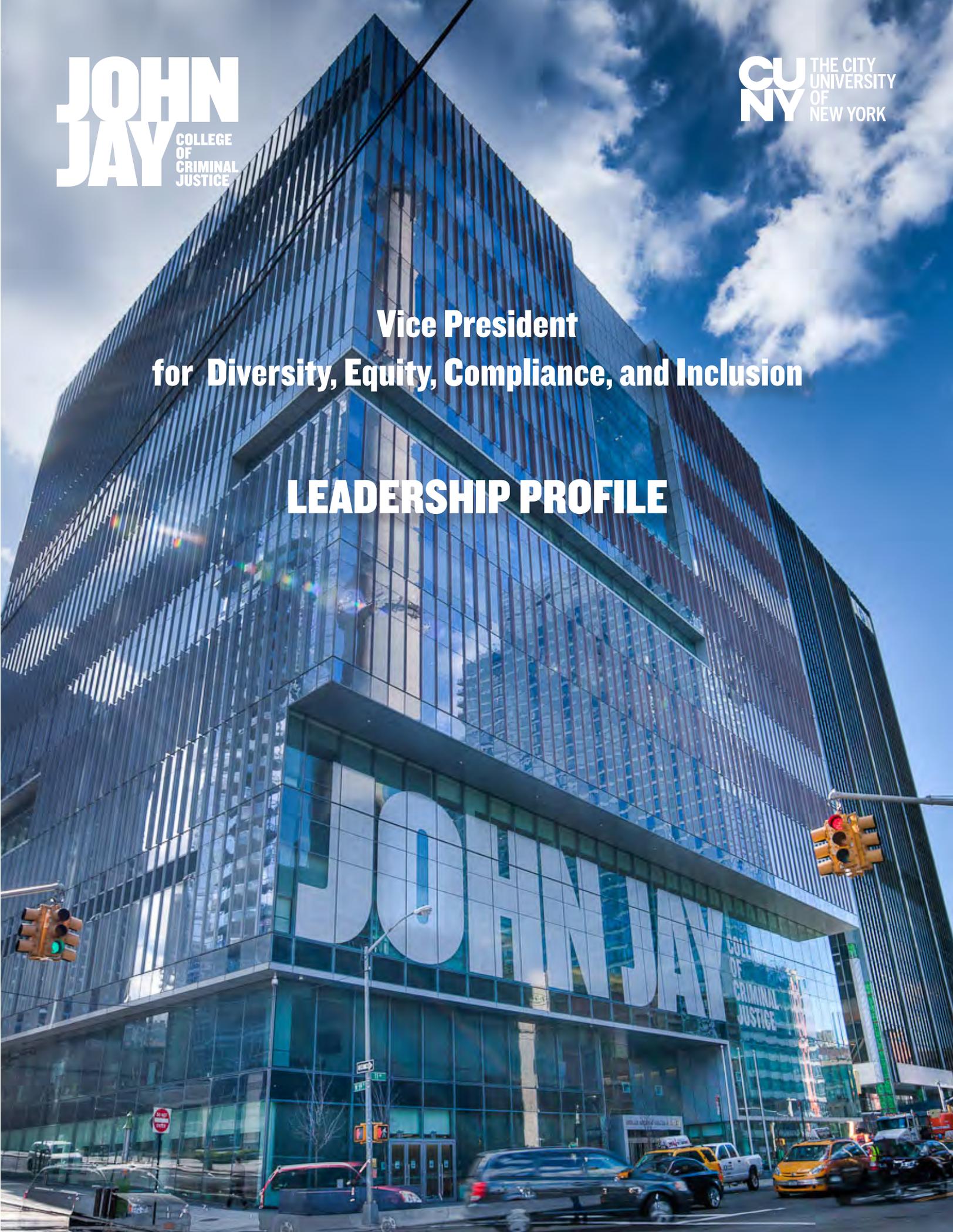


**JOHN  
JAY** COLLEGE  
OF  
CRIMINAL  
JUSTICE

**CU  
NY** THE CITY  
UNIVERSITY  
OF  
NEW YORK

**Vice President  
for Diversity, Equity, Compliance, and Inclusion**

**LEADERSHIP PROFILE**



# John Jay College invites applications for the position of Vice President for Diversity, Equity, Compliance, and Inclusion

