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March 3, 2016

President Jeremy Travis  
John Jay College of Criminal Justice  
445 West 59<sup>th</sup> Street  
New York, NY 10019

Dear President Travis:

The 2012 *Diversity Action Plan* is the University's signature document that details a range of strategies and tactics designed to enhance diversity, equity and inclusion at CUNY. One component is the campus Faculty Diversity Strategic Plan (FDSP). As five-year plans, campus FDSPs assist the University in assessing and recognizing past activities while setting future directions to assist the work of your deans, department chairs and other academic leaders. FDSP goals should be embedded in the strategic direction of your campus. Your Progress Report is one way of assessing the work over time, so that adjustments can be made as required.

We are pleased to inform you that we have completed our review of your college's 2015 Progress Report and we applaud the progress achieved by John Jay College over the past year. Recruitment will be assisted by use of consistent and clear search practices, while retention includes a variety of programs and activities that communicate the value of faculty. These include grants in support of diversifying the academy, support for professional development training sponsored by Office of Advancement of Research, and Faculty Development Day's theme of *Diversity in Academic Setting*. Climate will be improved by the ongoing work of the Committee of Diversity and curriculum review by the Provost's Office for diversity themes. In addition, the lecture series, such as "Bridging the Great Divide: Can Police-Community Partnerships Reduce Crime & Strengthen Our Democracy?" speaks to critically important themes in our society which impact campus climate. Finally, the University's exit survey project will provide you with additional data to analyze and consider as you plan your future initiatives.

As you develop your 2016 Progress Report, we encourage you to build on your success and include annual activities and benchmarks either achieved or in-progress based on your stated goals over a three-year period (2013-2016). A review of your Affirmative Action Plans over the past three years may also provide insights on underutilization, placement goals, and activities in support of recruitment and retention. Additionally, we request that you discuss what measures you have or will put in place in support of your goals for the next two years (2017-2018).

Diversity, equity and inclusion are integral components of life at CUNY, recognized as crucial to the public good of New York City and beyond. Research has demonstrated that exposure to different viewpoints and perspectives broadens student and faculty engagement with their peers, families and communities. This means that we must continually affirm our commitment to diversity, equity, and inclusion in policy and practice at all levels of the University. Thank you for your continued support and commitment to these values. If you have questions about any aspect of John Jay's 2015 FDSP Progress Report, please feel free to contact us. We wish you all the best for the remainder of the academic year.

Sincerely,



Gloriana B. Waters  
Vice Chancellor



Arlene Torres  
University Dean

cc: Provost Jane P. Bowers  
Silvia Montalban



## **Faculty Diversity Strategic Plan (FDSP)** **2015 Progress Report**

Prepared by Silvia Montalban, Esq.  
Chief Diversity Officer

Below are achievements through Summer 2015 in furtherance of the three primary goals in the College's FDSP (Attachment 1): Recruitment, Retention, Improve Climate. The achievements have been grouped under the primary goal they support but some serve to advance more than one goal in the FDSP. Most of the achievements in the 2014-2015 academic year have been primarily in furtherance of the goals of retention and improving the college community climate.

The 2014 Progress Report accomplishments that were submitted to CUNY in 2014, many of which are ongoing initiatives, are included at the end of this document (page 6) for ease of reference.

### **I. RECRUITMENT**

- In 2014, the College reported that the CUNY Office of Recruitment and Diversity's ("ORD") new comprehensive search guidelines were adopted into the campus search procedures. Currently, the ORD procedures have been integrated into recruitment best practices. The Office of the Chief Diversity Officer has consistently disseminated this information as a resource for campus faculty and staff such that the entire campus follows the guidelines in conducting recruitment efforts. **(Supports Goal 1/Recruitment, Strategy 2.)**
- The Office of the Provost confirms that academic departments disseminate adjunct faculty job openings to various scholarly networks in order to publicize teaching opportunities. **(Supports Goal 1/Recruitment, Strategy 1, Action Item 2 and Goal 2/Retention, Strategy 3, Action Item 3.)**

### **II. RETENTION**

- Dr. Silvia Mazzula, Professor in the Department of Psychology, has received prestigious grants in support of diversifying academia through underrepresented scholar and researchers, such as Latinas. Such grants are from the Robert Wood Johnson Foundation, the Annie E. Casey Foundation, and the American Psychological Association's Commission on Ethnic Minority Recruitment, Retention and Training in Psychology. **(Supports Goal 2/Retention, Strategy 3, Action Item 3 and Goal 3/Climate, Strategy 3, Action Item 1.)**
- The Office of Academic Affairs continues to collaborate with the Marketing & Development Department in order to implement enhancements to the John Jay website to reflect the diversity of academic disciplines as well as to feature the activity of faculty in general. This has included prominently highlighting the successes of ethnic/racial minorities among faculty including Delores Jones-Brown (Law and Police Science), Dante Tawfeeq (Mathematics) and Silvia Mazzula (Psychology). **(Supports Goal 1/Recruitment, Strategy 3, Action Item 3; also Goal 2: Retention, Strategy 3, Action Item 3; and Goal 3/ Climate, Strategy 3, Action Item 2.)**

