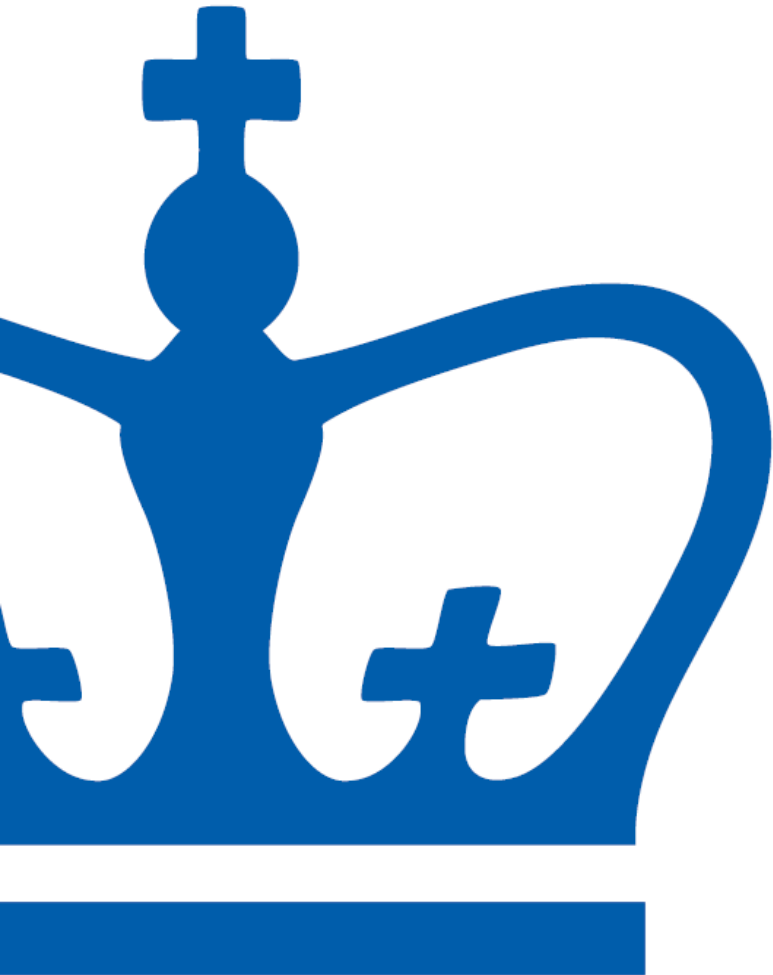


# Commission on Diversity

February 3, 2017



# Commission on Diversity Mission Statement

The Commission on Diversity is committed to fostering and promoting the equality and inclusion of all Columbia University students and affiliates regardless of race, ethnicity, nationality, socioeconomic status, sexual orientation, religion, gender, age, and all other characteristics of identity. The Commission shall continuously evaluate, enhance, and propose University policies and programs devoted to permanently embedding values of community respect, acceptance, equity, diversity, and inclusion in the fabric that unites us in the Columbia community. The Commission shall identify best practices and recommendations for fulfilling the University's Diversity Mission Statement that will have meaningful and sustained impact by using admissions data, retention rates, community input, and other means to evaluate inclusivity and diversity. The Commission's mandate is to (1) unite all levels of the Columbia community to engage in this critical conversation, (2) continuously affirm that promoting diversity and inclusion are priorities for the University, and (3) constantly assess and initiate policies pertaining to characteristics of identity on an administrative level.

Sens. Shantanu Lal (CDM) and Jillian Ross (SEAS), Co-chairs

# Data Analyses

## Data Sources

- Columbia 2010-16: Planning and Institutional Research Office of the Provost (OPIR)
- Peer comparison: Columbia, Harvard, Princeton, New York University and Yale 2010-2014: Integrated Postsecondary Education Data System (IPEDS)

