

# Driving Diversity & Inclusion

Office of Diversity, Equity and  
Inclusive Engagement



CASE WESTERN RESERVE  
UNIVERSITY

# Office for Diversity, Equity and Inclusive Engagement

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# What is Diversity?



- A mosaic of individual groups with varying backgrounds, experiences, styles, perceptions, values and beliefs.
- Diversity usually refers to representation (numbers) related to a wide range of human difference. The dimensions most commonly identified include **gender** and **race/ethnicity**. Diversity scholars have identified many other dimensions including, but not limited to, **age/generation**, **mental/physical abilities**, **sexual orientation**, **gender identity/expression**, **religion**, **family status**, **immigrant status**, **geographic location**, and **military experience**.



# Benefits of Diversity

## Diversity powers innovations

superior to those of homogenous groups (Page 2007)

## Diversity on Juries (Sommers 2006)

### More information exchange with a diverse jury

- Took longer- exchange wider range of information than all-White groups

- Discussed more case facts

- Discussed more missing evidence

### More accurate

- Fewer inaccurate statements

- Fewer uncorrected inaccuracies

### More openness to discussing race

- Discussed more race-related topics

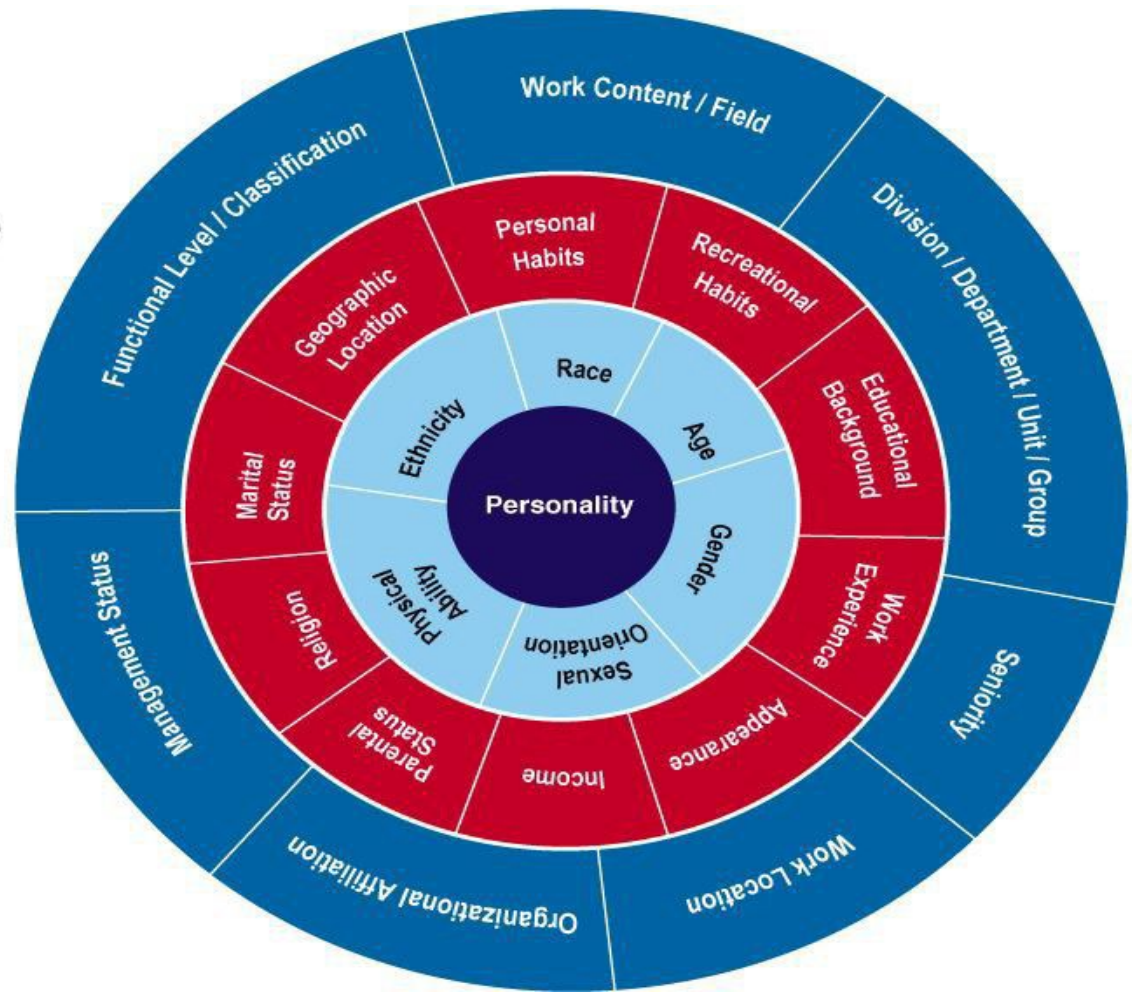
- Fewer objections to considering race

*Slide Source: 2008 LEAD presentation by Sapna Cheryan, Assistant Professor of Psychology, University of Washington*



# Primary & Secondary Dimensions of Diversity

- Organizational Dimensions
- External Dimensions
- Internal Dimensions



# Differences That Make A Difference

Age

Athleticism

Disability

Economic class

Educational level

English Literacy

Ethnicity/culture

Family status

Gender

identity/expression

Geographic region

Hierarchical level

Immigration status

Viewpoint/Political

Affiliation

Job function

Marital/Relationship Status

National origin

Parental Status

Race

Religion/spirituality/Beliefs

Sex

Sexual orientation

Size/appearance

Skin color; phenotype

Veteran Status

Working style

Years of experience



# Social Identity in the US

## Dominant Group Members

- Maybe taught that they are “normal”
- Maybe less aware of social privilege and other groups’, feelings’ concerns, or experiences
- Maybe socially conscious or socially unaware
- May show defensiveness, guilt, doubt, or rationalization (rather than empathy or urgency) regarding discrimination.





# What is Inclusion?

Inclusion is the process of making every member of the community feel welcomed, valued, and respected for what they contribute

- At its best, inclusion is a practice of enabling diversity to create opportunities to incorporate voices, perspectives, and ideas that might otherwise be missed, overlooked or undervalued.
- Inclusion is a method of leveraging diversity for the best possible interactions, campus climate and quality of life for faculty, students, staff and others.





# The Inclusion Paradox

*Diversity is the mix, inclusion is making the mix work.*

*Andres Tapia, Diversity Expert*

*Diversity is being invited to the dance, inclusion is being asked to dance.*

*Diversity Advocate*

*Verna Myers,*



# Future Learning Opportunities

## A Reality Check

- Can I define Diversity & Inclusion?
- Who's in my network?
- Accountability

## An Immersive Experience

## Additional Trainings



# Office for Diversity, Equity and Inclusive Engagement

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