

John Carroll University

# Mandel Grant for Conversation & Inclusion

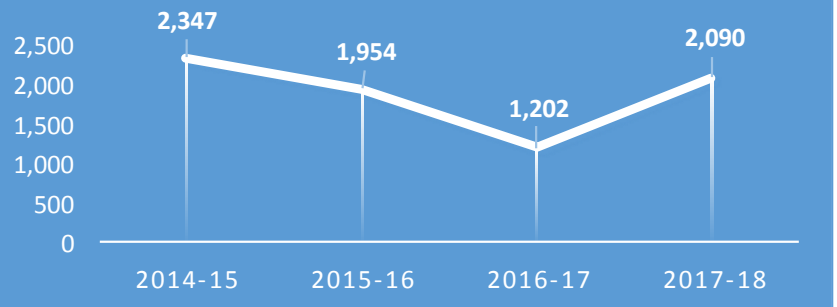
## Year-End Report 2017-18

This year's Mandel Foundation grant to John Carroll University supported a diverse and exciting collection of programs and opportunities for our campus community. Collectively, these grants complement and support university educational and co-curricular programming efforts as well as structural change initiatives.

Of 21 requests received this year, 16 were funded. These 16 projects, which are described on the following pages, have contributed greatly to this year's campus conversations about diversity, equity, respect and compassion, all critically important topics in the current moment.

We are pleased to announce that John Carroll University has recently completed a campus-wide planning process to institute a two-year Strategic Plan for Inclusive Excellence. This plan is the result of many community conver-

### AVERAGE GRANT AMOUNTS, 2014-2018



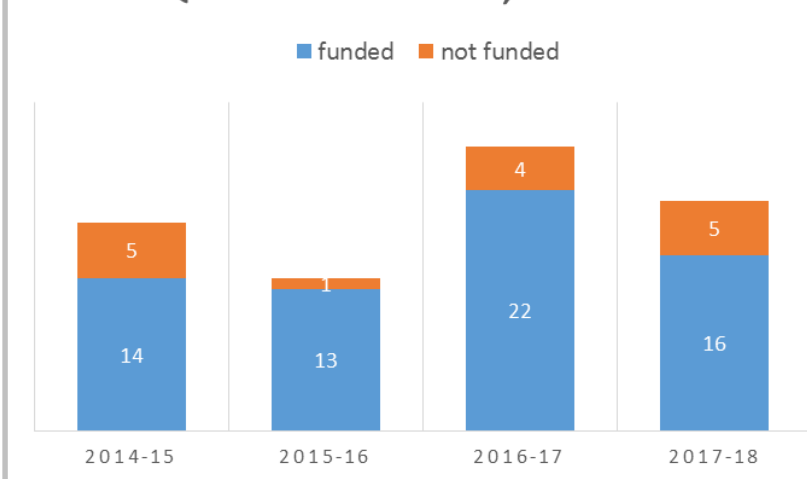
sations, focus groups and feedback sessions and reflects the will of our community to improve our diversity, equity and inclusion.

We have always considered the [Mandel Foundation](#) as a key partner in our efforts for inclusive excellence. By providing us the opportunity to direct funds into small campus grants over the past several years, the Mandel Foundation has supported the development of grassroots leadership among our students, faculty and staff, and generated energy for our current structural initiatives.

We anticipate that, with the approval of this new Strategic Plan, we will see even closer integration of the Mandel Fund for Conversation and Inclusion into our strategic efforts.

We are indebted to the Mandel Foundation for continuing to fund these important efforts on John Carroll's campus, all of which help us to grow into an increasingly diverse, inclusive, and therefore more excellent, institution of higher

