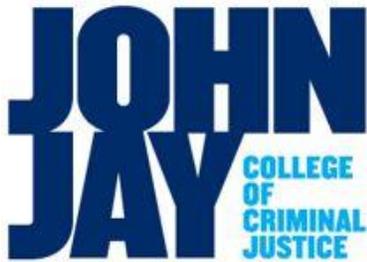


Committee on Diversity and Inclusion Progress Report

SEPTEMBER 2014 – OCTOBER 2017



*Jeremy Travis
President*

*Haaren Hall
524 West 59th Street, Room 625
New York City, NY 10019
T. 212.237.8600
F. 212.237.8607
jtravis@jjay.cuny.edu*

October 21, 2016

To the John Jay College Community:

In so many ways, the essence and vitality of John Jay College can be attributed to the diversity of its community among our students, faculty and staff, including but not limited to the diversity in race, ethnicity, gender, nationality, faith traditions, sexual orientation, language, and academic disciplines. The College strives to celebrate and sustain an atmosphere that fosters the expression of our different perspectives. This confirms our mission as an academic institution.

Two years ago, we made a decision to revitalize the College's Committee on Diversity and Inclusion to reaffirm the College's commitment to enhance diversity, equity and inclusion for all members of the campus. The current national climate reinforces the importance of building an infrastructure at John Jay that will support engagement in meaningful discourse on difficult topics.

At this pivotal moment in the mission of the Committee, I am pleased to announce the appointment of Michael Martinez-Sachs, the new Assistant Vice President and Dean of Students, as the new Chair to the Committee. His past experiences in the Multicultural Affairs and Diversity, LGBTQ Services and Women's Center at the East Stroudsburg University will bring innovative and creative direction to the Committee's work. His role as Dean of Students at John Jay also allows him to serve as liaison to the concerns and interests of our students on these topics.

The Committee on Diversity and Inclusion operates in support of the following objectives: (1) reinvigorate community conversations on issues of diversity on campus and create forums for such community conversations; (2) assist in executing the College's Faculty Diversity Strategic Plan (FDSP) objectives for recruitment, retention and improving climate; (3) assist in developing a similar Diversity Strategic Plan for non-faculty employees; (4) foster engagement and interest in these topics with the College community; (5) improve engagement of students; (6) develop resources for faculty and staff; (7) encourage professional development opportunities; and (8) widen the broad outreach to targeted groups in academic disciplines and administration.

The Committee has been actively making progress to build awareness of systems of inequity and biases through educational programs. A partial list of some of the Committee's

successful college-wide learning and training activities include the *Hateful vs. Hurtful Speech* signature program which was recognized by CUNY. This year the Committee sponsored an *Undoing Racism Workshop* for employees presented by the People's Institute; facilitated a panel discussion *Standing Up to Hate: Know Your Rights and Options* in partnership with the CUNY Dispute Resolution Center and the NYC Muslim-Jewish Solidarity Committee, and supported Bravo Staff Development Day through hosting *Different But Equal: Creating A Culturally Competent And Inclusive Workplace* workshop presented by SEEK Director, Dr. Nancy Velazquez-Torres. The Committee continues to invest in training opportunities on a variety of pressing issues including micro-aggressions in classroom and workplace settings, the rights of transgender individuals, disability awareness in the workplace, and on October 27, 2016 (1:40 PM, NB L2.84), in observance of LGBTQ History Month, the Committee is co-sponsoring with the LGBTQ Task Force and the LGBTQ & Allies Student Club a screening of the documentary *Puzzles – When Hate Came to Town*, followed by a talk-back session with the directors.

