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April 1, 2021

To: John Jay Faculty

Re: **Faculty Diversity, Equity, & Inclusion (DEI) Professional Development Initiative**

As a Hispanic- and Minority-Serving Institution, at John Jay we are steadfast in our commitment to our [core values](#), including diversity, equity, integrity, and respect. They are our guiding principles that reflect the ideals of our community. To further our shared commitment to fostering a more inclusive and equitable environment at John Jay—and to increase teaching and learning opportunities related to diversity, equity, and inclusion (DEI) for our faculty and all members of the John Jay community—I am pleased to announce the launch of [our Faculty DEI Professional Development Initiative](#).

The DEI Professional Development Initiative builds on John Jay's efforts to support student and faculty success in and out of the classroom, and responds to priorities identified in our five-year [Strategic Plan](#), our response to the recent [Collaborative on Academic Careers in Higher Education \(COACHE\) report](#), and the [2019 Climate Review Report](#).

Under this new three-year 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. Involving our faculty in the development and delivery of DEI-related learning opportunities will also help us to ensure that professional development and growth opportunities for John Jay faculty are:

- stimulating and effective,
- reflecting and addressing the true needs and experiences of our faculty in and outside the classroom at John Jay, and
- tied to larger professional teaching and learning efforts that avoid the “one-off training” experience disconnected from a more systemic and intentional set of long-term goals and activities around DEI.

In recognition of the importance of advancing DEI at John Jay, as well as the value of faculty's time and expertise, the College is committed to compensating faculty who participate in this initiative as training developers or trainers. This will allow us to support faculty with DEI expertise, and reduce the burden on individual faculty members to provide DEI-related content or counsel.

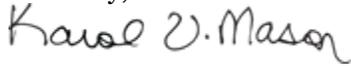
While the College has identified an initial list of DEI-related training topics (detailed in the flyer), participating faculty may help shape the content and direction of the DEI professional development curriculum by drawing from their own expertise and background. Professional development content developed under this initiative may also be adapted for use for John Jay staff and students. Faculty who participate in the initiative will partner with the [Office of Compliance & Diversity](#), [Human Resources](#), the [Teaching and Learning Center](#), and the [Office of the Provost](#).

As the linked [DEI Professional Development Initiative flyer](#) indicates, interested faculty should submit the requested information (or direct any questions) to Angela Crossman, Associate to the Provost for Faculty (acrossman@jjay.cuny.edu) and/or Robert Kim, Senior Investigator, Office of Compliance &

Diversity (rokim@jjay.cuny.edu). The deadline for applying for selection to the initial cohort of DEI training developers/trainers is **April 9, 2021**.

We have a wealth of DEI knowledge within our community, and I'm excited to offer this opportunity to our talented faculty members. Thank you for considering this opportunity and sharing it with your colleagues, and for your individual commitment to advancing diversity, equity, and inclusion at John Jay.

Sincerely,



Karol V. Mason
President

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