### REQUESTS RECEIVED, 2014-2018



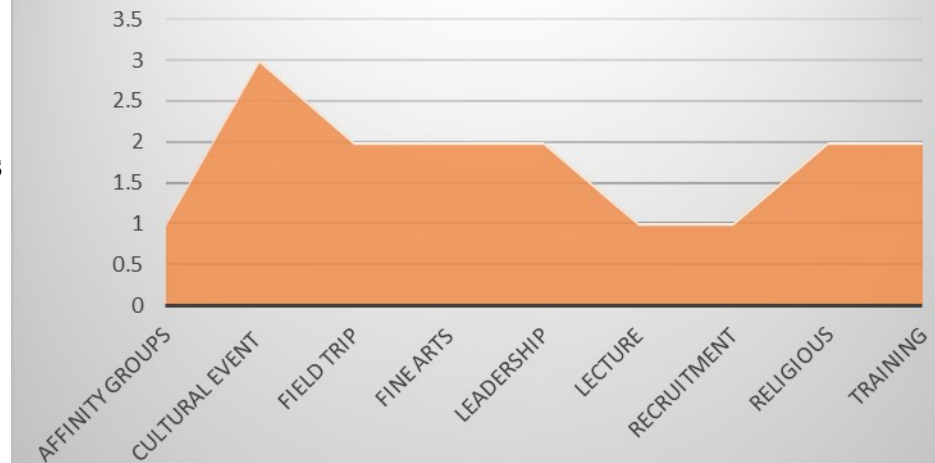
# 2017-18 Fund Overview

education.

The charts here illustrate a few patterns of our grant-funded projects. We were pleased to see that both the number and amounts of our applications this year were in line with the average of our previous three years, and that we have been able to fund most requests in a manner that demonstrates both good stewardship of these funds and attentiveness to the mission of the grant.

The chart above shows the distribution of types of projects supported this year. We are pleased to see an improvement this year in balance across various types of projects. Some types, such as affinity group development, were new to us. Others, such as training programs and recruitment efforts, complement larger university strategic efforts to increase diversity and inclusion in our campus community. We are also glad to report an

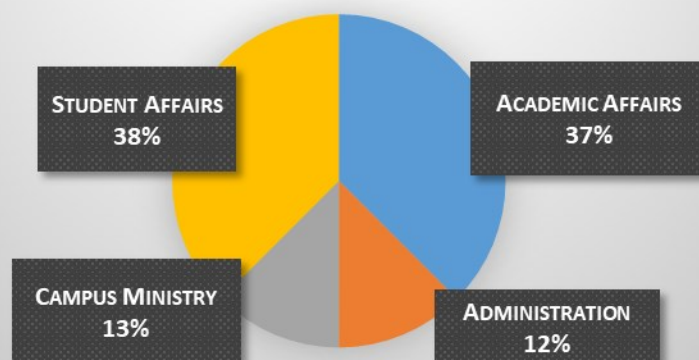
**TYPES OF PROJECT FUNDED, 2017-18**



increasing number of funded projects for which the learning experience is scaffolded by curricular design, strategic planning, or multiple touch points, rather than being “one-off” events.

This year’s grant recipients came primarily from our Student Affairs and Academic Affairs divisions (see chart below), though about 13% of grants went to Campus Ministry-sponsored student groups, and another 12% to support Administration projects to increase the diversity and inclusion of staff from underrepresented backgrounds.

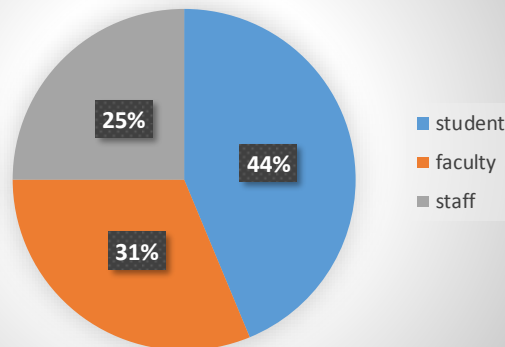
**UNIVERSITY DIVISIONS RECEIVING GRANT FUNDING, 2017-18**



As seen in the chart on the following page, about 1/4 of grant recipients were staff while just under 1/3 of grants went to faculty. The largest single group of grant recipients were student organizations sponsoring cultural events, educational programs, or leadership development training, in collaboration with their faculty and staff advi-

## 2017-18 Fund Overview

### GRANT RECIPIENTS 2017-18



sors. Student groups are also, in many of these cases, working with each other to propose these projects, in order to have broader impact and more diversity among participants. The grant review committee has actively encouraged this collaborative practice.

