLENCE ACROSS CAMPUS

The Interreligious Council

The Interreligious Council (IRC) promotes interfaith dialogue, fosters mutual understanding, advocates for religious freedom and open-mindedness and encourages collaborative interreligious dialogue and civic action to address issues across diverse faith communities.

The IRC is composed of organizations and representatives that serve CWRU and the Greater Cleveland community. The IRC works with faculty, staff, students and community members to provide support and opportunities to dialogue. The IRC facilitates civility and discourse via resources and services such as Train the Champion sessions, Sustained Dialogue groups, Shabbat dinners, faith/prayer services, food and clothing drives, coordination of host families, prayer rooms, vigils, connections with student organizations, a listing of local places of worship/prayer and updates to the religious holidays and observances calendar.

The IRC embodies Interfaith Respect and Community, and helps provide access to programs and services that enable students, faculty and staff to come together, support each other and explore spirituality, faith traditions and religious identities. The IRC works towards facilitating communication, encouraging interreligious dialogue and interaction and fostering a collaborative atmosphere in which members of the Case Western Reserve community may freely express their religion, spirituality and beliefs.

To connect with an IRC member and find additional resources visit case.edu/studentlife/dean/irc or email interreligiouscouncil@case.edu.

Chabad @ CWRU

Rabbi Mendy & Sara Alevsky

Church of the Covenant

Katherine Chilcote

Cleveland Hillel

Jared Isaacson & Jill Ross

InterVarsity Christian Fellowship & International Student Fellowship

Ely Ducatel & Milka Hanook

Muslim Student Association & Middle Eastern Cultural Association

Ramez Islambouli

Newman Catholic Campus Ministry

Heidi Kempt Chew

United Protestant Campus Ministries (UPCaM)

Amanda Powell



INCLUSIVE EXCELLENCE ACROSS CAMPUS

Office for Diversity, Equity and Inclusive Engagement: Trainings and Workshops

The Office for Diversity, Equity and Inclusive Engagement provides a number of diversity awareness workshops and consultation services for students, faculty and staff. In some cases, we develop a program specific to goals, participants and time frame in order to accommodate the different classes, departments, offices and student groups that request training.

DIVERSITY 360°

Diversity 360° is a campus-wide diversity education program for students, faculty and staff developed in collaboration with the Office for Diversity, Equity and Inclusive Engagement, the Division of Student Affairs and the Office of Multicultural Affairs.

TRAIN THE CHAMPION

Now in its 13th year, the Train the Champion program is designed to develop diversity champions who will actively work to create a more welcoming and inclusive campus environment.

Under the program, staff and faculty from various departments and schools meet monthly for 90-minute lunchtime sessions to explore and discuss diversity issues. Sessions include guest speakers who discuss such topics as race, religion, gender, the lesbian, gay, bisexual and transgender community and disability issues. The program provides an opportunity for engagement with members of the campus community around diversity differences.

INTERRUPTING UNCONSCIOUS BIAS IN THE HIRING PROCESS

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

THANK YOU!

Thank you to the individuals, offices, and departments whose dedication, time, effort and energy made this annual report possible. Your support, whether through writing, photos or collaboration, was invaluable in helping us share the impact of our work.

INVEST IN INCLUSION

With your support, we can create a campus where everyone feels seen, heard and respected. Contribute today to further our commitment to inclusive excellence!



In 2022, approximately 1,250 CWRU community members participated in the office's facilitated trainings and workshops.

In 2023, nearly 2,030 CWRU community members participated in the office's facilitated trainings and workshops.

In 2024, more than 2,400 CWRU community members participated in the office's trainings and workshops.



COMMUNITY, CULTURE, CLIMATE AND CURRICULUM

Enhancing Civility and Connection

Case Western Reserve University is committed to fostering civil discourse as a foundation of its academic community. In February 2024, Provost Joy K. Ward convened a Civil Discourse Advisory Group to address this critical need. Under her leadership, the group—composed of over 20 faculty and staff members—was charged with enhancing civil discourse throughout the university. Their ongoing mission is to promote respectful discussion and mutual understanding of pressing issues, aligning with the university's broader aim of fostering open-mindedness and critical thinking both within and beyond the classroom.