- The Office for the Advancement of Research continues to sponsor a variety of training and professional development events designed to retain and mentor faculty, including in 2014-2015:
  - The Public Scholarship Initiative consisting of four thematically linked professional development sessions during Spring 2015 examining social media, altmetrics, media engagement, and crowd sourcing. The initiative has served over 70 total participants. **(Supports Goal 2/Retention, Strategy 3, Action Item 1.)**
  - Grant writing workshops: Two workshops offered at successive Faculty Development Days, serving over 40 total participants. Successful grant recipients were featured and included disciplines in which some faculty that identify as ethnic/racial minorities were successful. **(Supports Goal 2/Retention, Strategy 3, Action Item 2.)**
  - A new faculty orientation is hosted every year. **(Supports Goal 2/Retention, Strategy 2, Action Item 1 and 2.)**
  - A new *Community Event Fund* administered by the Office for the Advancement of Research supports on-campus scholarly activities hosted by Faculty and Staff. **(Supports Goal 2/Retention, Strategy 3, Action Item 1.)**
- The College is planning to hold Faculty Development Day on August 26, 2015. The theme will center on diversity in the academic setting. The Office of the Provost has developed with faculty input interactive and reflective workshops that address effective strategies and approaches to ensure the class setting is as inclusive and as dynamic as possible, given the widely-varied backgrounds of the student population. This would include workshops that offer effective practices for successfully leveraging linguistic, national, racial, academic, gender, sexual, and the other forms of diversity that characterize our students. **(Supports Goal 2/Retention, Strategy 1, Action Item 1 and Strategy 2, Action Item 1; also Goal 3/Climate, Strategy 3, Action Item 2.)**
- The Chair of the Africana Studies Department has created a listserv to circulate professional development opportunities such as conferences and to highlight the successes of faculty. **(Supports Goal 2/Retention, Strategy 3, Action Item 3.)**
- The Center for Advancement of Teaching has circulated a newsletter for services available to faculty, including one-on-one consultations that are also held by the Director for Faculty Relations to address questions on building a scholarly portfolio. **(Supports Goal 2/Retention, Strategy 2, Action Item 2.)**
- The Office for the Advancement of Research expanded in 2014-2015 its presence and access to public scholarship on a variety of social network and other digital platforms, including:
  - Twitter: 944 followers (June 11, 2015) vs. 453 (June 30, 2014) = 108% increase
  - Facebook: 852 likes (June 11, 2015) vs. 268 likes (June 30, 2014) = 218% increase
  - Youtube: 2,163 viewed during FY 2015 vs. 1,845 views during FY 2014
  - Bitly: Over 2000 views for John Jay branded scholarly content (reports, video, etc.)**(Supports Goal 2/Retention, Strategy 3, Action Item 1 and 2.)**

### III. IMPROVE CLIMATE

- John Jay College has sponsored programs and lectures that address a variety of public interest and social justice matters in various forums for a variety of internal and external audiences. These initiatives positively reflect on the College and enhance the climate for its constituents including the faculty, staff, students, alumni and the general public. The following actions support the FDSP **Goal 3/Climate, Strategy 1, Action Item 2:**

