FIGURE 1  Equinox Scorecard—Diversity Students by Ethnicity and Gender, Fall 2021

<table>
<thead>
<tr>
<th>Ethnicity / Gender</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>American or Native Alaskan</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>22</td>
<td>20</td>
</tr>
<tr>
<td>Black/African American</td>
<td>23</td>
<td>21</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>42</td>
<td>44</td>
</tr>
<tr>
<td>White</td>
<td>62</td>
<td>60</td>
</tr>
<tr>
<td>Underrepresented Minority</td>
<td>82</td>
<td>81</td>
</tr>
<tr>
<td>Not Underrepresented</td>
<td>82</td>
<td>81</td>
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<tr>
<td>Female</td>
<td>39</td>
<td>38</td>
</tr>
<tr>
<td>Male</td>
<td>35</td>
<td>35</td>
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</tbody>
</table>

Source: IPEDS HR dataset provided by OAREDA

FIGURE 2  Equinox Scorecard—Diversity Full-time Employees by Ethnicity and Gender, Fall 2021

<table>
<thead>
<tr>
<th>Ethnicity / Gender</th>
<th>Faculty</th>
<th>Staff</th>
<th>Executives</th>
</tr>
</thead>
<tbody>
<tr>
<td>American or Native Alaskan</td>
<td>11</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>12</td>
<td>13</td>
<td>13</td>
</tr>
<tr>
<td>Black/African American</td>
<td>29</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>31</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>White</td>
<td>63</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Underrepresented Minority</td>
<td>83</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Not Underrepresented</td>
<td>74</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Female</td>
<td>65</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Male</td>
<td>51</td>
<td>45</td>
<td>45</td>
</tr>
</tbody>
</table>

Source: IPEDS HR dataset provided by OAREDA
FIGURE 3  Equity Scorecard—Diversity
Faculty by Rank by Ethnicity and Gender, Fall 2021

FIGURE 4  Equity Scorecard—Employee Retention
Full-time Employees by Ethnicity and Gender, Retained Fall 2021

Source: IPEDS HR dataset provided by OAREDA
FIGURE 5  Comfort with Climate for Diversity and Inclusivity at John Jay College Faculty and Staff Responses by Race/Ethnicity

- **Asian or Pacific Islander**
  - Strongly disagree: 6.7%
  - Disagree: 9.2%
  - Somewhat disagree: 11.8%
  - Somewhat agree: 26.3%
  - Agree: 28.9%
  - Strongly agree: 14%

- **Black or African American**
  - Strongly disagree: 7.1%
  - Disagree: 9.6%
  - Somewhat disagree: 11.8%
  - Somewhat agree: 23.6%
  - Agree: 26.4%
  - Strongly agree: 12.9%

- **Hispanic or Latinx**
  - Strongly disagree: 12.0%
  - Disagree: 18.3%
  - Somewhat disagree: 17.2%
  - Somewhat agree: 18.3%
  - Agree: 21.8%
  - Strongly agree: 18.1%

- **Native American or Alaska Native**
  - Strongly disagree: 10%
  - Disagree: 18.7%
  - Somewhat disagree: 16.7%
  - Somewhat agree: 33.3%
  - Agree: 16.7%
  - Strongly agree: 9%

- **White or Caucasian**
  - Strongly disagree: 10.8%
  - Disagree: 8.2%
  - Somewhat disagree: 20.2%
  - Somewhat agree: 37.2%
  - Agree: 25.7%

- **Multiracial or Biracial**
  - Strongly disagree: 7.8%
  - Disagree: 8.1%
  - Somewhat disagree: 17.3%
  - Somewhat agree: 18.7%
  - Agree: 32.0%
  - Strongly agree: 18.7%
FIGURE 6  
Comfort with Climate for Diversity and Equity at John Jay College
Faculty and Staff Responses by Gender Identity

- **Man**
  - Strongly disagree: 5.6%
  - Disagree: 5.3%
  - Somewhat disagree: 11.8%
  - Somewhat agree: 22.4%
  - Agree: 37.4%
  - Strongly agree: 24.2%

- **Woman**
  - Strongly disagree: 2.0%
  - Disagree: 2.0%
  - Somewhat disagree: 14.6%
  - Somewhat agree: 28.4%
  - Agree: 38.0%
  - Strongly agree: 15.9%

- **Trans man**
  - Somewhat disagree: 50%
  - Somewhat agree: 50%

- **Trans woman**
  - Strongly disagree: 19%

- **Non-Binary/Gender-fluid**
  - Strongly disagree: 29.8%
  - Disagree: 31.8%
  - Somewhat disagree: 39.5%

- **Not listed**
  - Strongly disagree: 16.7%
  - Disagree: 16.7%
  - Somewhat disagree: 50%
  - Somewhat agree: 16.7%
FIGURE 7: Comfort with Climate for Diversity and Inclusivity at John Jay College
Student Responses by Race/Ethnicity

- **Asian or Pacific Islander**:
  - Strongly disagree: 1.3%
  - Disagree: 10.8%
  - Somewhat disagree: 41.7%
  - Somewhat agree: 41.5%
  - Agree: 41%
  - Strongly agree: 1.3%

- **Black or African American**:
  - Strongly disagree: 2.6%
  - Disagree: 13.6%
  - Somewhat disagree: 41%
  - Somewhat agree: 41%
  - Agree: 41%
  - Strongly agree: 2.6%

- **Hispanic or Latinx**:
  - Strongly disagree: 1%
  - Disagree: 5%
  - Somewhat disagree: 28.7%
  - Somewhat agree: 53.8%
  - Agree: 18%
  - Strongly agree: 1%

- **Native American or Alaska Native**:
  - Strongly disagree: 16.7%
  - Disagree: 16.7%
  - Somewhat disagree: 16.7%
  - Somewhat agree: 16.7%
  - Agree: 16.7%
  - Strongly agree: 16.7%

- **White or Caucasian**:
  - Strongly disagree: 5%
  - Disagree: 3%
  - Somewhat disagree: 14%
  - Somewhat agree: 42.6%
  - Agree: 34.3%
  - Strongly agree: 2.6%

- **Not listed**:
  - Strongly disagree: 4.1%
  - Disagree: 4.8%
  - Somewhat disagree: 7.1%
  - Somewhat agree: 33.3%
  - Agree: 26.1%
  - Strongly agree: 30.4%
FIGURE 8  Comfort with Climate for Diversity and Inclusivity at John Jay College
Student Responses by Gender Identity

- Strongly disagree
- Disagree
- Somewhat disagree
- Somewhat agree
- Agree
- Strongly agree

- Man
- Woman
- Trans man
- Trans woman
- Non-Binary/Gender-fluid
- Not listed

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
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<tbody>
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<td>28.1%</td>
<td>44%</td>
<td>4%</td>
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<td>9.3%</td>
<td>40%</td>
<td>45%</td>
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<td>100%</td>
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<td>37.5%</td>
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<td>34%</td>
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</table>