To achieve these goals, the Advisory Group identified 10 essential skills for civil discourse, including effective listening, critical thinking and empathetic communication. These skills serve as a foundation for programming across campus and are integrated into classroom activities, supporting meaningful and inclusive conversations both in academic settings and beyond.

In addition, the university offers civility programming that builds on these principles, providing hands-on learning opportunities for students, faculty, staff, postdocs and the entire campus community. Initiatives such as the Hard Conversations and Critical Conversations series create spaces where community members can engage in respectful dialogue and practice the art of civil discourse. By doing so, participants learn to approach disagreement as an opportunity for growth and mutual understanding, strengthening our academic bonds.

Through these efforts, Case Western Reserve affirms its dedication to a learning environment where every voice matters, and all perspectives are valued. This commitment to civil discourse not only aligns with the university's educational mission but also cultivates a supportive, inclusive community.

Power of Diversity Lecture Series

JEWISH IDENTITY AND ANTI SEMITISM

Chad Alan Goldberg is Martindale-Bascom Professor of Sociology and a faculty affiliate of the Department of History (by courtesy) and the George L. Mosse/Laurence A. Weinstein Center for Jewish Studies at the University of Wisconsin–Madison. He has written since 2008 about the history and sociology of antisemitism, teaches a course on the history of antisemitism in Europe, and works to educate the public about antisemitism through interviews for news media. His award-winning books include *Citizens and Paupers: Relief, Rights, and Race, from the Freedmen’s Bureau to Workfare* (University of Chicago Press, 2008); *Modernity and the Jews in Western Social Thought* (University of Chicago Press, 2017); and (as editor) *Education for Democracy: Renewing the Wisconsin Idea* (University of Wisconsin Press, 2020). He has been a member of the Academic Engagement Network since 2016.

MUSLIM/ARAB IDENTITY AND ISLAMOPHOBIA

Dr. Hodayra Ziad is Director of Campus Partnerships at Interfaith America and a longstanding interfaith practitioner and educator. After receiving her doctorate in Islamic Studies at Yale University, she served as Assistant Professor of Islam at Trinity College in Hartford and then Scholar of Islam at the Institute for Islamic, Christian and Jewish Studies, a Baltimore interfaith organization. Most recently, she was Senior Lecturer in Islamic Studies and a community-engaged teaching fellow at Johns Hopkins University, receiving JHU’s teaching award and supporting

religious and other diversity efforts on campus. She also served as Board President of the ACLU of Maryland. For two decades, she has co-created projects that connect religion with the arts, public health, and mental health and supported educators, activists, artists and religious leaders in navigating pluralism and fostering networks of social change. She was founding co-chair of the American Academy of Religion’s Interreligious and Interfaith Studies Group and is co-editor of *Words to Live By: Sacred Sources for Interreligious Engagement* (Orbis Press, 2018). Dr. Ziad writes for academic and popular venues, and consults for film and media.

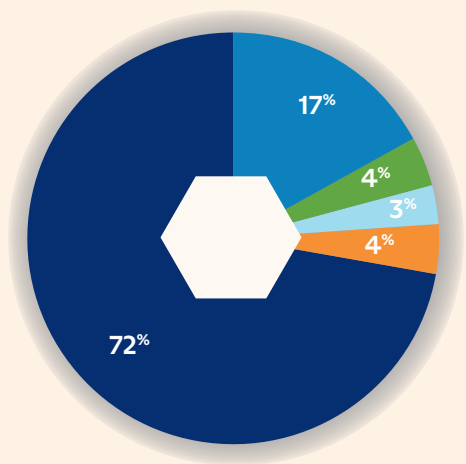
ADVANCING RELIGIOUS PLURALISM: BRIDGING CAMPUS DIVIDES IN A TIME OF PREJUDICE AND POLARIZATION