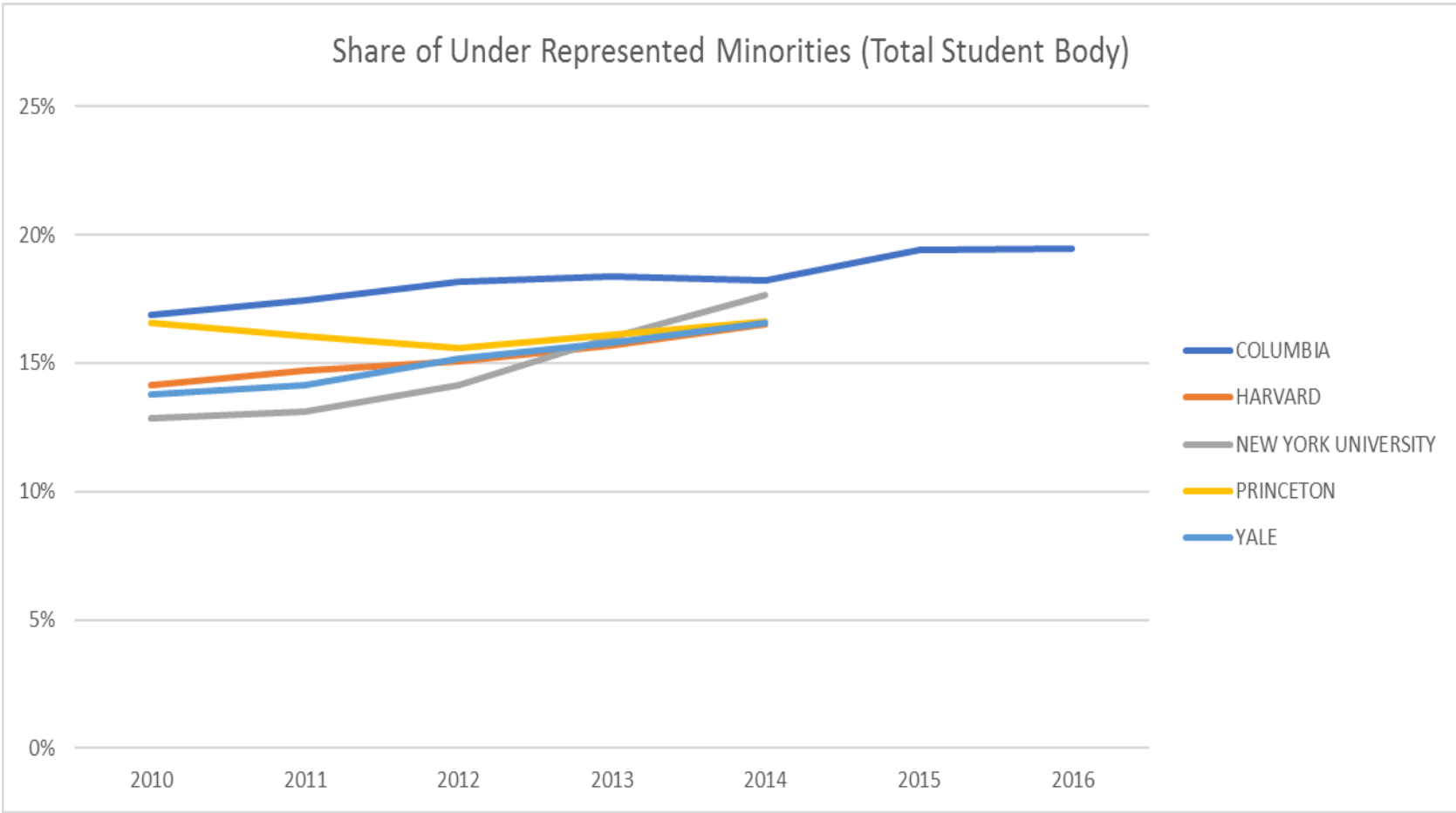
## Definitions

- Minorities: U.S. citizens or permanent residents who self-identify as American Indian or Alaska Native, Asian, Black, Hispanic or Latino, Native Hawaiian or Pacific Islander, Two or more races
- Underrepresented Minorities: U.S. citizens and permanent residents who self-identify as: American Indian or Alaska Native, Black, Hispanic or Latino, Native Hawaiian or Pacific Islander
- Unknown: U.S. citizens or permanent residents who have not self-reported race or ethnicity
- International students (NRA) are not included in race or ethnicity data

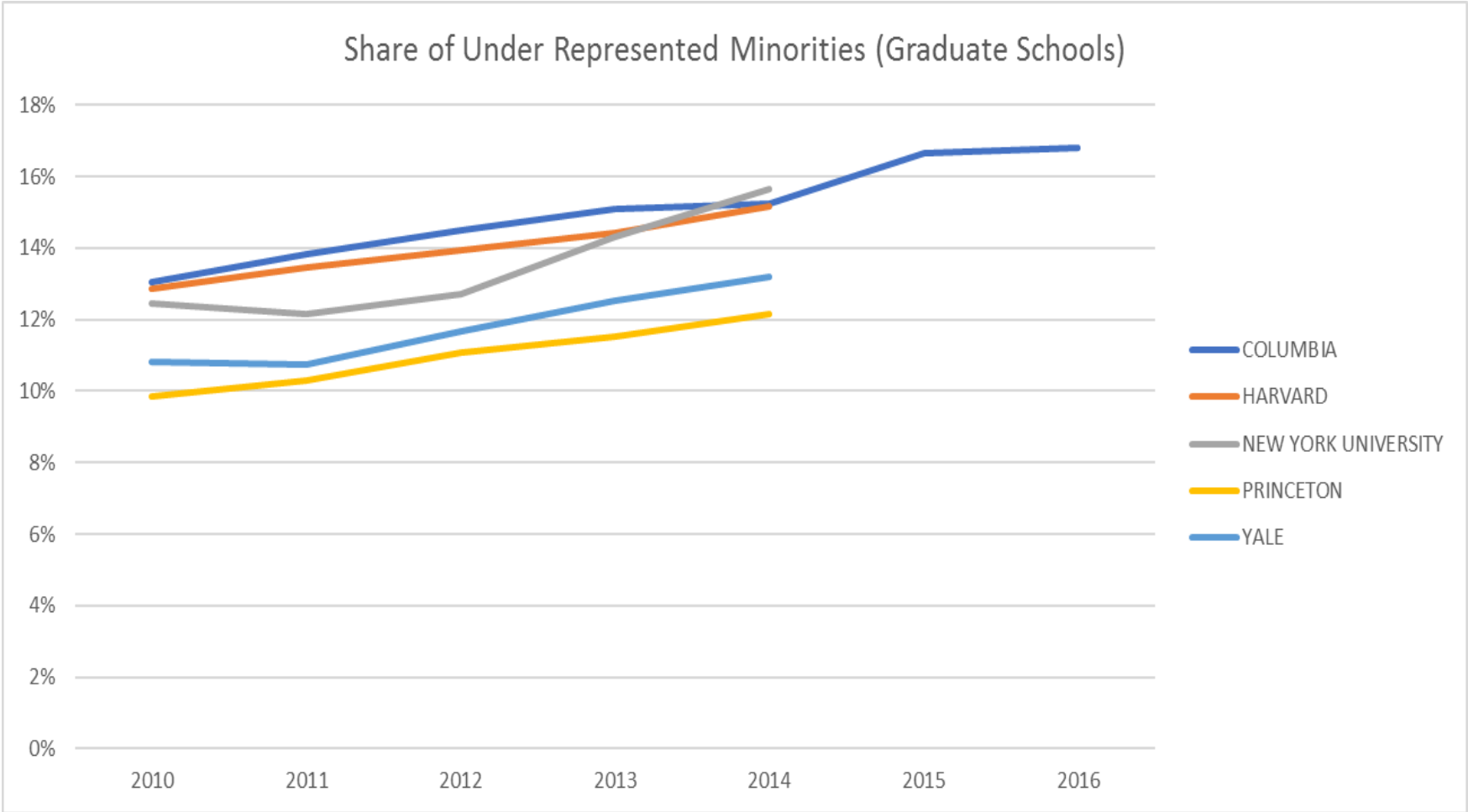
## Limitations

- IPEDS data from 2014. More recent data *should* be released in spring 2016
- The University-wide share of "unknowns" has declined from over 14% in 2010 to 11% in 2015. However, among peer institutions, only NYU has a higher share of unknowns, while at Harvard, Yale, and Princeton the share of unknowns does not exceed 6%
- In a number of Columbia schools, the share of unknowns exceeds 15%