In the project descriptions that follow, we have included where possible the words and images of those who have reported to us their use of the grant funds.

## 2017-18 Mandel Grants

### High Holiday Events

The JCU Hillel student group sponsored an event during the festival of Sukkot entitled “Sushi under the Sukkah.” The Mandel grant supported the purchase of sushi for all attendees (food that is popular with students, while also being appropriate for both kosher and halal dietary restrictions). Hillel invited all students—Jewish as well as those of other faiths—to share a meal under the Sukkah, hold the *lulav* and *etrog*, and learn more about Sukkot as well as the Jewish high holidays.

### How Music Empowers Social Action

Two faculty members received this grant to invite professional pianist/entrepreneur Jennifer Heemstra to speak at John Carroll about her work in India organizing the Kolkata Classics

and Hathor Health Series, a classical music concert series combined with free medical and social services to women and children who are victims of human trafficking. Ms. Heemstra’s program was presented in a classroom setting as well as a campus luncheon event.

This project challenged the community to join social justice issues with any endeavor and showed how the “universal language” —music— can be used in the service of those who are marginalized.

One student wrote, “I loved learning about how a woman took her passion... for playing music and turned it into a profession. ...She saw the pain and hurt in a community and tried to solve it through her own means.”



Jennifer Heemstra

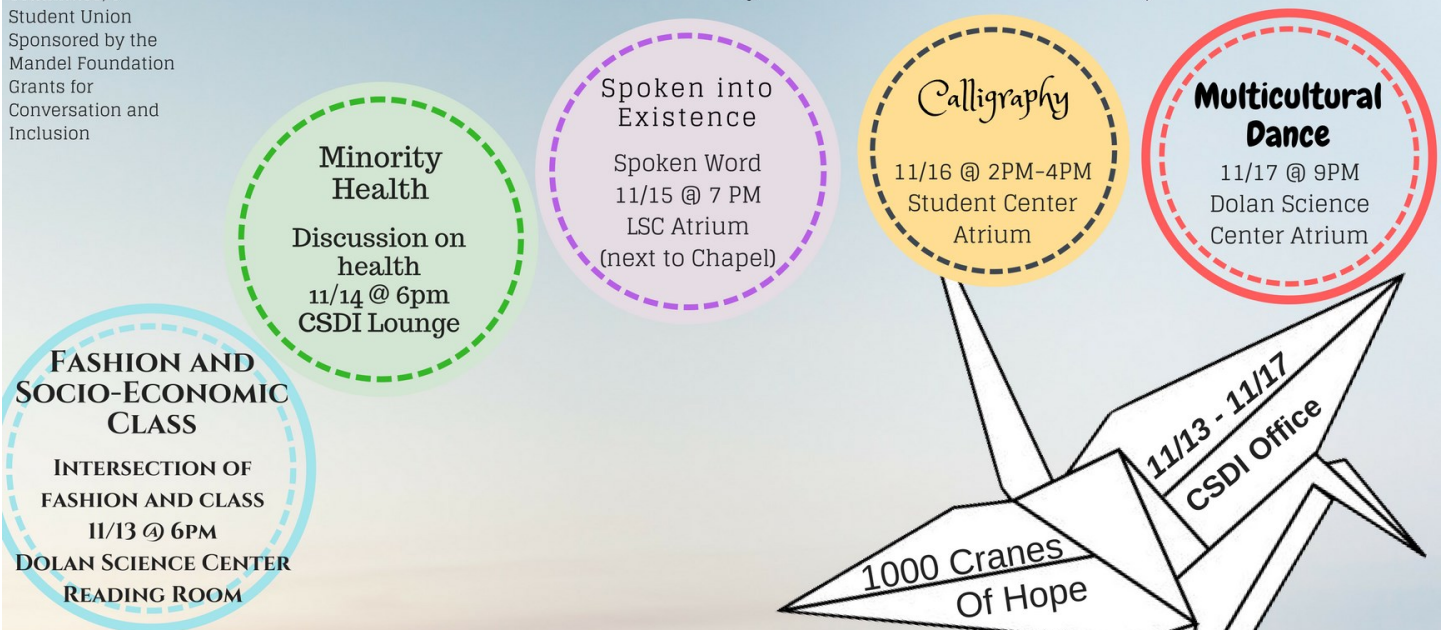


# 2017-18 Mandel Grants

Organized by the  
Center for Student  
Diversity and  
Inclusion, Student  
Union Diversity and  
Inclusion  
Committee, &  
Student Union  
Sponsored by the  
Mandel Foundation  
Grants for  
Conversation and  
Inclusion

## POWER IN MOVEMENT:

### A Week on Issues of Diversity and Inclusion on Campus



## Power in Movement

This grant provided partial support for a week of student-sponsored events in November 2017 on themes of diversity and inclusion.

The week was sponsored by a coalition of many student groups from across campus, including cultural and Greek organizations, among others.

The week consisted of six events:

- “1,000 Cranes of Hope” origami activity
- “Fashion and Socio-Economic Status” panel program, sharing stories of consumer habits and how gender, race and socio-economic statuses can intersect when buying and wearing clothes.
- “Minority Health” group discussion program,
- to which the students invited therapy dogs and held a facilitated discussion about minority health issues, representation and access.
- “Spoken Into Existence” spoken word event—students were invited to share their original work
- Calligraphy as Cultural Art form table hosted in the Student Center
- International Tea House gathering, cosponsored by the Lambda Chi Alpha fraternity and international student services
- A Multicultural Dance, featuring food, drink, arts activities and a DJ.



# 2017-18 Mandel Grants

## A Day with Reginald Dwayne Betts

A faculty member received this grant to bring author Reginald Dwayne Betts to campus to give a talk and reading about his experience in prison and his journey toward finding his voice, first through poetry, and then into his vocation as an attorney.

In addition to giving a public reading to an audience of about 60, Betts met with other constituencies while on campus, including a guest lecture in a creative writing class, a breakfast meeting with students in the Carroll Ballers and Writers-in-Residence Programs in the Cuyahoga County Juvenile Detention Center, and a dinner with members of the Black Students in Action.

Faculty member George Bilgere writes about this event, "We had a full house of dazzled students. I can't think of a better way of showing our students the importance of poetry in confronting and exploring the mystery of our own humanity."

Student Anthony Shoplik says, "I am well aware that our campus would benefit from more speakers like Betts -- individuals of diverse backgrounds who can widen the perspective of students and inspire us to carry forward JCU's mission."

## U.S. Hispanic Leadership Institute

The Latin American Student Association (LASA) received this grant to help fund the group's attendance at the U.S. Hispanic Leadership Institute (USHLI)



The Latin

## REGINALD DWAYNE BETTS

Join us for an evening with Dwayne Betts



**FEBRUARY 12 | 7 P.M.**

DONAHUE AUDITORIUM/DOLAN SCIENCE CENTER

**Dwayne Betts** is a husband and father of two sons. A poet and memoirist, he is the author of three books. The recently published *"Bastards of the Reagan Era,"* the 2010 NAACP Image Award winning memoir, *"A Question of Freedom,"* which chronicles his nine years serving time in prison, and the poetry collection, *"Shahid Reads His Own Palm"*. Dwayne is currently enrolled in the Ph.D., in Law Program at the Yale Law School. He has earned a J.D. from the Yale Law School, an M.F.A. from Warren Wilson College's M.F.A. Program for Writers, and a B.A. from the University of Maryland.

Free and Open to the Public.  
For more information, email Dr. Philip Metres  
at [pmetres@jcu.edu](mailto:pmetres@jcu.edu) or call at 216-556-1101.

Sponsored by

Peace, Justice, and Human Rights Program, the English Department, the Mandel Foundation, the Political Science Department, the Black Students Union, and co-sponsored by The Tim Russert Department of Communication and Theater Arts, and the Center for Student Diversity and Inclusion.



in Chicago, Illinois. (Students created a [YouTube video documenting highlights of the convention](#), which is linked to our website.)

While returning home on Amtrak, the LASA students experienced a racial profiling incident with immigration police. The students utilized the leadership training they had received at the

## 2017-18 Mandel Grants

USHLI conference to advocate politically for themselves and others in the wake of this incident, holding a series of meetings with University leaders, representatives of the [news media](#), and eventually with U.S. Senator Sherrod Brown.

In addition to this advocacy work, the LASA students directed their training to representing the campus Latinx community at additional campus programs, including participation in an International Fest for the Business College and an on-campus program for Latinx third graders from Luis Marin Muñoz elementary school in Cleveland. They also hosted their annual “Viva La Noche” Latin Dance.

The student leaders write, “USHLI's workshops and speakers that keyed on being an advocate for your culture and a leader in your community, and the university professors and advisors that touched on how to engage a campus community helped refine our vision for completing these projects for the spring. The knowledge gained will also be used to help create an outline for Latinx Heritage Month in the fall.”



*Members of JCU's Latin American Student Association pose with Dolores Huerta at USHLI 2018*



### Social Justice Film Series

Students involved with the Center for Student Diversity and Inclusion received this grant to support a weekly social justice film screening and discussion for students. (See film series flyer on following page.) Grant funds were used to purchase screening rights for the films and to make them available in Grasselli Library for future use by faculty, staff or students.



*Students and faculty pose on the stage at Cleveland Public Theatre after seeing the play American Dreams*

### American Dreams



Two faculty members received funding for students in their linked course pair, “Race and Ethnicity in Theatre” to attend a field trip to the play *American Dreams* at Cleveland Public Theatre. This play leads participants through an interactive “game show” style experience in which the audience must vote for the most “deserving” immigrant to be granted citizenship at the end. One student wrote, “It made me aware of the vulnerability of the immigrant... and made me feel implicated in the process that turns away good candidates for immigration.”

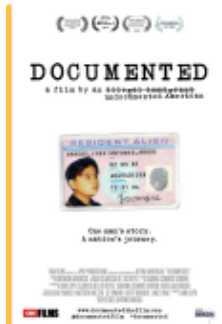


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## Social Justice Movie Series

Monday & Thursday 6:30PM AD 258

All films are followed by a short conversation  
Everyone is welcome to stay and participate



### Documented 02/19

Jose Antonio Vargas, a journalist, outs himself as undocumented in the United States and the documentary discusses his journey. It also discusses his relationship with his mother, whom he has not seen for over 20 years.



### Admissions 02/22

The documentary follows four undocumented students and their struggle to navigate their immigration status and their desire for higher education.



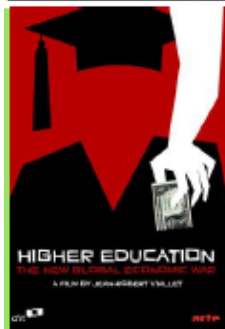
### Cloudburst 02/26

This comedy-drama depicts the journey of an elderly lesbian couple, one of whom was admitted into a nursing facility, and them breaking her out of the facility to get married in Canada.



### Pride 03/01

This historical-comedy focuses on the collaboration between lesbian and gay activists from London, and coal miners from Wales during the 1980s striking in opposition to Margaret Thatcher, the police, and conservative media.



### Higher Education 03/12

HIGHER EDUCATION explores the intersection of money, politics, and education in the United States, and the competition and debt students face entering this system, with comparisons to the European Model.



### I Voted? 03/15

I VOTED? is a non-partisan documentary which examines the capture and counting of ballots in our elections. It asks the question, 'What are the specific assurances of accuracy and security in American voting?'

IN - LATINO PUBLIC MEDIA CENTER • BLACK CIRCLE FILMS PRESENTS  
MEMORIES OF A PENITENT HEART



A Film By Cecilia Aldemaro



### Memories of a Penitent Heart 03/19

Twenty-five years after Miguel died of AIDS, his niece tracks down his estranged lover and cracks open a Pandora's box of unresolved family drama.



### Southwest of Salem 03/22

This documentary explores the wrongful conviction of four lesbian Latina women, who were accused of gang-rape during the Satanic Ritual Abuse panic of the 80s and 90s, and the role homophobia played in their wrongful conviction.