## ABOUT JOHN JAY COLLEGE OF CRIMINAL JUSTICE

John Jay College of Criminal Justice has an internationally recognized reputation for educating its diverse and dynamic student body to be fierce advocates for justice in their communities, around the country, and around the world. A senior college in the City University of New York (CUNY) system, John Jay is a Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI) that has been ranked third in the nation in Black student success and as a top 10 institution for promoting student social mobility. Under the leadership of President Karol V. Mason, John Jay has become the preeminent leader in educating for justice—a broadly envisioned educational experience embracing social, economic, political, and criminal justice.

The College participates in the Macaulay Honors College and doctoral programs of the Graduate Center of the City University of New York. It offers bachelor's and master's degrees in traditional criminal justice-related fields of study as well as in a robust portfolio of liberal arts and sciences programs that highlight themes of justice across the arts, sciences, humanities, and social sciences. John Jay College seeks staff and faculty members who thrive in multicultural academic environments and are committed to access and excellence in higher education.

## OUR COMMITMENT TO DIVERSITY

One of John Jay's greatest strengths is its [diverse](#) community. Fostering a campus climate of inclusion and belonging for all of our members is crucial to advancing our broader educational mission. John Jay recently completed a campus-wide [Climate Review](#) process led by external experts, and is implementing the recommendations for how the College can continue to fulfill its commitment to promoting a respectful and inclusive working and learning environment where everyone can thrive.





## OUR STUDENTS

The College community of over 15,000 students—undergraduate and graduate—is the most diverse among CUNY’s senior colleges. Nearly 75% of students at John Jay are from historically underrepresented backgrounds, 47% are the first in their families to attend college, and more than half are from low-income households earning less than \$30,000 a year. Many of our students are from immigrant families, and a number are undocumented or DACA recipients. Many are also managing rigorous college coursework along with part-time or full-time jobs (56% work while in school) and caring for family (69% of students are caregivers and 10% are parents).

John Jay students are defined by their resilience, their passion for justice, and their aspiration to public service. They learn to undergird their passions with the rigors of critical thinking and analysis, and to test and support their aspirations by building bridges between the world of intellect and imagination and the world of practice.



## OUR FACULTY

The strength, reputation and vitality of the College are embodied in the academic excellence of its faculty, from Pulitzer Prize-winning historians to recognized experts in such areas as DNA analysis, profiling, drug abuse trends, forensic accounting, eyewitness identification, criminal law, cybercrime, police methods and crime reduction strategies. Through their research the faculty advances knowledge and informs professional practices that build and sustain just societies. The innovative research and evaluation performed by John Jay faculty has also shaped John Jay into a nonpartisan and global forum for data-driven conversations about justice in all its dimensions.



## OUR ALUMNI

John Jay alumni – now 65,000 strong – have long held leadership roles in public-sector agencies, non-profit organizations, and private companies in the U.S. and worldwide. Nearly half of our graduates pursue careers in public service. Our alumni work in every segment of the criminal justice system, from law enforcement to public administration and policy. John Jay plays a critical role as a pipeline for the public sector workforce, especially in the New York metropolitan area.

## LEADERSHIP OPPORTUNITY

Reporting to the President, the inaugural Vice President for Diversity, Equity, Compliance & Inclusion will be a member of President's Senior Leadership Team and President's Leadership Council, who brings experienced and collaborative leadership as well as a strategic vision to the College's cross-cutting work to build an inclusive and equitable community. The new Vice President for Diversity, Equity, Compliance & Inclusion will oversee and manage compliance and accountability functions alongside training, education, and prevention programming and provide expert advice and thought leadership in these areas. Specifically, the new Vice President for Diversity, Equity, Compliance & Inclusion provides:

