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RE: Next Steps on Diversity and Inclusivity at John Jay

To the John Jay College Community:

Anyone who knows me knows how much I love the musical *Hamilton*. One of the reasons why I love this musical so much is that all of the performers playing the founding fathers and mothers are people of color. Looking at our country's founding through a lens of diversity had a profound effect on me. But you know what uplifts me even more, walking through the halls of John Jay and seeing the undeniable diversity within our student body, which is a wonderful reminder of the diversity of this great country. The diversity at John Jay College is a vital key to our success. The College continually strives to celebrate and maintain an inclusive environment where everyone—regardless of their race, ethnicity, gender, nationality, faith, disability or sexual orientation—can genuinely learn from each other and is given the opportunity to fulfill their dreams. This work is ongoing, and I write to you today to reaffirm my commitment to creating a diverse and inclusive environment, to recognize the outstanding work from the Diversity and Inclusion Committee, and to share with you some of the next steps we'll be taking to enhance our diversity.

Our students come from a wonderful mosaic of backgrounds—which the [*Wall Street Journal*](#) made even more evident by ranking John Jay among the top five multicultural and inclusive colleges in New York City, citing our students' diverse racial and financial backgrounds. It's these different life experiences that make John Jay the successful College that it is.

I'd like to recognize the Diversity and Inclusion Committee and its co-chairs, Silvia Montalban and Michael Martinez-Sachs, for their unfaltering commitment to creating a community of inclusion, and to announce the new members selected to serve for the next two years. This team of distinguished faculty, staff and students has fearlessly and constructively addressed issues of diversity on campus. As you can see from John Jay's [new website on diversity](#)—which discusses the work of the Committee and the many departments across the college—whether trying to attract a more diverse talent pool or

setting up training on unconscious bias, John Jay College is dedicated to enhancing diversity, equity and inclusion for all members of our community. I look forward to the continued good work of both the [new Committee](#) and others across the college.

As a part of our broader work on diversity, you'll also be receiving a message from me on a series of [Hispanic-Serving Institution \(HSI\) speakers](#), where we're embarking on a year-long exploration of our HSI status. Again, there is much work to be done in this area, but I look forward to exploring these issues with our community and making changes to better celebrate our HSI status in the months to come.

Thank you for making this community so special,

Karol V. Mason

President

