Commission on Diversity
Annual Report 2017-2018

October 19, 2018
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.

April 29, 2016
# Membership 2017-18

<table>
<thead>
<tr>
<th>Commission on Diversity</th>
<th>Stu.</th>
<th>Kira Dennis</th>
<th>BAR</th>
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<td>Stu.</td>
<td>Izzet Kebudi</td>
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1. Discussion of Deferred Action for Childhood Arrivals (DACA)
2. Effective integration of international students at Columbia: Reports from David Austell (ISSO) and Chia-Ying Pan (ISOP)
3. Discussion of possible consequences of Republican tax bill for Columbia: Report by Loftin Flowers (focus on low-income, minority and other disadvantaged groups)
4. The impact of controversial outside speakers; attempts to facilitate conversations with student groups such as the College Republicans, Black Students Organization and others
5. Diversity trends at Columbia
Data

Sources:

• Columbia (2010-17): Planning and Institutional Research, Office of the Provost (OPIR)
• Peer comparison (2010-16): Integrated Postsecondary Education Data System (IPEDS)
  • Columbia, Harvard, Princeton, New York University and Yale

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
• