

May 9, 2019

RE: Climate Review Update and Today's Town Hall

Dear Students, Faculty, and Staff:

At John Jay we are a mission-driven community of students, faculty, and staff dedicated to the pursuit of justice, research and innovation, and student success. This is the glue that binds us together. I remain laser-focused on making sure our culture, communication, policies, and procedures support our values, and this is why we initiated a campus-wide Climate Review back in January of this year.

The external team from Working *IDEAL* that led the project has now completed its data review and information gathering. As outlined in this brief [video](#), they are working on their final report and will deliver it to our community during the summer. In the meantime, they have provided an update on their work, which you can find posted [here](#) on the Climate Review [webpage](#), but I'm also pleased to briefly summarize the highlights:

- In order to understand our 'climate,' Working *IDEAL* looked at the quality of engagement and interactions in our campus community, in the classrooms, and the workplace. By analyzing our existing survey data, conducting focus groups and small group interviews, and gathering in-person and online surveys, they probed experiences and interactions among members of our community.
- All in all, over 30 in-person focus groups were conducted, with a total of 150 individuals participating. Over 400 individuals responded to the climate survey, both online and on paper.
- For the final report, Working *IDEAL* plans to provide us with the findings, specific recommendations and best practices in key areas, including:
 - Shared Values and Belonging;
 - Civility and Professionalism;
 - Expanding and Coordinating Resources for Reporting and Response;
 - Communication and Transparency;
 - Leadership Development and Support; and
 - Resources for Holistic Prevention.

I want to thank those of you who participated in this important work. Throughout the summer, I look forward to working with the President's Leadership Council and members of our community to review the final report and formulate an implementation plan that builds on our strengths and addresses our weaknesses. As we begin the fall semester, we are planning to engage in a campus-wide discussion of the final report and action plan.

I look forward to seeing you at our Town Hall this afternoon.

Karol V. Mason