I extend my special gratitude to the faculty and staff members who have been generously volunteering their time and services to further the Committee's mission. The current members consist of faculty and administrative leaders: Maureen Allwood, Psychology; Avram Bornstein, Anthropology; Roddrick Colvin, Public Management; Daniel DiPrenda, Law and Police Science; Cheryl Franks, SEEK; Delores Jones-Brown, Law and Police Science; Susan Kang, Political Science; Sylvia Lopez-Crespo, Director of Financial Aid; Silvia Mazzula, Psychology; Silvia Montalban, Director of Compliance and Diversity; Kevin Nadal, Psychology; Mayra Nieves, Senior International Officer; Danielle Officer, Director of the Center for Student Involvement and Leadership; Rulisa Galloway-Perry, Chief of Staff; Jodie Roure, Latin American and Latina/o Studies; and Raj Singh, Interim Assistant Vice President for Administration. Students who served during the last academic year were Dor Dourandi, Brian Monsanto, Heesoo Jung and Samantha Ascencio.

Additionally, Silvia Montalban, who steered the Committee during the spring 2016 semester after then-Chair Dean Kenneth Holmes' departure from the College, will continue to serve as Vice Chair. I wish to express my thanks to Silvia for her outstanding service in this capacity. Syeda Alom, from the Office of Compliance and Diversity, will continue to work with Dean Martinez-Sachs and Silvia Montalban, as she has done since February 2016, to support the work of the Committee and to coordinate initiatives spearheaded through the Committee.

I encourage you to raise any concerns or suggestions you may have related to diversity and inclusion matters to the members of this Committee who have chosen to serve in this important leadership capacity.

Sincerely,



Jeremy Travis
President

Committee on Diversity and Inclusion Progress Report

September 2014 -- October 2017

President Travis reaffirmed John Jay College's Committee on Diversity and Inclusion (the "Diversity Committee") on October 21, 2014. The Committee is a resource for the College to bring issues to the forefront of community awareness such as campus climate, professional development, faculty, staff and student engagement and retention as well as pedagogical concerns for enhancing teaching and serving student populations. Additionally, the Committee is to advocate for the College's Faculty Diversity Strategic Plan (FDSP) objectives for recruitment, retention and improving climate through strategic collaboration with respective departments and the Office of the Provost.

Since the launch, the Diversity Committee has developed a governance structure that includes an established Charter, a new Committee Chair, and four subcommittees, also known as "Action Team," including: *Training Team, Faculty Action Team, Programming and Special Projects Team* with a subset *Bias Response Team*, and *Research and Development Team*.

Building on former years' progress, the Diversity Committee continues to evolve and address timely issues pertaining to faculty, staff and students. Through strategic partnership with various College bodies the Diversity Committee has been bringing issues of race, equity, diversity and inclusion to the forefront of community awareness, especially through co-sponsorship of multiple community conversations. The following document outlines many of the activities supported by the Diversity Committee in accomplishing its original objectives.

TRAININGS AND EDUCATIONAL RESOURCES

The Diversity Committee have facilitated several professional development opportunities for the College community to strengthen institutional capacity on diversity and inclusion practices. Initial efforts concentrated to train the Diversity Committee members as part of a broader "train the trainers" strategy. Progressively, the Committee has been working to train decision makers in faculty and staff stakeholder group to enhance cultural competency so they may spread the message to their respective community.

- **Diversity Training for President's Cabinet and Faculty with USC Race and Equity Center:** Recognizing a need for a top-down adoption of diversity and inclusion agenda, the Diversity Committee made significant investment through its 2016 budget to organize a half-day training for the President's Cabinet. The goal of this first-ever senior leadership training will be to reaffirm the President's diversity commitment to the community, and elevate the dialogue for long-term institutional changes. To maximize the Committee's resources, a second shorter training has been planned on the same day for all faculty members through co-sponsorship from the Provost's Office and Academic Affairs. (*Expected 2018*)
- **Inclusive Recruitment and Unconscious Bias Training:** The Diversity Committee hosted an interactive on-campus professional development training in Spring 2017 through New York City's DCAS. Tracey Delienne, Ph.D from CCA delivered "Structured Interviewing and Unconscious Bias" workshop to over fifteen faculty and administrators who were trained on important recruitment and interviewing best practices that minimize implicit discrimination and foster diverse talent. (**2017**)
- **Safe Zone 1.0 Training:** In partnership with the Office of Compliance and Diversity and the John Jay College Counseling Center, the Committee co-sponsored Safe Zone 1.0 training in February 2017 to 20 employees including faculty and staff. Safe Zone

trainings empower employees to be allies to the LGBTQ community on campus. This workshop spawned overwhelmingly positive feedback and influenced attendees to organize similar trainings for their staff. **(2017)**

