

Welcome to the John Jay College Climate Review Process

You can find important updates and information about the Climate Review Process on this page, including how John Jay community members can share feedback through conversations, focus groups, open forums, or an online comment portal. Also included is an evolving list of frequently asked questions (FAQ), along with answers, to provide timely information throughout the Climate Review Process. The process is expected to conclude by the end of the spring semester and the resulting recommendations will be shared with the John Jay community.

Project Update

In January of this year, John Jay launched an externally led campus-wide Climate Review. [Click here](#) to find an update from Working *IDEAL*, the external organization hired to partner with John Jay on this important project. Working *IDEAL* will deliver a final report during the summer and the plan is to announce a comprehensive plan of action in the fall.

Background & Project Goals

In the fall, John Jay put out a request for proposals for a Campus Climate Review. A team of faculty, students, and staff worked with President Mason to review the proposals, interview organizations, and select a team led by [Working IDEAL](#) as John Jay's partner in this work. The goal of the Climate Review is to provide the John Jay community and leadership with a better understanding of our current culture and climate as it relates to diversity and inclusion and the prevention of harassment and sexual violence. This campus-wide process will help us better fulfill our commitment to promoting a respectful and inclusive working and learning environment where everyone can thrive.

Meet Our External Partners

Pamela Coukos and Jenny R. Yang of [Working IDEAL](#), Rene Redwood of [Redwood Enterprise](#), and their team members will conduct the Climate Review. They specialize in diversity, inclusion, equity assessments, and workplace harassment responses and prevention. They have experience in academic settings and bring a deep understanding of the law, data analysis, workplace practices, applied social science literature, public engagement, training, and development.

What To Expect

As part of this process, there will be a series of conversations and meetings as well as other options for members of the John Jay community to participate in the process and provide feedback. Based on the information gathered from the community, the external team will evaluate John Jay's structure, practices, policies and culture and make recommendations as to how we can continue to improve our campus climate. This process is expected to conclude at the end of this semester.

What You Should Know -- Frequently Asked Questions and Answers

In order to provide timely information throughout the Climate Review Process, we have developed a list of frequently asked questions and answers. Additional questions and answers will be included as they arise.

What is a Climate Review and why is John Jay doing this?

The goal of the Climate Review is to gain a better understanding of our current culture and climate as it relates to diversity and inclusion and the prevention of harassment and sexual violence. We want to strengthen our policies and procedures and maintain a respectful, safe and inclusive working and learning environment for all students, faculty and staff.

How did this come about and why are we doing this now?

We are committed to this work. John Jay has been working consistently over the past year and a half to strengthen and expand the channels and resources needed to address any complaints fairly and thoroughly. But last fall, concerns and questions raised in conversations with faculty, students and staff reflected that we had more work to do to fulfill our commitment to a diverse and inclusive campus climate. We created this transparent and inclusive process led by outside experts in response to those concerns and to help us move beyond legal requirements and further promote the respectful and inclusive environment we expect at John Jay.

How will information be gathered? What is the process?

The Working IDEAL team will gather information through a series of conversations, focus groups, and open forums, and will provide other options for members of the John Jay community to provide feedback. They will then use that information to evaluate John Jay's structure, practices, policies and culture and make recommendations as to how we can continue to improve our campus climate.

How can I participate?

See below for information on how to register for a focus group, attend an open drop-in session, and/or provide online anonymous feedback.

If I choose to participate, will the information I share be made public?

The Working IDEAL team will use the data gathered through this process to identify systemic issues, assess the impact and operation of practices and procedures, and recognize overall themes, trends and collective experiences. They will provide a series of recommendations based on that analysis. Individual experiences and comments will remain confidential.

This Climate Review is not a process to report individual complaints and the Climate Review team will not be conducting any investigations of particular complaints or individual issues. Please continue to use the existing John Jay procedures for individual concerns.

What if I don't want to participate?

We welcome and encourage your participation, but you are free not to participate or share any information.

Why did you hire a vendor from the outside?

We sought experienced outside experts to lead the Climate Review process so that the College could benefit from an external perspective and individuals who could bring specialized knowledge and experience in conducting these types of reviews. Working IDEAL and Redwood Enterprise specialize in diversity, inclusion, equity assessments, and workplace harassment responses and prevention. They have experience in academic settings and bring a deep understanding of the law, data analysis, workplace practices, and applied social science literature, as well as public engagement, training, and development.