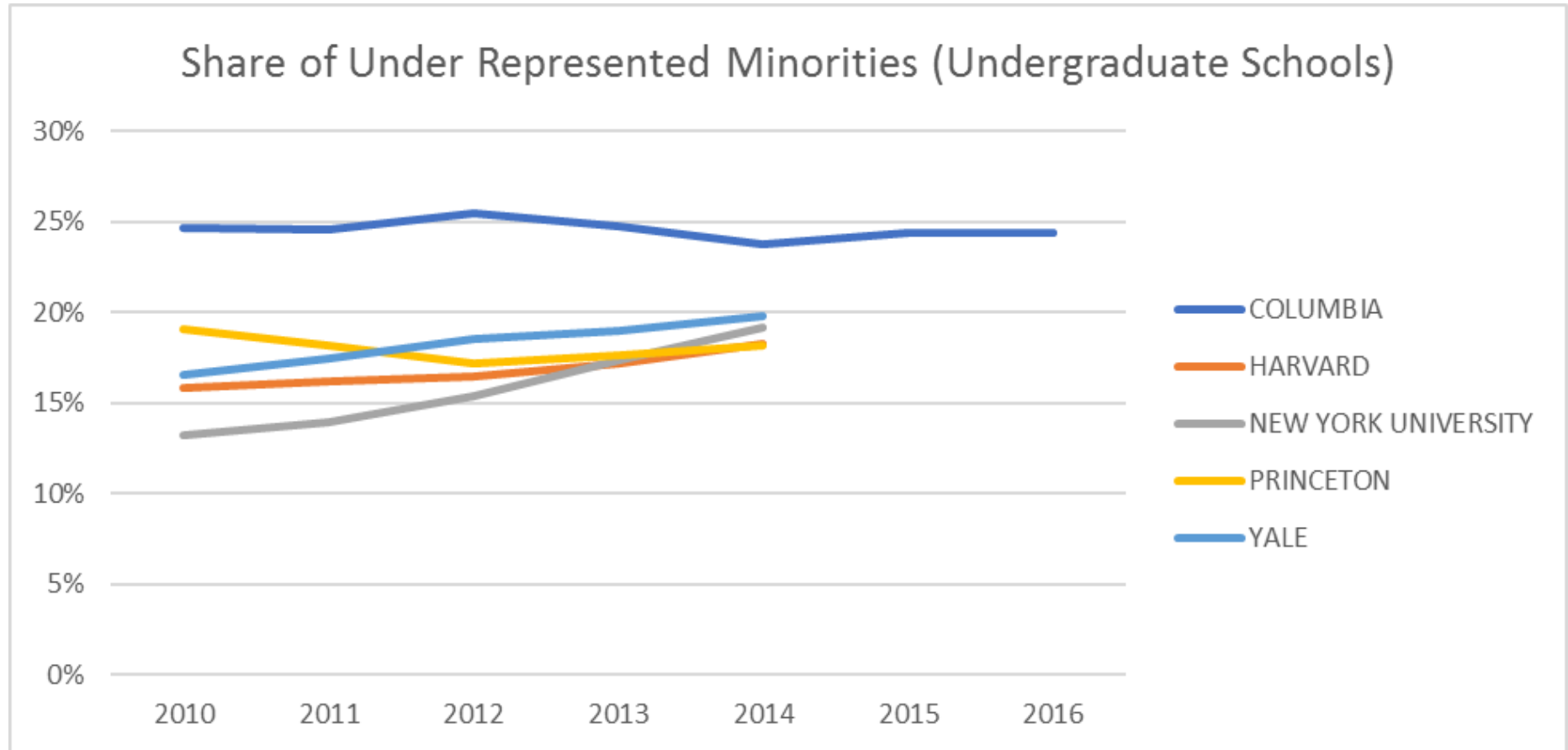
# Underrepresented Minority Comparison



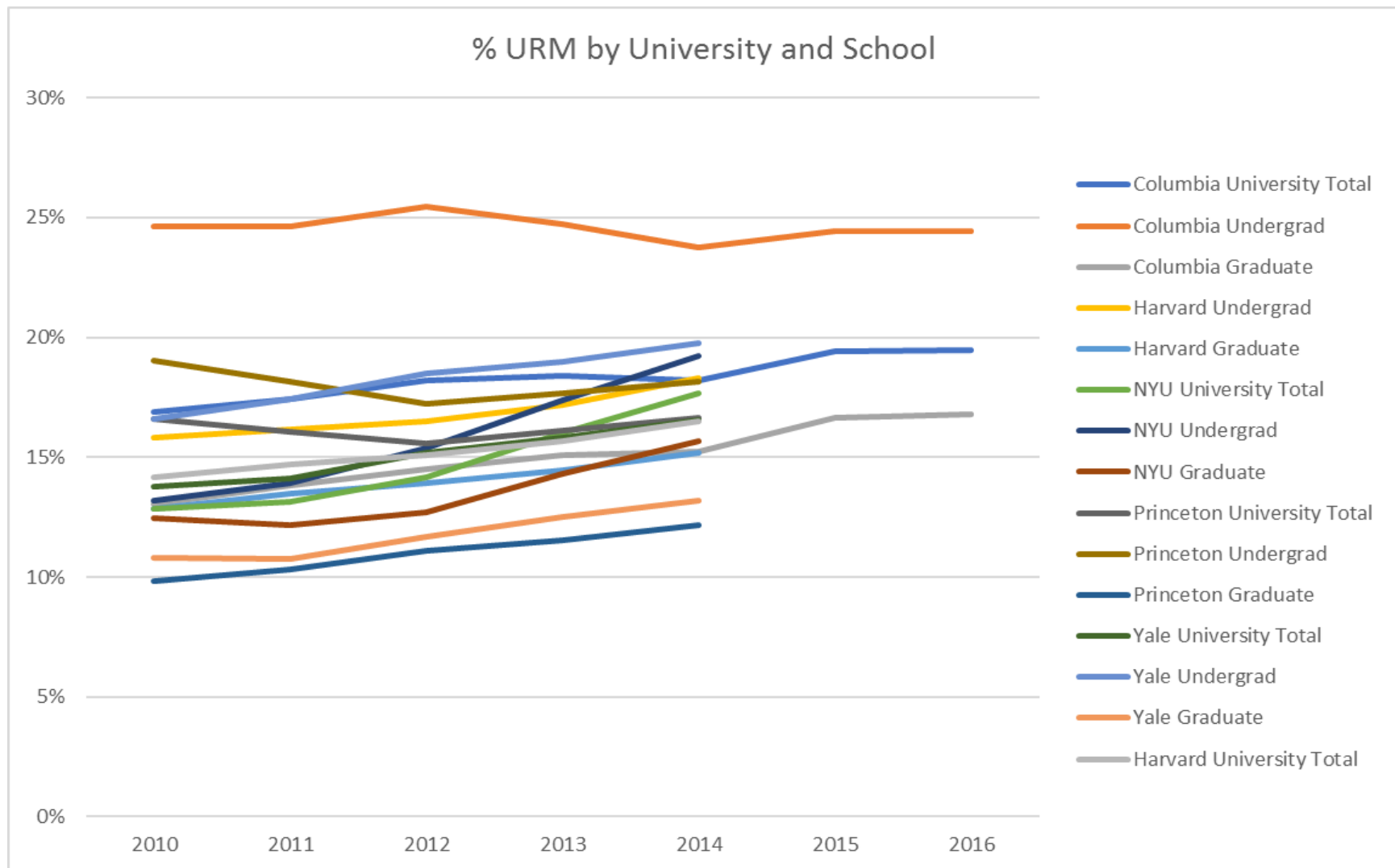
