1. Implemented and Ongoing

1.1: We recommend that John Jay College formulate a statement of the core values that frame its educational mission.

1.2: We recommend that John Jay develop tools and training to apply shared values and build community in and out of the classroom, through teaching guides, feedback tools, training, peer coaching, and elements of classwork and curriculum.

1.3: We recommend John Jay incorporate shared values directly into staff and faculty onboarding and student orientation -- and identify ways to expand these processes for students and staff and strengthen them for adjunct faculty.

3.1: We recommend John Jay incorporate more informal channels and options for reporting and resolving incidents of bias, discrimination and sexual misconduct, while further clarifying and communicating existing options and categories of confidentiality.

3.3: We recommend John Jay create a long-term staffing plan for the compliance and diversity function that supports the program’s dual compliance and diversity missions, incorporates more workplace expertise and expands overall investigation resources.

3.4: We recommend the John Jay Compliance and Diversity Function use a secure database that facilitates tracking and reporting complaints and dispositions.

3.6: We recommend John Jay ensure all individuals responsible for receiving reports be trained in applying a trauma-informed perspective.

4.1: We recommend John Jay update web resources to reduce the number of similar pages, streamline navigation and highlight critical information around how to report a complaint, including providing an option for online reporting.

6.1: We recommend John Jay work with CUNY to either (1) revise the required SPARC and eSPARC online trainings and the CUNY live training materials -- or (2) enable John Jay to supplement with alternate and more effective trainings, so they are more interactive, use simple non-technical language and go beyond policy awareness to reflect the learnings from the EEOC Task Force on Workplace Harassment.

6.3: We recommend John Jay implement racial equity learning programs for all faculty, students and staff.

- Leadership Staff: Multi-year series began Fall 2019
- Faculty: Pilot trainings began Spring 2020
- Students: In Progress
- Staff: In Progress

6.5: We recommend John Jay include time during student orientation to increase Title IX awareness and specifically incorporate affirmative consent as a training topic.

6.6: We recommend John Jay include time during staff onboarding to increase Title IX awareness and address reporting procedures and requirements, particularly for responsible employees.
6.7: We recommend John Jay continue its commitment of resources for students including through the full staffing of the Women’s Center for Gender Justice.

6.8: We recommend John Jay establish a prevention function that can serve students, faculty and staff.

7.1: We recommend John Jay establish a formal timetable for implementation and a process for accountable reporting on its progress.

2. In Progress

2.3: We recommend that John Jay implement respectful workplace training similar to that recommended by the U.S. Equal Employment Opportunity Commission for faculty chairs and staff supervisors -- and explore expanding the program to all staff and faculty.

4.2: We recommend John Jay create and publish an annual report of its diversity and complaint reporting data to provide greater transparency to the community around the enforcement of rules.

5.2: We recommend John Jay create a stronger structure to support the ongoing work of the Diversity Committee, including clarifying its mission, role and reporting.

5.3: We recommend John Jay continue developing and implementing strategic diversity plans for faculty and staff that include goals and success measures.

6.2: We recommend John Jay incorporate tools to support bystander intervention and modeling effective “upstander” responses to bias in faculty, staff and student training programs.

6.3: We recommend John Jay implement racial equity learning programs for all faculty, students and staff.

- Leadership Staff: Multi-year series began Fall 2019
- Faculty: Pilot trainings began Spring 2020
- Students: In Progress
- Staff: In Progress

6.4: We recommend John Jay implement regular learning programs to increase knowledge and capacity of regular and adjunct faculty on a range of DEI topics, specifically including religious and disability accommodation, and inclusion in the classroom for LGBT, veteran and immigrant students.

3. Long Term

5.1: We recommend John Jay support increased leadership development for faculty chairs, staff managers and supervisors and other campus leaders among students and administration, using training and peer coaching models.
4. Further Study Needed

2.1: We recommend that John Jay apply shared values to establish a clear written statement in support of respectful conduct, and encourage students, staff and faculty to voluntarily follow it.

2.2: We recommend that John Jay explore options to informally and formally intervene and address bullying and abusive behavior that harms the community, after consultation and coordination with other stakeholders.

3.2: We recommend John Jay review and formalize staff and faculty channels and roles for reporting and resolving concerns and behaviors that impact climate -- but fall outside the scope of the Office of Compliance and Diversity.

3.5: We recommend John Jay evaluate the potential value of applying the student Behavioral Intervention Team multidisciplinary model to proactively address disruptive conduct in the workplace consistent with governance and collective bargaining requirements.