Will the Working IDEAL team have access to individual complaints that have been previously filed?

No.

Will you make the results of the Climate Review survey results public?

Yes. We plan to share the recommendations with members of the John Jay community.

How long will this take?

A. We expect to conclude the Climate Review process by the end of the spring semester.

Share Your Perspective and Feedback with the Campus Climate Review Team

The Working IDEAL Campus Climate Review Team seeks broad input and diverse perspectives from across the John Jay community. Members of the John Jay community are invited to participate in the process and provide feedback through a variety of options, including:

- conversations and meetings
- focus groups (requiring pre-registration)
- open drop-in sessions for anyone to attend (no registration required)
- confidential online feedback submissions

Conversations and Meetings: The Working IDEAL Climate Review Team will be holding conversations with a variety of individuals and groups on campus including Student Council, faculty leaders, the Gender Justice Center, the Office for Compliance and Diversity, the Diversity Committee, union representatives, Public Safety, Human Resources, administrative leaders, and others.

Focus Groups: Any member of the campus community (current students, faculty, and staff) is welcome to sign up for a focus group discussion led by experienced external facilitators from the [Working IDEAL](#) Climate Review team. These confidential focus group discussions will cover your perceptions, experiences, understanding and ideas about John Jay’s culture and climate—particularly as it relates to diversity and inclusion and the prevention of harassment and sexual violence. The focus groups are designed to hear from particular campus communities and perspectives—some are limited to faculty, staff or students, and some are organized based on identity or role.

These focus groups are open to **current faculty, staff, and enrolled students at John Jay College**. The focus groups were held on campus in March. The schedule and room locations for focus groups can be [found here](#).

Focus Group FAQs:

What is the purpose of the focus groups?

These confidential focus group discussions will help the Working IDEAL team learn more about your perceptions, experiences, understanding and ideas about the culture and climate—particularly as it relates to diversity and inclusion and the prevention of harassment and sexual violence. They will use that information to help shape their findings and recommendations at the end of the assessment.

What is a focus group?

A focus group is a small group discussion with a facilitator to learn more about a particular issue or question.

What’s the difference between a focus group and an open drop-in session?

The focus groups are designed to hear from particular campus communities and perspectives—some are limited to faculty, staff or students, and may also be organized based on identity or role. The open drop-in sessions are open to everyone and are more informal opportunities to meet with the facilitators and the climate review team.

When and where are the sessions?

You can see the [schedule for focus groups here](#) and for [open drop-in sessions here](#). All sessions will be held on campus. For focus groups, final meeting locations will be provided to individuals who are pre-registered before the session. For drop-in sessions, locations will be announced soon.

Do I have to sign up in advance?

[You can participate in a focus group](#) or an open drop-in session without signing up in advance. You may RSVP using the registration form and use that form to request any accommodations you need or submit questions to the facilitation team.

Which group should I join? What if I am part of more than one group?

You are welcome to sign up for any group you are a part of or that you identify with that also fits your schedule. If you have questions about which group to join, you can [contact the Working IDEAL team here](#). Because space is limited you are

encouraged to select a first choice and alternate choices if appropriate and you will receive your final assignment before the sessions begin.

What if the group I want to join conflicts with my class or work schedule?

Not everyone will be able to make it to the group that best fits their interests and perspective. But you can still come to an open drop-in session or provide your input through the online feedback form.

What will happen to the information that is shared during the focus groups and through the confidential online feedback form?

The Working IDEAL Climate Review Team will use the data gathered through the focus group sessions and the online feedback form to identify systemic issues, assess the impact and operation of practices and procedures, and recognize overall themes, trends and collective experiences. They will provide a series of recommendations based on that analysis. Individual experiences and comments will remain confidential.

The online feedback form does not collect any names or contact information. Names and contact information collected through the Focus Group sign up process will be retained by Working IDEAL and used only to facilitate scheduling.

This Climate Review is not a process to report individual complaints and the Working IDEAL Climate Review team will not be conducting any investigations of particular complaints or individual issues. Please continue to use the [existing John Jay procedures](#) for reporting individual concerns.