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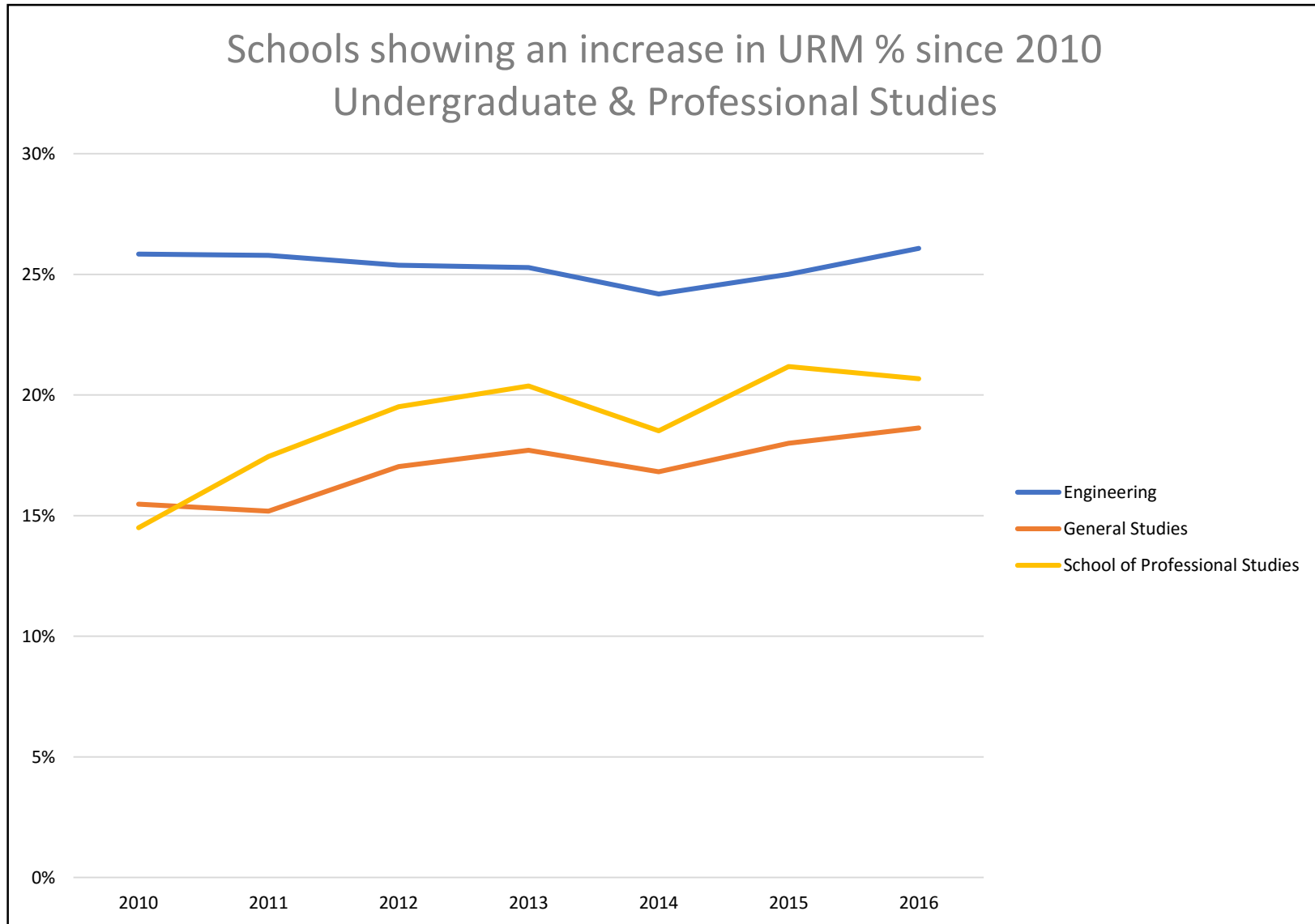
