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February 17, 2021

To: The John Jay College Community  
Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Non-Discrimination, and Preventing Misconduct

Here at John Jay College, which is both a Hispanic-Serving Institution and a Minority-Serving Institution, we know that our diversity is our strength. We know that, through the diversity of our students, faculty, and staff, we can create exceptional bonds, broaden our perspectives, and fulfill our commitment to an equal opportunity for all. Today, I'm writing to you to reaffirm our ongoing commitment to upholding [CUNY Policies and Procedures on Sexual Misconduct, Equal Opportunity, and Non-Discrimination](#), and to update you on new developments.

As part of our continued work to create an inclusive environment for our entire community, the College has reestablished our [Diversity and Inclusion Committee](#) with new members and a new mandate. This diverse body of community members represents a wide range of backgrounds and experiences. The Committee will be focused on enhancing our diversity and inclusion efforts, which have been informed by our campus-wide [Climate Review](#) and incorporated into our [2025 Strategic Plan](#). The Committee, co-chaired by Associate Professor Danté A. Tawfeeq, Ph.D., and Interim Chief Diversity Officer Gabriela Leal, will support this ongoing work to sustain an equitable environment through six primary areas of focus:

1. Providing guidance on content development of future campus-wide, climate-related surveys.
2. Identifying and supporting initiatives to help build an equitable and inclusive working environment for faculty and staff.
3. Identifying and supporting initiatives to help build an equitable and inclusive learning environment for all students.
4. Assisting in the development and analysis of data indicators for a new "College Equity Scorecard."
5. Developing trainings and forums that move participants "beyond compliance" to greater levels of equity and inclusion.
6. Creating a yearly report for College Leadership of the committee's findings, initiatives, and plans.

I'd like to thank the Committee for their willingness to serve and for the time and commitment they will be putting into this important work. We look forward to the contributions from this group that will inevitably enrich our community.

Our [Office of Compliance and Diversity \(CDO\)](#) continues to address and investigate any allegations of sexual misconduct or discrimination, even during this time of distance learning and remote work. We strongly encourage any member of our community to come forward to get help or [report](#) any concerns they may have under our non-discrimination policies, including:

- CUNY's [new policy on sexual misconduct](#) — which prohibits sexual harassment and other forms of sexual misconduct, including sexual assault, stalking, and dating, intimate partner and domestic violence.
- CUNY's [Equal Opportunity and Non-Discrimination Policy](#) — which prohibits any form of discrimination on the basis of race, color, creed, national origin, ethnicity (including Italian Americans), ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability,

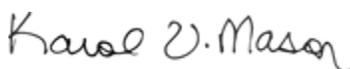
genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws.

Both of these policies also prohibit retaliation for reporting or opposing misconduct, or for cooperating with an investigation of a complaint.

In addition, there are many resources on campus to report complaints of inappropriate behavior or to receive confidential support. I encourage you to participate in upcoming training and information sessions about addressing and preventing sexual misconduct and discrimination at John Jay. I also encourage you to make use of these resources, which are detailed [here](#).

Our intellectual community thrives because of our ability to engage in dialogue among members who are different from one another, including, among other things, members who are different races, religions, ethnicities, genders, abilities, sexual identities, and immigration and veteran statuses. This allows us to learn from one another. We can work, study, and learn in a place where everyone can contribute their talents, fulfill their goals and ambitions, and continue to thrive.

With gratitude,



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President

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