- **Safe Zone 2.0 Training – Transgender, Intersex, and Gender Non-Conforming Peoples:** Due to the positive feedback of the primary Safe Zone training, the Committee will be organizing an advanced workshop focusing on transgender and gender non-conforming individuals' inclusion. This event will precede 2017 Trans Awareness Week in November 13-17. **(Expected 2017)**
- **Transgender Inclusion Training with Callen Lorde Community Health Center:** The Diversity Committee co-sponsored an interactive on campus training with the LGBTQ Task Force in November 2016. Experts from the Callen-Lorde Health Center conducted the training which garnered over 52 students, staff, and faculty from across departments. Attendees expressed strong interest in attending similar trainings in the future to help create a more inclusive campus. The community's response to this event reflects a continued desire to support trans and gender non-conforming members in the College. **(2016)**
- **Pilot Workshop On Disability Awareness in The Workplace:** The Diversity Committee, in partnership with the Office of Compliance and Diversity (OCD), Human Resources, Office of Accessibility, and Department of Public Safety has developed material that addresses sensitivity training around disability issues in the workplace beyond ADA compliance. The pilot training was offered to staff and faculty members who are in a position to replicate the workshop in their department. Members from SEEK, Public Safety, Athletics and Human Resources attended the event. The training PowerPoint and additional resources are available online on the Office of Compliance and Diversity webpage, for wider College access. **(2016)**
- **CUNY Faculty Diversity and Inclusion Conference (2015 and 2017):** Committee on Diversity's Leadership and some members attended the CUNY-sponsored bi-annual event. Committee member Cheryl Franks, in collaboration with SEEK Director Nancy Velazquez-Torres, submitted a proposal to present in the 2017 Conference. **(2015/2017)**
- **Webinar training on pressing issues facing higher education:** Recognizing that web learning tools, such as webinars, offer flexible access to industry-specific best practices, the Diversity Committee has sponsored several webinars that garnered participation from a variety of departments including: Public Safety, Athletics, SEEK, faculty, Student Affairs, International Student Studies Department, Registrar, Women's Center, and the Center for Career and Professional Development. Attendance in such events have ranged from 17-30 participants. Topics to-date have included:
 - *Restorative Approach to Diversity and Inclusion* **(2016)**
 - *Microaggressions: Strategies to Improve Your Campus Climate and Community* **(2016)**
 - *Dear Colleague Letter and Transgender Students: A Comprehensive Analysis of the New Guidance to Ensure Your Institutional Compliance* **(2016)**
- **Undoing Racism with the People's Institute:** The Diversity Committee sponsored an interactive 3-day anti-racism workshop for faculty and staff members. The workshop has been recognized as an effective tool to restructure individual's understanding of institutional racism in America through a historical lens. **(2016)**
- **External training opportunities:** Diversity Committee members are regularly informed of industry professional development opportunities through a newly-developed

event database. An email with upcoming month's occasions is circulated so that members may attend through partial Committee sponsorship when feasible. **(Ongoing)**

- Committee members frequently attend knowledge-sharing industry events such as, CUNY Human Resources offering, HERC Diversity and Search Workshop.