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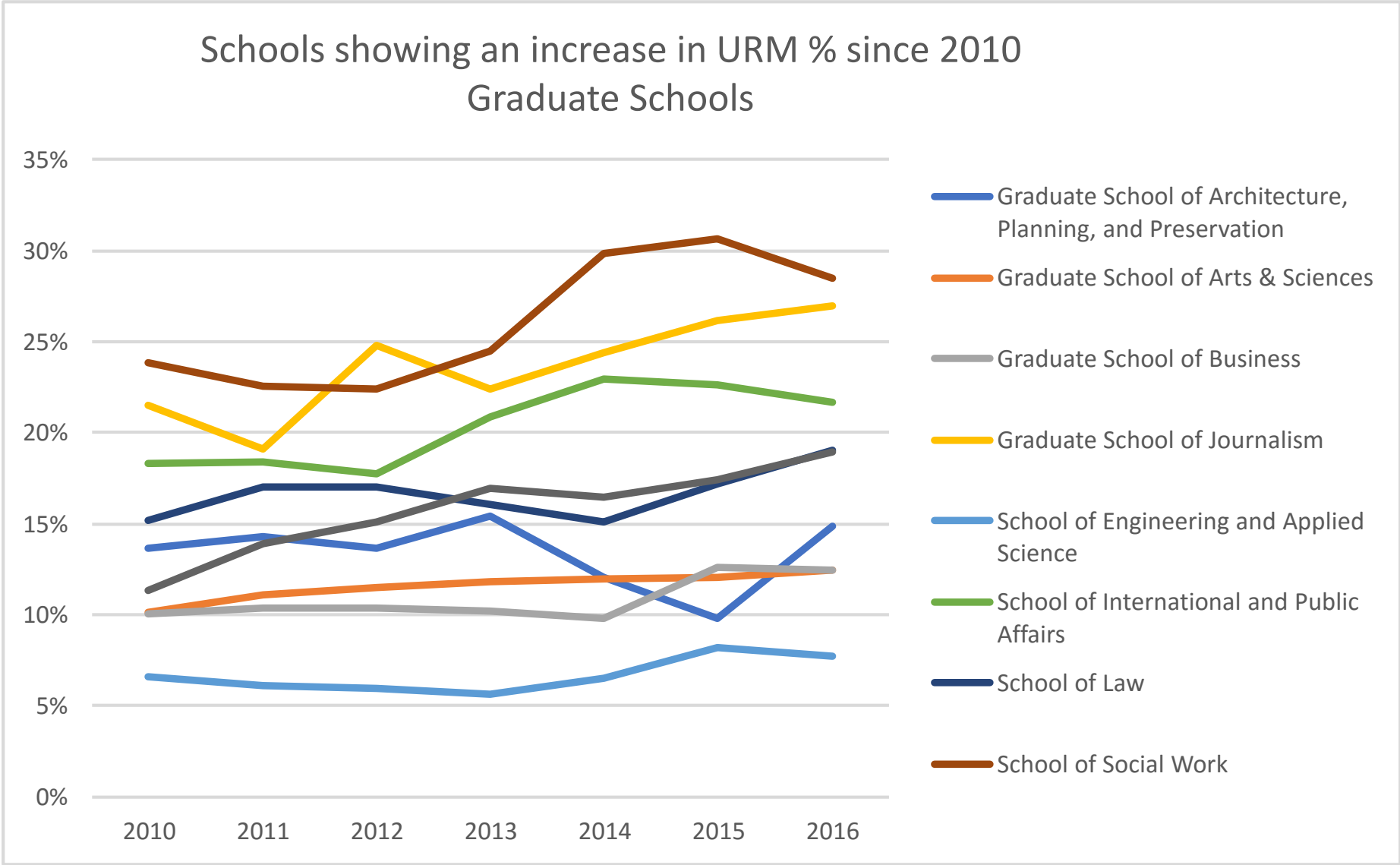


