

Advancement is the pathway to social change.

The CASE Opportunity and Inclusion Center (OIC) is answering the call to drive change and provide social justice solutions that will advance education to transform lives and provide educational attainment for all. The OIC is building a global network of scholars, advancement experts, and advocates who critically evaluate the social norms, values, and practices within advancement that stifle institutional change.

Learn more at case.org/oic:



“

CASE champions advancement across the world's educational institutions. This will succeed only when the profession reflects the rich and diverse population our institutions serve. The CASE Opportunity and Inclusion Center is building the services to achieve this success.

—Sue Cunningham, CASE President and CEO

Meet Our Team



Rob Henry (he/him)
Vice President, People, Culture, and Talent



Ben Fiore-Walker (he/him)
Senior Director, Opportunity and Inclusion Center



Jessica Elmore (she/her)
Senior Director, Diversity, Equity, Inclusion, and Belonging Training



Robyn Neeley (she/her)
Director, Talent Management



Ana Cordova (she/her)
Senior Manager, MSIs and Indigenous Communities



Thaís Andrade (she/her)
Talent Coordinator



Carl Simien (he/him)
Manager, Talent Management



Maeva Ofranc (she/her)
Talent Programme and Project Manager



Diversity, Equity, Inclusion, and Belonging (DEIB) in Advancement

OIC: Opportunity and Inclusion Center™

case.org/oic



Advancement Capacity-Building Services

The CASE OIC offers a comprehensive set of capacity-building DEIB products and services designed to transform institutional systems and processes to achieve quantitative and qualitative goals.

Advancement Inclusion Index

An advancement-centric tool that measures DEIB progress across four major categories of advancement policy and practice in addition to capturing respondent and demographic information.

Diversity, Equity, Inclusion, and Belonging (DEIB) Training

Expert OIC staff provide assessment and custom consultation grounded in research and practitioner experience.

Advancement Leadership Consultation

Targeting leadership, our OIC staff offer advice and assessment.

Premier Executive Search

Lindauer and Richmond Associates, both premier global search and talent firms, longtime CASE Educational Partners, and industry leaders on DEIB, have partnered with CASE to ensure that diversity, equity, inclusion, and belonging are well integrated into all facets of the recruitment search process.

For more information, visit LindauerGlobal.com and Richmond-Associates.com

Executive Advisors Program

CASE's Executive Advisors Program supports the hiring and retention of advancement executives with diverse lived experiences. Our advisors provide counsel and serve as a sounding board to help diverse executives navigate complex situations. Based on a shared understanding of advancement's systemic barriers, our advisors facilitate productive discussions.

Talent Management Pipeline

CASE offers two early career initiatives to assist with recruiting diverse professionals into advancement: CASE Graduate Trainee Program (year-long residency) and CASE Advancement Internship (eight-week summer scheme).

CASE Career Central

To assist in recruitment efforts, CASE Career Central provides access to a diverse applicant pool.

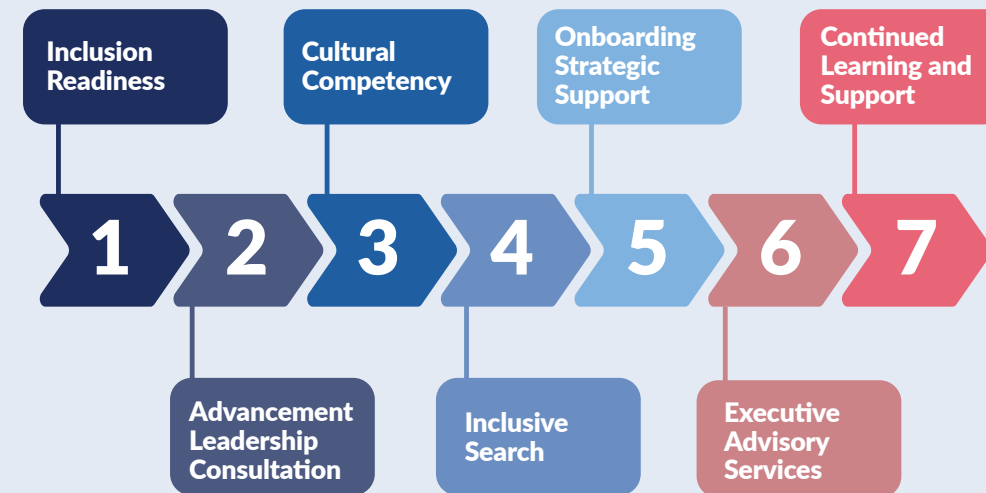
Conferences, Seminars, Workshops, and Toolkits

Continued education content and resources delivered to advancement professionals to expand DEIB acumen. In addition, content from the CASE Library can be curated to supplement toolkit resources.

Key Priorities

- **Identify** and dismantle systemic barriers in advancement.
- **Establish** Diversity, Equity, Inclusion, and Belonging acumen in the advancement profession.
- **Aid** historically under-resourced institutions and Indigenous communities.
- **Cultivate** and grow a diverse advancement pipeline for the profession.

CASE Advancement DEIB Continuum Services



Communities We Serve

CASE provides the services needed for an institution to assess its DEIB maturity and make the critical changes needed to identify and create strategies to dismantle the systemic barriers in advancement. This continuum of services is foundational to the development of a robust institutional DEIB journey.

Diversity mission statement:

We aspire to help institutions connect with their diverse constituencies and create pathways for current and future employees of diverse backgrounds. CASE defines diversity as age, culture, disability, ethnicity, gender (identity and expression), nationalities, sexual orientations, religion, and race.