COMMUNITY CONVERSATIONS

- **Transgender Awareness Week --Dialogue with Cecelia Gentili, Assistant Director of Public Affairs at GMHC:** In celebration of Transgender Awareness Week (November 13 – 17), renowned trans activist Ms. Gentili will be invited on campus to share her experience as a transgender and a Latina. The event will be organized primarily by the Women's Center for Gender Justice. The Committee has committed to sponsor the cost of Ms. Gentili's speaking engagement. **(Expected 2017)**
- **Hispanic Heritage Month Celebration –The Trouble with My Name with Javier Avila:** The Committee partnered with SEEK to co-sponsor the popular one-man show with Javier Avila, a poet and a professor. The event was a huge success garnering over 260 guests. **(2017)**
- **Disability and Race Talk with Mark Travis Rivera:** The Committee engaged Mark Travis Rivera, a disability awareness activist, artistic director and founder of 'marked dance project' to lead a dialogue on Disability and Race. The event was attended by a combination of students, faculty and staff (28 participants). In response to Mr. Rivera's dynamic presentation, SEEK has requested to facilitate the dialogue for its stakeholders. **(2017)**
- **Public visibility on violence against LGBTQ community:** In observance of LGBTQ History Month and the 2016 tragic event at Pulse nightclub in Orlando, Florida, the Committee co-sponsored with the LGBTQ Task Force and the LGBTQ & Allies Student Club a screening of the documentary *Puzzles – When Hate Came to Town*, followed by a talk-back session with the directors. Over 60 students, faculty and staff members attended the event. **(2016)**
- **Panel Discussion: *Hateful vs. Hurtful Speech*:** The University has recognized John Jay College's signature community conversation event which was originally hosted by the College's Center for Student Involvement and Leadership (CSIL) and the Dean of Students Office in 2014. The panel discussion stressed the importance of educating and supporting students on tolerance. The Diversity Committee cosponsored a similar panel in 2015 which resulted in positive reception from the broader community. Various CUNY campuses, including Hunter College and the College of Staten Island, have modeled events on respective campuses after the John Jay College's original structure. **(2014 and 2015)**
- **Sexual Assault Awareness Month Film Screening -- *Hunting Ground*:** The Committee partnered with the College's Women's Empowerment Society and Women's Center for Gender Justice to co-sponsor screening of the documentary *Hunting Ground* which elevated the issue of sexual assault and women's safety on college campuses nationally. Diversity Committee members led an engaging discussion following the screening. Over 50 students, faculty and staff members attended the event. **(2016)**
- **Bias response training session:** Diversity Committee members, the OCD, and the Department of Public Safety partnered with the Center for Student Involvement and Leadership (CSIL) to offer anti-bias managing and reporting workshop to prospective student club executives at the annual Transitional Leadership Retreat. **(2016)**

- **Panel Discussion: *Standing Up to Hate: Know Your Rights and Options*:** The Diversity Committee cosponsored this timely panel discussion through collaboration with the CUNY Dispute Resolution Center and the external body, NYC Muslim-Jewish Solidarity Committee. Panel speakers included leaders from government agencies, including members from Mental Health Association of NYC, Manhattan District Attorney's Office and the Commission on Human Rights. **(2016)**
- **Spotlight on diversity at staff engagement event:** Two years in a row, the Diversity Committee hosted a session focusing on diversity at the annual Bravo Staff Development event. In 2015, the Committee hosted a session, "Cultural diversity in a diverse working environment" as well as provided a keynote speaker, Dr. Brown-Manning, to speak on cultural competency. **(2015)**
 - In 2016, the Diversity Committee supported Bravo Staff Development Day through hosting *Different But Equal: Creating A Culturally Competent And Inclusive Workplace* workshop presented by SEEK Director, Dr. Nancy Velazquez-Torres. **(2016)**
- **Spotlight on diversity at Faculty Development Day (FDD) :** Diversity Committee member, Cheryl Franks, facilitated "challenging dialogue" sessions at two consecutive FDD in Fall 2015 and Spring 2016. The workshop titled "Skills and Strategies for Facilitating Challenging Dialogues on Gender, Sex, Race, Sexual Orientation and other Diversity-Related Content in the John Jay Classroom" was targeted to train College's faculty on skills that may foster inclusive conversations in the classroom. **(2015/2016)**

CLIMATE ASSESSMENT

Recognizing post-election volatile national climate the Diversity Committee facilitated campus climate assessment activities, including an online student survey, to get a "pulse check" of the College through measurable indicators.