- **STRATEGIC VISION:** Develops, in collaboration with all stakeholders, a strategic vision that recognizes diversity, equity and inclusion as critical components of John Jay's commitment to ensuring the success of its students, faculty, and staff and leadership, and makes use of all levers within the College's control to advance that vision. Engages leaders, faculty and the student body in building a strong culture of inclusion and belonging. Promotes and forwards the principles of equity, inclusion and belonging as key components of the culture of the College.
- **EXPERIENCED & COLLABORATIVE LEADERSHIP:** As a visible champion for diversity, equity, inclusion, and compliance at John Jay, establishes and nurtures partnerships with faculty, staff, and students of the John Jay community, and successfully collaborates with and supports efforts led by an array of internal and external stakeholders including other vice presidents and senior College leaders, Office of Human Resources, the Faculty Senate, Public Safety, the Teaching and Learning Center, the Diversity Committee, the Office for Legal Counsel, and Labor Designee in order to advance this vision.
- **COMPLIANCE & ACCOUNTABILITY:** Creates, implements, and continually assesses the College's plans, needs, and results related to equity, inclusion, compliance, and retention. Oversees investigations and enforcement of laws and policies. Develops and communicates reports and metrics related to diversity, equity, inclusion, and compliance in order to drive institutional change, promote transparency, build shared accountability for both programmatic and compliance outcomes, and ensure progress on initiatives led or supported by the Office of Diversity, Equity, Compliance & Inclusion.
- **EXPERT ADVICE & THOUGHT LEADERSHIP:** Draws from deep knowledge of relevant laws, regulations, and policies and a broad network of support among experts and organizations involved in the national discussion of diversity, equity inclusion, and compliance in order to provide external thought leadership and internal expert counsel to the president, senior leadership team, and other members of the John Jay community related to shaping policy, ensuring compliance, and promoting best practices and innovative program concepts on matters including campus climate, diversity, equity, inclusion, and compliance.
- **TRAINING/EDUCATION/ PREVENTION:** Develops education materials, resource guides and communications related to federal, state, and city laws and regulations and related policies and procedures and develops a plan to conduct outreach and present training and educational programs about discrimination, harassment, sexual misconduct, equal opportunity, diversity, ethics and related topics to key internal audiences.
- **MANAGEMENT:** Manages a team of administrative and professional staff, oversees an annual budget, and manages departmental responsibilities for the Office of Diversity, Equity, Compliance and Inclusion.

For more information about John Jay, visit: [www.jjay.cuny.edu](http://www.jjay.cuny.edu).

## QUALIFICATIONS

The successful candidate will have an in-depth knowledge of theory and practice with regard to leadership in diversity, human development, training and change management; experience implementing, investigating, or enforcing policies or law; a proven track record in managing change; and experience as an organizational leader. The successful candidate will have exceptional verbal, written, and interpersonal communication skills, demonstrate cultural awareness, exercise emotional intelligence, and possess the ability to build trust and credibility in order to effectively collaborate with a wide variety of stakeholders and articulate the importance of equity and inclusion to the broader educational mission of John Jay College of Criminal Justice and the City University of New York.

### In addition, the preferred candidate should have:

- **AN EARNED DOCTORATE**, juris doctor, or equivalent terminal degree;
- **AT LEAST 5 YEARS OF SUCCESSFUL AND PROGRESSIVE EXPERIENCE** in a leadership and supervisory role directly related to diversity, inclusion, and equity and desire to work proactively, collaboratively and creatively as part of a high-level administrative team; preferred candidates will have leadership experience either in a higher education setting including direct experience working with faculty, staff and students, or in a large governmental or non-profit organization;
- **A DEMONSTRATED RECORD OF SUCCESS** building trust, influence, and community, building effective programs, and leading institutional initiatives in a complex organizational setting;
- **KNOWLEDGE** of concepts, theory, and scholarship on ethnicity, class, gender, sexual orientation, undocumented immigrants, privilege, veterans' issues, the differently abled, and the intersections of these and other social identities, understanding and sensitivity to the effects of trauma caused by sexual violence and harassment, and a vision regarding future trends in diversity, compliance, equity and inclusion in the changing higher education environment;
- **KNOWLEDGE** of discrimination, harassment and equal opportunity laws, regulations, and guidelines, including Title VI, Title VII, Title IX, Section 504, the Americans with Disabilities Act, and New York Education Law Article 129-B;
- **DEMONSTRATED EXPERIENCE** applying discrimination laws and conducting investigations of legal or policy violations, e.g., employee or student misconduct, including investigations of sexual misconduct and responding to incidents of bias;
- **DEMONSTRATED BACKGROUND** developing and facilitating programs and professional development training for audiences such as faculty, staff, and students on topics including diversity/inclusion, equal opportunity, and the prevention of discrimination and harassment, ideally also including topics such as experience inclusive and culturally relevant pedagogy, diversity and hiring, and anti-bias practices;
- **EXPERTISE** presenting, writing about, and discussing difficult or controversial topics with diverse audiences and adult learners in a way that promotes productive interactions and positive outcomes;
- **EXPERIENCE** working on compliance with Title IX regulatory requirements in a higher education environment and working with an Affirmative Action Plan and/or Diversity Plan;
- **A DEMONSTRATED COMMITMENT** to diversity, equity, compliance, inclusion, student success, and working with broadly diverse community; and
- **ABILITY** to exercise sound judgment, maintain the highest standards of ethics and integrity, and manage confidential and sensitive information consistent with the position.
- **KNOWLEDGE** of multiple languages preferred.

## HOW TO APPLY

If you are viewing the job posting on John Jay College website or in CUNYfirst, please select the “Apply Now” button. If you are viewing the job posting on any other website, please follow the instructions below:

- Go to [www.cuny.edu](http://www.cuny.edu) and click on “Employment”
- Click “Search job listing”
- Click on “More options to search for CUNY jobs”
- Search by Job Opening ID number (ID#21579)
- Click on the “Apply Now” and follow the instructions

Once you have registered or logged in with your user name and password, upload your cover letter, resume, and the names and contact information of three professional references as one document.

## CLOSING DATE

Open until filled with review of applications to begin **JANUARY 31, 2020**.

*CUNY encourages people with disabilities, minorities, veterans, and women to apply. At CUNY, Italian Americans are also included among our protected groups. Applicants and employees will not be discriminated against on the basis of any legally protected category, including sexual orientation or gender identity. EEO/AA/VET/Disability employer.*

**STUDENT BODY**  
**46% Latinx**  
**20% Black**  
**13% Asian**

**TOP 10** IN STUDENT SOCIAL MOBILITY  
by the Equality of Opportunity Project:  
reflecting likelihood that a John Jay  
graduate moves up 2 or more  
income quintiles

**47%**  
first-generation  
students

HIGHEST TRANSFER  
**4-year**  
graduation rate  
for all CUNY colleges

**RANKED 3<sup>rd</sup>**  
FOR BLACK  
STUDENT SUCCESS

**14%**  
increase in 4-year graduation rate  
over 6 years

**400+**  
Veteran Students  
with an active support center  
and student-led association

**WE EXCEED THE NATIONAL AVERAGE**  
graduation rates for  
**Black and Latinx students.**

**75%**  
of our students come from  
NYC public schools

John Jay is  
recognized as a

**HSI**  
HISPANIC  
SERVING  
INSTITUTION

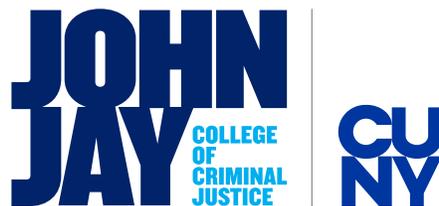
John Jay is  
recognized as a

**MSI**  
MINORITY-  
SERVING  
INSTITUTION

**TOP 10**  
among colleges  
where  
**GRADUATES HAVE  
THE LEAST DEBT**  
— *U.S. News & World Report*

**EDUCATING  
FOR JUSTICE**

**CRIMINAL  
INTERNATIONAL  
ENVIRONMENTAL  
ACADEMIC  
RACIAL  
RELIGIOUS  
CULTURAL  
LEGAL  
POLITICAL  
ECONOMIC  
PHILOSOPHICAL  
GENDER  
MORAL  
POETIC  
SOCIAL  
REAL**



@John Jay College