Presented with grant support from the  
Mandel Fund for Conversation and Inclusion

Organized by the Center for Student  
Diversity and Inclusion (Amy Kato)



# 2017-18 Mandel Grants

## Black History Month

The Black Students in Action organization received this grant to support their Black History Month events series. The group held several events during February 2018, including:

- Attendance at a screening & discussion of the film *Black Panther*
- “Sip & Paint” event featuring a local African-American painter
- “Why We Matter” panel
- “Meet the Greeks” event to connect students with national Black fraternities and sororities



The BSA students write, “It is because of opportunities like these that BSA can live the organization's mission of fostering an inclusive environment and supporting students in our community all while sustaining a legacy of events that continues to provide students opportunities to civically engage, promote diversity and inclusion, embrace identity, and simply bask in an oasis that is open, accepting, and supportive.

“It is events like these that promote not only learning but retention in students who are underrepresented. In our experience, Black History Month Series improves with the years, even in the planning details. To excel in this aspect of campus life offers skills in communication, planning, budgeting, and networking. On behalf of BSA, we thank the Mandel Grant Foundation for another year to engage the JCU community in a showcase of black history and culture.”



- “Black Excellence Affair” formal banquet featuring speaker KC Johnson from the Diversity Center of Northeast Ohio



# 2017-18 Fund Overview

## Student Affairs Diversity & Inclusion Professional Development Initiative



This grant provided

support funding to an initiative in the Division of Student Affairs to provide professional development training opportunities in diversity & inclusion to all staff members in the division.

The funds provided by the Mandel grant supported the purchase of a Diversity Examen (developed by Xavier University) that will be used to continue personal learning and reflection for the professional staff in Student Affairs and Campus Ministry, as well as the purchase of the following books for group study:

- *Building a Bridge: How the Catholic Church and the LGBT Community Can Enter into a Relationship of Respect, Compassion, and Sensitivity* by James Martin, SJ
- *Orange is the New Black: My Year in a Women's Prison* by Piper Kerman
- *Love is Love* by Marc Andrejko
- *Small Great Things* by Jodi Picoult

Of 159 staff members invited to be part of these book groups and other activities, 109 elected to participate. Of those, approximately 72% completed the program.



## Diversity Recruitment

The grant review committee elected to renew funding this year for the Department of Human Resources, which was not, due to a temporary hiring freeze and other personnel changes, able to utilize the funds during last year's grant period.

This grant supports a pilot partnership between HR and an external recruiting firm. This firm currently assists the University in developing its Affirmative Action Plan and in identifying areas of under-utilization. The grant supported bringing Certified Diversity Recruiters to proactively source, screen and hire qualified candidates from diverse backgrounds, as well as consulting in the area of best practices for diversity recruitment and hiring.

At the close of the pilot period, if assessment demonstrates that the firm's work has been effective, this partnership will be adopted as a part of the Human Resources operational budget.

## Employee Resource Groups



JCU's Staff Council received this grant to provide seed money for its development of six new Employee Resource Groups (ERG's) for university staff. (Faculty are also invited to attend most of them.)

ERG's in the workplace contribute to an inclusive environment by providing a support network, amplifying voices of minoritized groups, advocating for policies and programs, and assisting with recruitment and retention.

Grant funds were used to support group development activities for six new ERG's, entitled: Q@JCU (for LGBTQ+ faculty and staff), Staff of Color, Spiritual Diversity, Baby Boomers, Gen-Xers, and Millennials.



## 2017-18 Mandel Grants

### For the Culture (F.T.C.)



The students of the African Dounia student organization received funding to host a showcase of African arts and cultures in April 2018.

The event featured Afro-Caribbean drummers and dancers and was led by a host versed in aspects of African culture. The students

write, "Those that attended received real knowledge of traditions, values, and beliefs of people globally."

Many students and faculty, as well as members of the public, attended the event.



### CSSA Liaison Trainings

The JCU Center for Service and Social Action (CSSA) received a grant to partner with the Diversity Center of Northeast Ohio to plan and deliver two Student Liaison Trainings on leadership for dialogue on diversity and inclusion.