- **First-ever Campus Climate Survey for Students:** The Committee designed and disseminated an online survey to the whole student body from April through May in Spring semester. The survey garnered robust participation with nearly 1,600 completes, representing 12% of student population [+/-2.3% margin of error]. The Committee sponsored distribution of a mini-iPad as an incentive for survey participation. The preliminary data indicates students' high satisfaction of the College's efforts on diversity issues. The Committee will evaluate the findings in detail and identify any gaps in services and pain points. **(2017)**
- **CUNY Campus Climate Assessment Focus Groups:** The University's Campus Climate Working Group appointed independent researchers to conduct confidential focus groups across CUNY in an effort to generate a snapshot of the current climate on CUNY campuses. The Diversity Committee, in collaboration with the Office of Compliance and Diversity, coordinated two focus groups for students and employees to generate qualitative data on campus climate. CUNY will report on the findings from the assessment focus groups by June 2017. **(2017)**
- **Campus Climate Survey for Employees:** During Spring 2017, the Committee also drafted a diversity campus climate survey for employees, which is planned to be circulated in Fall 2017. Similarly, to the students' climate survey, the objective is to gain faculty and staff's perspectives on the health of the College community and their feedback on the College's performance on diversity. **(2017)**

SUPPORT EXECUTION OF FDSP GOALS

In its first academic year, the Committee assisted the Office of Compliance and Diversity in the creation of a college-wide all-inclusive faculty diversity plan per University requirement. The plan highlights strategic goals around three key areas for faculty: recruitment, retention and climate. (2014-2015)

- **FDSP-related activities and ongoing reporting:** The Diversity Committee support the execution of the Faculty Diversity Strategic Plan's (FDSP) goals on an ongoing basis through ad-hoc departmental collaborations. For example, the Diversity Committee members worked with the new Associate to the Provost for Faculty for knowledge-sharing around microaggressions in the classroom. The Diversity Committee plans to nurture such relationships acknowledging that meaningful change would require sustainable interdepartmental collaboration. **(2014-2016)**
 - Assisted in the annual submission of FDSP Progress Report to CUNY via the OCD. The progress report and the strategic plan have been made available through the College's public-facing website as well as through the internal portal under employee resources. **(2014-2017)**
 - Committee members met with the Institutional Effectiveness Office of Academic Affairs to review the concerns raised by Faculty of Color (FOCs) in the COACHE Working Group Report. **(2016)**

STUDENT ENGAGEMENT

Nearly all of the Committee's Community Conversation events were student-centered to expand inclusion. In addition, the Diversity Committee has been addressing ad hoc concerns and requests. As noted in multiple initiatives, the Diversity Committee have partnered with several diversity-focused student organizations to-date, including LGBTQ & Allies, Women's Empowerment Society and the Muslim Student Association.

- **Intercultural Iftar:** The Diversity Committee co-hosted a first-ever Intercultural Iftar in collaboration with the CUNY Dispute Resolution Center during the Muslim-month Ramadan. The event took place following the tragic mass-shooting in Orlando that heightened Islamophobic responses nationally. As part of the Committee's commitment, the Committee took national climate into consideration when investing in on-campus initiatives to ensure that there is no negative spillover. **(2016)**
- **Student name change option via CUNYFirst:** The Diversity Committee recognized early on that the self-service module to grant students the ability to update personal information with preferred name/gender questions needed to be updated to meet changing demands of our student body. The Diversity Committee Developed a name-change direction once CUNYFirst rolled out the new options. The new visual guideline has been widely and positively received as a tool to ease student's efforts in the process. **(2016)**
- **National Survey to Student Engagement (NSSE) Data on Student Success:** The Committee examined student demographics and NSSE statistics to identify which groups the college is serving, and to identify the use of services in accordance with these demographics. They also looked into students' goals before and after their college experience. **(2015)**

