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September 29, 2020

To: The John Jay College Community
Re: Updates on Diversity, Equity, & Inclusion Efforts & Biannual Reaffirmation of Commitment to Equal Opportunity, Non-Discrimination, and Preventing Misconduct

At John Jay, our commitment is unwavering, and our work is ongoing, to promote a respectful and inclusive working and learning environment for our community. I write today to share an update on our progress in this ongoing work, and my biannual reminder about our commitment to upholding our non-discrimination policies and information about where to get help if you need it.

[Since my update last semester](#), and despite grappling with the Covid-19 pandemic and a rapid transition to distance learning and working, we have continued to make progress on a number of recommendations outlined in our [Campus Climate Review Report](#). Our work in this area is also now a core part of our 2020-2025 [Strategic Plan](#). We have made updates to our [website](#) so that you can clearly see the progress we're making, including:

- Continuing to pilot racial equity and respectful workplace training, and making plans to expand these efforts to more faculty, as well as staff and students.
 - The President's Leadership Council has participated in a multi-part training on issues related to diversity, equity, and inclusion, including an intensive and no-cost, two-day training with the Racial Equity Institute.
 - Three faculty departments participated in pilot training last semester.
- Enacting new protocols for [informal resolutions](#).
- Incorporating our new shared [values](#) in orientation for students and onboarding for staff.
- Implementing new technology tools, such as secure case management technology, to help track complaints and dispositions. Currently, we are working on our first-ever report regarding the College's review of complaints to be released in the coming months.

We also made progress on our plans to hire our first-ever Vice President for Diversity, Equity, Compliance and Inclusion. A search committee for this position was formed, and we received hundreds of applications from across the country. The strong interest in this new position clearly demonstrated the significance of this new role at John Jay and CUNY. I want to extend my heartfelt thanks to the search committee for their efforts in identifying extremely qualified finalist candidates. Unfortunately, due to the impact of the pandemic and our current budget constraints, we have had to make the difficult decision to place the hiring of this important role on hold. I interviewed finalist candidates, however, and I assured them of my commitment to filling this position when we have the financial capacity to do so.

Despite this change in plans, our commitment to this work has not changed. This semester, I am excited that under the leadership of Interim Director Gabriela Leal, our [Office of Compliance & Diversity](#) (C&D Office) will be able to expand its focus to include an intensified attention on prevention and training, as well as a focus on partnering with departments across the College to continue advancing work from our [Climate Review](#). To further support this work, we plan to renew our Diversity Committee with new membership representing broad perspectives from across our community and a focused mission. I also wish to thank the previous members of the Diversity Committee for their ongoing work on these issues over the last several years.

At the same time, our C&D Office is continuing to address any allegations of sexual misconduct or discrimination, even during this time of distance learning and remote work. We strongly encourage any member of our community to come forward and [report](#) any concerns they may have under our non-discrimination policies, which include:

- CUNY's [new policy on sexual misconduct](#) which went into effect in August, continues to prohibit sexual harassment and other forms of sexual misconduct, including sexual assault, stalking, and dating, intimate partner and domestic violence. Details about the new policy are highlighted in Gabriela's [recent message](#), but the most important thing for you to know about the new policy is that the College will continue to address all conduct that was reportable and actionable under the previous sexual misconduct policy.
- CUNY's [Equal Opportunity and Non-Discrimination Policy](#) prohibits any form of discrimination on the basis of race, color, creed, national origin, ethnicity (including Italian Americans), ancestry, religion, age, sex, sexual orientation, gender, gender identity,

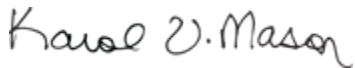
marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws.

- Both of these policies also prohibit retaliation for reporting or opposing misconduct, or cooperating with an investigation of a complaint.

In addition, there are many resources on campus to report complaints of inappropriate behavior or to receive confidential support. I encourage you to participate in upcoming training and information sessions about addressing and preventing sexual misconduct and discrimination at John Jay. I also encourage you to make use of these resources, which are detailed [here](#).

Thank you again for your continual efforts toward making John Jay an environment in which all members of our community can thrive. I look forward to continuing this work together.

Sincerely,



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President

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