- BRIDGING THE GREAT DIVIDE: CAN POLICE-COMMUNITY PARTNERSHIPS REDUCE CRIME AND STRENGTHEN OUR DEMOCRACY? John Jay College will be hosting a series of workshops, beginning in September 2015. Several College faculty are in the steering committee which is headed by Carlton Jama Adams, the Chair of the Africana Studies Department. One theme among many in the series will be, through a collaboration with the Open Society Foundations, police-community partnerships that build confidence in the police as a resource for community safety as well as to reduce violence. A panel of experts on civil rights, law enforcement, and violence prevention will lead a discussion about why traditional police practices are failing and how new approaches to public safety can support equality, opportunity and civic participation. The workshops will also examine two well-developed violence reduction programs: the Comprehensive Violence Reduction Strategy used by the Los Angeles-based Advancement Project and Project Ceasefire. Both programs feature genuine alliances between law enforcement and community leaders and demonstrate promising violence reduction strategies.
- The Office of the Provost and the Center for Race Crime and Justice sponsored on March 26, 2015 the lecture “The Long Arc of Racial Violence: Implications for Engaged Research,” presented by guest lecturer Dr. Geoff Ward of University of California, Irvine, Department of Criminology, Law and Society.
- Faculty Recognition Awards were presented on April 23, 2015 by President Travis and Provost Bowers. Several awards were based on nominations by students, peers and mentees in areas of Distinguished Teaching, Outstanding Scholarly Mentor, Distinguished Service to Students and Research. Recipients in Distinguished Teaching were: Geert Dhondt, Mathieu Dufour, Michelle Holder and Ian Seda-Irizarry, all of Economics, Silvia Mazzula of Psychology and Michael Yarbrough of Political Science. The Outstanding Scholarly Mentor award recipient was Crystal Jackson of Sociology. The Distinguished Service to Students award recipient was Elton Beckett of Communication & Theater Arts. The Scholarly Excellence Awards in Research recipients were: Preeti Chauhan of Psychology, Silvia Dapia of Modern Languages and Literature, Joshua Freilich of Criminal Justice, Evan Mandery of Criminal Justice, Lorraine Moller of Communications & Theater Arts, Guoqi Zhang of Sciences. Mid-Career Research award recipients were: Jacobi Carter of Philosophy, Maria D’Agostino of Public Management, David Munns of History, Patricia Tovar of Anthropology and Eric Piza of Law, Police Science & Criminal Justice Administration. **(Supports Goal 3/ Climate, Strategy 3, Action Item 2.)**
- The Office for the Advancement of Research continues to host numerous scholarly events including in 2014-2015:
  - Four Book Talk events coordinated with the Research Advisory Committee featuring John Jay faculty authors and two Book Talks featuring outside scholars, reaching over 500 total audience members. They specifically consider author and book nominations reflecting the full spectrum of ethnic, gender, and disciplinary diversity (along with other relevant dimensions of diversity) of the John Jay community, as well as diverse populations affected by incarceration and immigration. **(Supports Goal 3/Climate, Strategy 3, Action Item 1.)** Examples include:
    - **“Book Talk – Sex Work Politics”**: 1<sup>st</sup> Fall 2014 Book Talk, featuring Political Science faculty member Samantha Majic’s book *Sex Work Politics*.
    - **“Book Talk – My Fathers Wars”**: 2<sup>nd</sup> Fall 2014 Book Talk, featuring Anthropology faculty member Alisse Waterston.
    - **“Book Talk – Capital & Corporal Punishment”**: 3<sup>rd</sup> Fall 2014 Book Talk, featuring English faculty members Jay Gates and Valerie Allen.

- **“Gail Garfield Book Talk Program”**: 1<sup>st</sup> Spring 2015 Book Talk, featuring Sociology faculty member Gail Garfield’s books *Tightrope: A Racial Journey to the Age of Obama* as well as her book *Knowing What We Know*, which aligned with Women’s History month in March 2015.
  - **“Book Talk – The Number of Missing”**: 2<sup>nd</sup> Spring 2015 Book Talk, featuring English faculty member Adam Berlin.
  - **“Book Talk – Condemnation of Blackness”**: 3<sup>rd</sup> Spring 2015 Book Talk, featuring Schomburg Center Director Khalil Gibran Muhammad.
- The Fall 2014 Sex Work Initiative, co-sponsored with the President’s Office, featured five separate events encompassing scholarship, policymaking, and advocacy, reaching over 300 total audience members.
- The Office of the Provost is working with faculty on a shift in the curriculum to design more academic programs (including counseling and health-related programs) and offerings that address issues that disproportionately affect minorities in the U.S. and which recognize the diversity of the student body the College serves. **(Supports Goal 3/Climate, Strategy 3, Action Item 2.)**
- **John Jay College Committee on Diversity**: As part of the College’s reaffirmation of its commitment to enhancing diversity and addressing relevant issues that affect the college community, President Jeremy Travis revitalized the College’s Committee on Diversity in the Fall 2014, an initiative now achieved and first reported in the 2014 Progress Report. (p.6) The Committee, Chaired by Vice President and Dean Kenneth Holmes, is comprised of faculty, administrators and student leaders. The Committee’s purpose encompasses assisting underrepresented faculty, staff and students in bringing issues to the forefront of community awareness, whether it concerns campus climate, professional development, faculty, student and staff retention or even pedagogical concerns for enhancing teaching and better serving student populations. Facilitating training for the college community, assisting in the development of a diverse faculty body, staff retention, nuanced diversity-centered community conversations, student surveys, cultural competency programs and a campus climate survey, are all methods considered for achieving its purpose. The Committee holds monthly meetings and first became familiarized with employee and student demographics as a basis to understand who the College serves. This was also a springboard for more productive discussions on how to address many issues, such as faculty and student retention and engagement. Many initiatives have emerged:
    - The Committee has begun to sponsor a series entitled “Community Conversations” to address issues of concern and interest among the college community, the first of which treated the topic *Hateful v. Hurtful Speech* on November 19, 2014. The panel consisted of some of the College’s faculty and staff, with expertise in their respective disciplines, who presented legal, sociological and psychological viewpoints and implications on the topic during a town hall-type of forum. Students, staff and faculty attended. Some faculty brought their classes. **(Supports Goal 3/Climate, Strategy 1, Action Item 2.)**
    - Some of the tasks the Committee will address in Year Two, include training those who will be responsible for training the greater John Jay College community through cultural competency programs such as the People’s Institute’s Undoing Racism workshop; forming smaller Action Teams to address specific initiatives and demographics; working with the campus community to lay groundwork for a climate survey **(Supports Goal 3/Climate, Strategy 1, Action Item 3)**; developing a Staff Diversity Strategic Plan; and creating an all-inclusive Diversity Plan incorporating all populations supported by the institution.