# Changes in Share of URM Since 2010

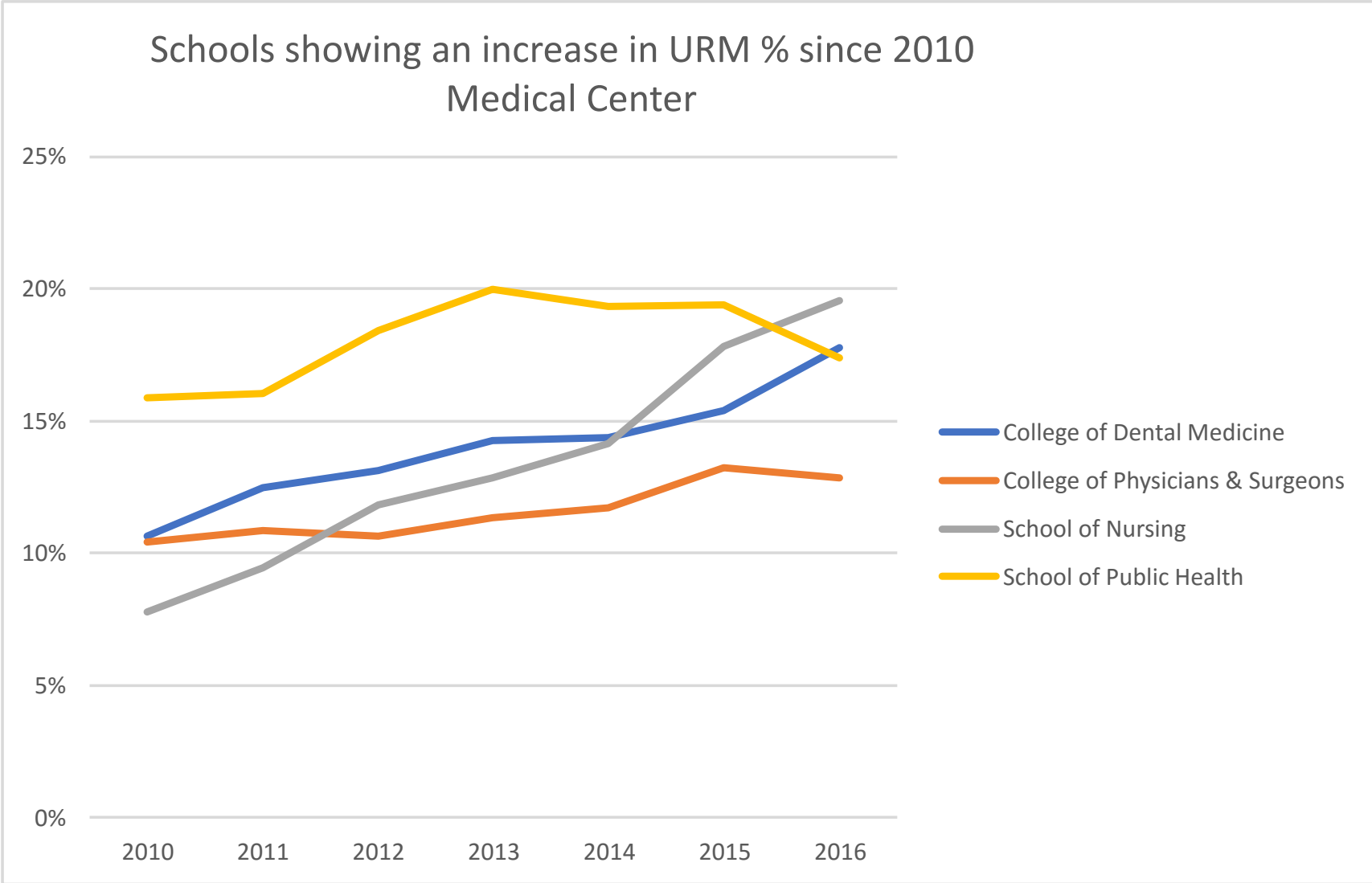




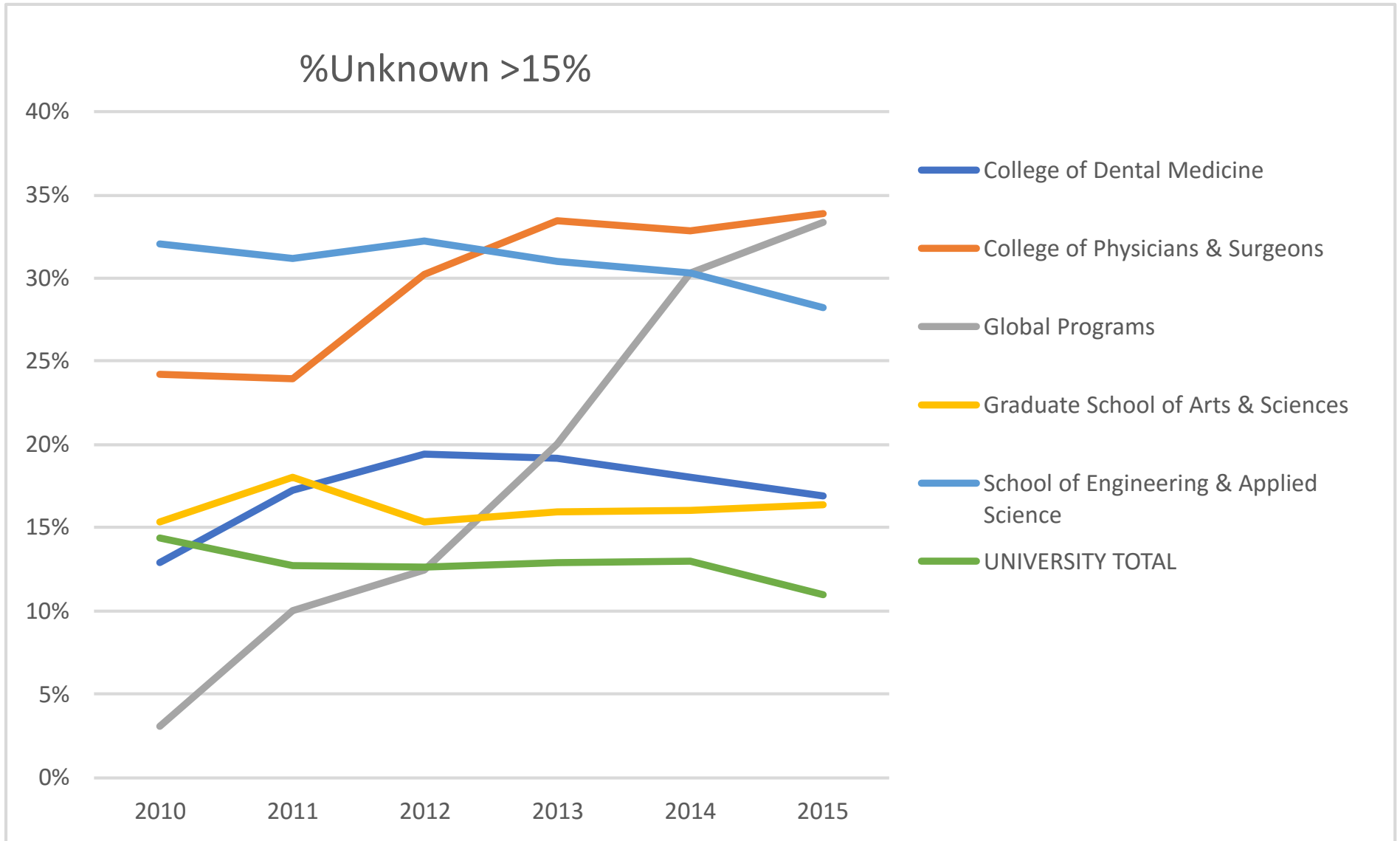
# Changes in Share of URM Since 2010



# Changes in Share of URM Since 2010



# “Unknown”



# Conclusions

- Columbia performs well in comparison to peer institutions when looking at percentage of URM.
- Overall, share of URM increases across Columbia, with a few exceptions, including CC.
- Number of “Unknowns” are particularly high on the medical campuses.

# Recommendations & Next Steps

## Recommendations

- Determine the gaps in data collections (unknown, discrepancies)
- Standardize data collection process across the schools
- Increase capacity of the Commission on Diversity

## Future Research

- Socio-economic, LGBTQ+, gender identity, disability data
- Programming to increase diversity, especially on campuses where URM share is low
- Experience of students on campus
- Faculty diversity (collaborate w/ Vice Provost of Faculty Diversity and Inclusion)

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