Featuring **Todd Green, PhD**, InterFaith America. Todd Green is the Senior Director of Campus Partnerships at Interfaith America. Prior to joining Interfaith America, Todd served as a religious studies professor at Luther College. He has advised a number of federal government agencies, including the White House, the State Department and the Department of Education, on how to address religious bigotry and promote interfaith cooperation. His perspectives have been featured in a variety of media outlets, including The New York Times, The Washington Post, CNN and NPR. He holds a BA from Birmingham-Southern College, an MDiv from Columbia Theological Seminary, and an MA and PhD from Vanderbilt University.

Diversity Snapshot

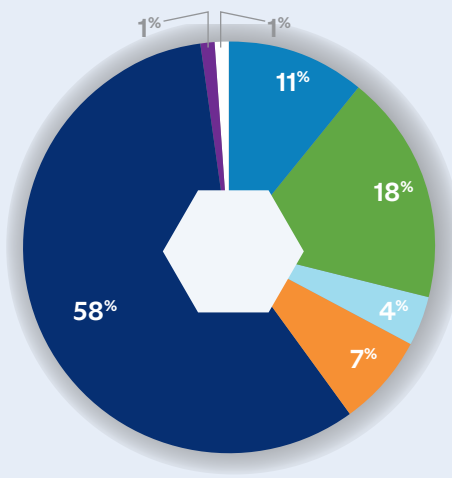
FULL-TIME FACULTY: 1,182

MALE: 688 (58%) FEMALE: 494 (42%)



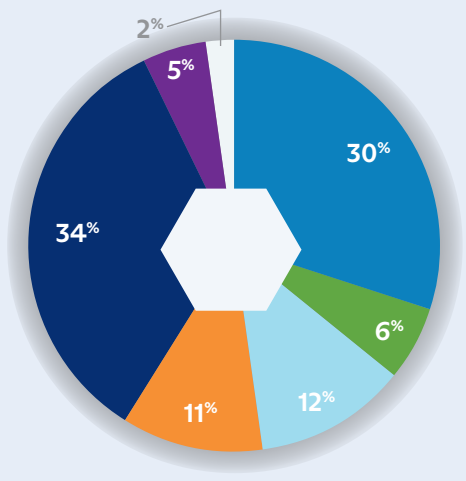
FULL-TIME STAFF: 3,267

MALE: 1,269 (39%) FEMALE: 1,998 (61%)



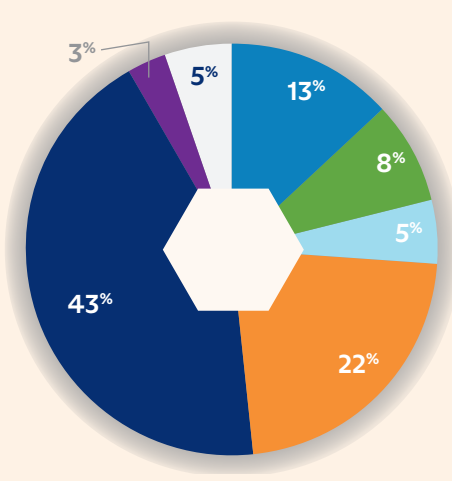
UNDERGRADUATE STUDENTS: 6,528

MALE: 3,387 (52%) FEMALE: 3,132 (48%)
OTHER: 9 (0%)



GRADUATE AND PROFESSIONAL STUDENTS: 5,947

MALE: 2,510 (40%) FEMALE: 3,337 (56%)
OTHER OR UNKNOWN: 100 (2%)



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

This is enrollment and workforce data that are provided annually to the federal government using the IPEDS data submission. That falls under the National Center for Educational Statistics, which provides the guidelines for classification and categorization.

Faculty and staff numbers are based on our census data as of Nov. 1, 2024, and student numbers are based on our student census date, which is the end of the third week of classes for the fall semester.

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