CSSA's Student Liaison cohort comprises 65 student leaders who serve as drivers, mentors, and reflection facilitators for the approximately 400-500 John Carroll students who participate in weekly service each semester. Liaisons' mandatory monthly trainings seek to develop leadership skills that the Liaisons can apply in their interactions with JCU students in their service placements.

In CSSA's assessment of these two trainings, when asked whether the sessions were helpful to

their leadership development, 88% indicated that Session 1 was helpful while 100% said the same of Session 2.

One student wrote, "I felt that this training was long in coming. We skirt around the topic of racism so often, but it's something that we have to address within service because it is an integral problem in our society. I thought it was about time that we talked about racism because it is a concrete reality that we are exposed to everyday. It isn't abstract, and it was practical and necessary to our development as student leaders."

The hope is that increased capacity of the Student Liaison cohort to recognize and address bias will continue to have a positive ripple effect on the students they drive to service each week, in addition to their other learning communities at John Carroll.



# 2017-18 Fund Overview

## Materials for Prayer Space

The Muslim Student Society (MSS) meets for communal prayer in the small Interfaith Prayer Room on campus. However, with recent increases in the Muslim student population, the group has begun to outgrow this room. The MSS requested funds this spring to purchase prayer materials to be stored in the Student Center, where larger rooms are available for the group to use for Friday prayer. The grant funds were used to purchase prayer rugs and several sets of prayer clothes (to be made available for women who do not wear hijab but who choose to cover for prayer — see photo, above).



The anticipated move will also allow space for non-Muslim students to accept the invitation from their classmates in the MSS to attend and observe Friday prayers, creating an excellent opportunity for interreligious dialogue on campus.

## Karamu House Field Trip

A faculty member received funds this spring to plan a field trip for her African American Literature class to attend a play at Karamu House, America's oldest African-American theatre, during the fall 2018 semester.

This project is offered in three parts: "page, stage, tutelage." The group reads the script of a play written by an African American playwright, performs scene studies, then attends a live performance as a group. This is followed by a private tutorial in class with the play's director and have the opportunity for an intimate discussion.

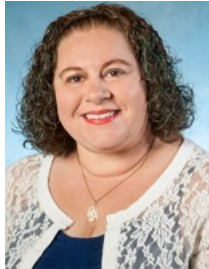
## Philosophy for Kids

JCU's Shula Endowment in Philosophy sponsors an annual program entitled "Philosophy for Kids," which funds a group of student interns who travel to local area middle schools during the academic year to offer weekly classes in philosophy to students enrolled in gifted programs.

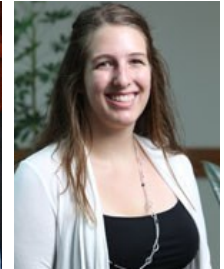
The intern cohort for 2018-19 will be supplemented by two additional interns, thanks to a Mandel grant. The Mandel-funded student interns, both campus leaders in diversity & inclusion efforts, will focus the course development for their assigned middle school group on philosophical questions of gender, race and religious diversity. The students are expected to produce a culminating project about their internships to present to the JCU community and the public at JCU's annual Celebration of Scholarship event in April 2019.

# Grant Review Committee Members

The Diversity, Equity and Inclusion Committee appointed 9 individuals to this year's grant review committee to ensure equitable representation from faculty, staff and students:



*Faculty members:* **Kenneth Sean Chaplin**, Ph.D., Dept. of Sociology & Criminology; **Jaleh Fazelian**, Grasselli Library; **Philip Metres**, Ph.D., Dept. of English and Director of the Program in Peace, Justice and Human Rights



*Student members: (undergraduate)* **Gurnit Chima** '18; **Jacob Schupp** '18; *(graduate)* **Natalie Talerico** '19G



*Staff members:* **Pamela George-Merrill**, Director of Foundation Relations and Grants; **J.P. Graulty**, Asst. Director of Community Partnerships, JCU Center for Service and Social Action; **Stacey Love**, Associate Vice President for Enrollment Outreach

These 9 committee members work closely with staff in the Office of University Mission & Identity to issue campus grants:



**Edward J. Peck, Ph.D.**, Vice President for University Mission & Identity; **Megan T. Wilson-Reitz**, Administrative Coordinator for Diversity & Equity.



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