- Among the Action Teams the Committee will form in 2015-2016 will be one group to specifically help advance and support academia in fulfilling some of the pending strategic goals in the John Jay College Faculty Diversity Strategic Plan (FDSP).
- Kevin Nadal, faculty of Psychology and the Deputy Director of the John Jay College Forensic Mental Health Counseling Program, is a member of the Diversity Committee as well as one of the few faculty members serving on the CUNY Advisory Council on Diversity (CACD). He has been reappointed by CUNY to serve on the CACD in 2015-2016. His cross-collaboration in the college's Diversity Committee and the CACD places him in a position to offer invaluable input and ideas for the Diversity Committee.

**The Diversity Committee's work, overall, supports Goal 3/Improve Climate, Strategy 2.**

- The Office of the Provost has created work groups to address five to six goals of the College's overall Strategic Plan, which includes enhancing John Jay's identity as a Hispanic-Serving Institution. **(Supports Goal 3/Climate, Strategy 1, Action Item 2.)**
- Programs also took place to foster the engagement of faculty with the outer community to encourage youth to aspire to higher education. On July 29, 2015, the College held A Day in College program in which children between the ages of 7 to 11 attended in order to experience the college environment for a day. This was led by Janice Johnson-Dias, faculty of Sociology. **(Supports Goal 3/Climate, Strategy 3, Action Item 3.)**
- Non-discrimination compliance training for all employees, including faculty, and students is conducted annually. That includes the launch in Fall 2015 of online training through Everfi's modules covering sexual harassment and sexual assault awareness and prevention in furtherance of promoting a safe and inclusive campus environment. **(Supports Goal 3/Climate, Strategy 2, Action Item 1.)**
- The Office of Academic Affairs issues to faculty, among orientation materials, the Resource and Opportunity Guide. **(Supports Goal 3/Climate, Strategy 2, Action Item 2.)**
- The Office of Academic Affairs, the Office of Student Accessibility Services and the Faculty Senate President are collaborating on a letter with guidance intended to support faculty with some of the challenges presented in teaching students with disabilities who require reasonable accommodations. **(Supports Goal 3/Climate, Strategy 2, Action Item 3.)**
- The Office of Academic Affairs periodically sends faculty information about sponsorship opportunities that support research and scholarship. **(Supports Goal 3/Climate, Strategy 3, Action Item 1.)** These opportunities in which John Jay faculty have been awarded are:
  - The CUNY Diversity Projects Development Fund (DPDF), established to support educational projects, scholarly research, creative activities and other programmatic initiatives that promote multiculturalism, diversity and inclusion, affirmative action and non-discrimination for the benefit of the University Community. John Jay faculty Dr. Maria Volpe of Sociology and the Director of the CUNY Dispute Resolution Center is a recipient.
  - The CUNY Faculty Fellowship Publication Program (FFPP) which is a diversity initiative designed to assist untenured faculty with the design and execution of scholarly publications. John Jay faculty Fellows for Spring 2015 were Nicole Elias, John Gutierrez, Aida Martinez-Gomez, Michael Yarbrough. The Mentor recipient was Nivedita Majumdar.

- The Research and Creativity Week, sponsored by the Office of the Provost, was held in April 2014 and was successful in showcasing projects on the issues of diversity and inequity. Many faculty who are racial and ethnic minorities and/or who are women mentored students from their class for the presentation of these projects. At least one other Research and Creativity Week is planned for 2015-2016. **(Supports Goal 3/Climate, Strategy 3, Action Item 2.)**