



Karol V. Mason
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Wednesday, March 27, 2019

Re: Climate Review Focus Groups + Ongoing Investigation

To the John Jay College community:

Our Campus Climate Review is well underway, and I am writing to share an update on the progress of the Review, respond to some questions that have been raised, and share what's coming next.

We're listening:

I'd like to thank everyone who participated in the Climate Review Focus Groups and conversations over the past several weeks. More than two dozen conversations were held by a team from Working IDEAL, our external partners, with students, faculty, and staff. The insights and candor you brought to these conversations are precisely what we need to inform the recommendations for our community that will come out of this process. I am grateful that so many of you from across our campus joined these discussions.

If you were not able to participate in the in-person meetings but would still like to share your thoughts, it's not too late. Please visit the Climate Review webpage to submit your confidential online feedback.

Ongoing Investigation:

Many of you have asked during the Climate Review about the status of the investigation into the serious allegations of misconduct which were raised last year. I want to make sure you know that the investigation that was launched last year is ongoing. While I have not been involved in the investigation on a day-to-day basis, the investigation is still active and progressing in a way that is thorough and fair. It is being conducted by external investigators. When it concludes, I will receive a report and carefully review it, and then take any actions that are appropriate. I wish I could provide you with more details, but we will simply have to wait and let the investigators complete their work.

Office of Compliance & Diversity:

I also want to underscore that the Office of Compliance is continuing its important work under the leadership of Deputy Director of Compliance and Diversity, Gabriela Leal, following the recently announced departure of our long-serving Director of Compliance and Diversity, Silvia Montalban. Please contact Gabriela and the Office as usual with any needs or questions related to the Office's work involving complaints, investigations, training, and affirmative action.

What's Next:

It is clear from some of the Climate Review team's initial takeaways that we have some changes to make as an organization to move us forward and strengthen our campus climate. We expect Working IDEAL to produce a series of recommendations that will be shared with the community later this spring. During the summer we will review their proposals and plan for implementation in the fall.

Every step of the way, there will be opportunities for you to make your voices heard, helping to chart our course as a community. Together we are going to create a new model for how we prevent, identify, and address barriers to inclusion and equity here at John Jay. I expect to be in touch regularly, and as always, I want to continue to hear from you. We have a Town Hall coming up on April 9th, and I hope to see you there.

Strengthening our culture is a major endeavor and we'll continue to rely on your feedback and engagement as we embark on this journey together.

Thank you,

Karol V. Mason
President