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To: The John Jay College Community

Re: Our First-Ever Report on Preventing and Addressing Harassment and Discrimination at John Jay

At John Jay College of Criminal Justice, we strive to create an environment grounded in our core values of diversity, equity, integrity, and respect. In recent years, as a community, we have focused our efforts on maintaining an inclusive and welcoming atmosphere for all. This conscientious work is part of our commitment to prevent incidents of harassment and discrimination. These efforts continue to be critically important, and will be further advanced through ongoing dedication, continuous improvement, and community participation.

This is why I'm proud to share with you a new report about our ongoing work to build a more inclusive community at John Jay. This report, "[Preventing and Addressing Harassment and Discrimination](#)"—the first of its kind at John Jay and CUNY—describes our efforts to prevent and address harassment (including sexual misconduct) or discrimination under [CUNY policies](#). The report that we are releasing today covers all types of incidents that were reported to [John Jay's Office of Compliance & Diversity](#) (CDO) in the 2019 calendar year.

This report is part of our multi-year work to strengthen the College's climate for all members of our community. In 2019, we launched a campus-wide [climate review process](#), which led to a [climate report](#) that included a series of recommendations, many of which are now incorporated into our [five-year strategic plan](#). Over the past several years, we have made great strides in addressing these recommendations, as highlighted in our [progress tracker](#). Most recently, we [announced](#) the launch of our new faculty [Diversity Equity & Inclusion \(DEI\) Professional Development Initiative](#), a new three-year initiative where 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. Today's report delivers on another recommendation that the College "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."

Having read the report from cover to cover, I think it does an excellent job of communicating the facts and the data about discrimination and harassment to our community. While the report shows all the work we are doing to prevent and address inappropriate incidents at John Jay, it also affirms the work we must continue to do to ensure that John Jay is welcoming, inclusive, and equitable for all members of the John Jay community. My hope is that this report will serve as a useful tool to expand our thinking of what we need to do as a community to create a more inclusive climate. It also furthers our commitment to increasing transparency and inclusivity at John Jay by:

- Educating our community about our policies and processes and reinforcing the accountability that exists when violations of our policies occur.
- Empowering our community with data and information that can enable each of us to become stronger partners in our efforts to enhance prevention efforts across the College.

- Strengthening our enforcement program by helping to raise awareness around the investigative process as a means to encourage additional individuals to come forward and raise any concerns that they may have.
- Highlighting the array of proactive prevention and training programs that are underway at John Jay.

On May 6 at 1:40 p.m. our CDO will host [the first forum](#) about the report with stakeholders from across our community. This forum, and future conversations about the report, is intended to discuss the report findings, solicit feedback on the report, and elicit ideas for how the College can improve its enforcement efforts and design other proactive steps to prevent inappropriate incidents and improve the climate at John Jay. Some John Jay offices and groups may also wish to host their own forums or meetings to digest and reflect on the report, and I encourage them to do so.

Thank you again for all of your efforts toward making John Jay an environment in which everyone in our community can thrive. We look forward to continuing to work with you on these matters going forward.

Sincerely,



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President

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