



## Climate Review

# Progress on Recommendations

## Spring 2021 Update

John Jay's [2019 Climate Review Report](#) outlined a series of recommendations for building on John Jay's strengths and addressing challenges to further improve John Jay's campus climate. These recommendations have since been incorporated into John Jay's five-year [Strategic Plan](#) and many are highlighted again by our response to the recent [Collaborative on Academic Careers in Higher Education \(COACHE\) report](#).

As outlined below, some recommendations were implemented immediately after the report, others have taken a longer period of time to implement, while other recommendations are still underway, and some recommendations continue to require further study and consultation with our community.

We continue to track our progress with respect to each specific recommendation (grouped below according to seven themes) based on color progress indicators:

● Implemented/Ongoing ● In Progress ● Long Term ● Further Study Needed

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## 1. Shared Values and Belonging

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

- *Status Update:* **Implemented**. John Jay collaboratively developed a values statement posted [here](#).

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.

- *Status Update:* **Implemented and Ongoing**. The [Teaching & Learning Center](#) has taken the lead in incorporating values into pedagogical materials.

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.

- *Status Update:* **Implemented and Ongoing**. Enrollment Management & Student Affairs has incorporated values into student orientation, and Human Resources has done the same for faculty and staff onboarding.

## 2. Respectful Learning and Working Environments

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.

- *Status Update:* Further study Needed.

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.

- *Status Update:* In progress. In Spring 2021, a working group of faculty and staff began exploring different structures and options for informally resolving tension and disagreements between members of the John Jay community; we expect to expand this discussion and planning to a wider group of stakeholders in 2021.

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.

- *Status Update:* Implemented pilot trainings /In progress. In spring 2021 John Jay piloted the EEOC respectful workplace trainings for select departments and faculty chairs. John Jay is currently assessing feedback to determine next steps and possible expansion.

## 3. Expanding and Coordinating Resources for Reporting & Response

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.

- *Status Update:* Implemented. John Jay has developed and continues to refine new protocols for, and communications about, the [informal resolution process](#), and has updated its website and communications materials to further clarify options for [confidential support](#).

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.

- *Status Update:* In progress. In Spring 2021, a working group of faculty and staff began exploring different structures and options for informally resolving tension and disagreements between members of the John Jay community; we expect to expand this discussion and planning to a wider group of stakeholders in 2021.

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.

- *Status Update:* **Implemented.**

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

- *Status Update:* **Implemented.** *In 2020-21, John Jay procured and has begun implementing a new case management software system to support enhanced tracking and reporting.*

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.

- *Status Update:* **Further study Needed.**

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

- *Status Update:* **Implemented and Ongoing.** *Annual training has been completed by staff from the Office of Compliance & Diversity, Office of Legal Counsel, Public Safety, Public Affairs, Human Resources, Women's Center for Gender Justice, Residence Life, EMSA, the Counseling Center and the Provost's Office.*

## 4. Communication and Transparency

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.

- *Status Update:* **Implemented.** *John Jay completely redesigned and [update its web resources](#) focused on preventing and addressing harassment and discrimination and [how to report a complaint](#).*

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.

- *Status Update:* **Implemented.** *Released in Spring 2021, John Jay's report "[Preventing and Addressing Harassment and Discrimination](#)" describes our efforts to prevent and address harassment (including sexual misconduct) or discrimination under [CUNY policies](#). The report was the first of its kind at John Jay and CUNY and covers all types of incidents that were reported to John Jay's Office of Compliance & Diversity in the 2019 calendar year.*

## 5. Leadership Development, Strategic Capacity and Support

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.

- *Status Update:* **In progress.** *The Office of Human Resources is exploring LinkedIn Learning as a new e-learning resource available to John Jay employees, including a digital library of over 16,000 courses that assist professional development and support lifelong learning.*

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.

- *Status Update:* **Implemented and Ongoing.** *President Mason [reestablished](#) our [Diversity and Inclusion Committee](#) with a diverse group of new members representing a wide range of backgrounds and experiences. The Committee also has a new mandate with six areas of focus to help enhance our diversity and inclusion efforts, informed by the Climate Review and our 2025 Strategic Plan.*

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

- *Status Update:*
  - **Faculty:** **In progress.**
  - **Staff:** **Long Term.**

## 6. Training and Other Resources for Holistic Prevention

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.

- *Status Update:* **Implemented and Ongoing.** *The CDO continues to provide in-person and online training of targeted offices/departments (including Senior Leadership, Responsible Employees, Confidential Employees, Public Safety, and Department Chairs) and student groups (including athletics, new/transfer students, residence hall students/assistants, student mentors/coaches and peer ambassadors) as well as other interested community members to provide an in-depth overview of CUNY's new policy on Sexual Misconduct as well as the expectations of the College to foster a safe working learning environment for all members of the John Jay community.*

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.

- *Status Update:* **In Progress.** *These concepts were included in the pilot EEOC Respectful Workplace Training and will also be covered in the modules planned in the faculty DEI Initiative.*

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

- *Status Update:* **Implemented and In Progress.**
  - **Leadership Staff:** **Implemented and Ongoing** *John Jay initiated a multi-year professional development series with the President's Leadership Council beginning in Fall 2019 and continuing.*
  - **Faculty:** **Implemented and Ongoing** *Pilot trainings on DEI topics including racial equity began with select Academic Departments in Spring 2020. The [Faculty DEI Professional Development Initiative](#) launched in spring 2021 will provide additional opportunities for faculty training on racial equity.*
  - **Students:** **Long Term.**
  - **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.

- *Status Update:* **In Progress.** *In spring 2021 John Jay launched a new three-year [Faculty DEI Professional Development Initiative](#). Under this initiative, selected members of the John Jay faculty with expertise on DEI-related topics will receive compensation for developing and/or delivering DEI training modules designed for their faculty peers. This will allow us to tap into the deep, wide-ranging expertise among our faculty on DEI-related research and concepts.*

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.

- *Status Update:* **Implemented and Ongoing.**

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.

- *Status Update:* **Implemented and Ongoing.**

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.

- *Status Update:* **Implemented and Ongoing.**

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

- *Status Update:* **Implemented and Ongoing.**

## 7. Implementation Timetable, Reporting and Accountability

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

- *Status Update:* **Implemented and Ongoing.**