GENERAL OUTREACH

In 2016, the Diversity Committee aggressively liaised with College decision-makers, including Chair of Chairs, the HEO Council, and Faculty Senate to build relationships for future partnership that would bolster engagement and reach of programmatic initiatives. In addition, the Committee made recommendations to specific departments around ideas to expand diversity efforts, including:

- Committee members Silvia Montalban and Professor Kevin served as members of the University Advisory Council on Diversity from Fall 2016 through the Spring 2017 semester. The Council is chaired by the CUNY Dean of Recruitment and Diversity Arlene Torres. John Jay College presence on the University Council continues through Nadal who continues to serve. **(2016 – present)**
- The Committee Provided recommendations on College’s Institutional Learning Outcomes (ILOs) to the Institutional Effectiveness Office of Academic Affairs. **(2016)**
- Advised the idea of integrating a college-mandated anti-bias statement on all college syllabi to the Office of the Provost. **(2016)**
- Proposed an informal information session encompassing current students and former John Jay alumni to share their tips and experiences when dealing with workplace diversity challenges. **(2016)**
- Proactively encouraged the Human Resources Department to implement CUNY’s Employee Exit Survey program. **(2016)**

Committee Expenses: Co-sponsored Events		
Date	Event	Financial Support
Co-sponsored Events 2017 - 2018		
October 2017	Hispanic Heritage Month – One-man show with Javier Avila: <i>The Trouble With My Name</i>	\$300.00
November 2017 <i>(expected)</i>	Trans Awareness Week: Dialogue with Cecelia Gentili, Assistant Director of Public Affairs at GMHC and a renowned trans activist	\$500.00
Co-sponsored Events 2016 – 2017		
April 2017	CUNY Climate Assessment Focus Groups	\$183.60
November 2016	Transgender 101 Training	\$226.00
October 2016	Film Screening and Panel Discussion: <i>Puzzles – When Hate Came to Town</i>	\$491.00
Co-sponsored Events 2015 – 2016		
June 2016	Community event: Intercultural Iftar	\$113.58
May 2016	Panel Discussion: Standing Up to Hate: <i>Know Your Rights and Options</i>	\$160.20
April 2016	Film Screening and Panel Discussion: <i>Hunting Ground</i>	\$242.75

Committee on Diversity and Inclusion

Members 2016-2017

Chairperson:

Michael Martinez-Sachs, Assistant Vice President and Dean of Students

Vice Chairperson:

Silvia Montalban, Director of Compliance and Diversity

Faculty:

Maureen Allwood,
Associate Professor,
Psychology

***Mucahit Bilici**,
Assistant Professor,
Sociology

Avram Bornstein,
Associate Professor,
Anthropology

Roddrick Colvin,
Associate Professor Public
Management

Daniel DiPrenda,
Adjunct Lecturer Law &
Police Science

Cheryl Franks, Associate
Professor, SEEK

Delores Jones-Brown,
Professor, Law & Police
Science

Carmen Kynard,
Associate Professor,
English

Silvia Mazzula, Assistant
Professor, Psychology

Kevin Nadal, Associate
Professor, Psychology

Jodie Roure, Associate
Professor, Latin
American/Latino/a
Studies

Staff:

Rulisa Galloway-Perry,
Chief of Staff, Office of the
President

Sylvia Lopez (Crespo-
Lopez), Director of
Financial Aid

Mayra Nieves, Senior
International Officer

Danielle Officer,
Director-Center for
Student Involvement and
Leadership

Raj Singh, Executive
Director, Human
Resources

Syeda Alom, Diversity
and Inclusion Initiatives
Coordinator

Students (2016):

Brian Carvajal

Rondell Holland

Laura Rubio

John Eric Ii Ilawan

**Currently on sabbatical leave*

The College and the Committee extends its gratitude to Syeda Alom, of the Office of Compliance and Diversity, for assisting in the preparation of this Progress Report and for her administrative support of the Committee as the Diversity and Inclusion Initiatives Coordinator.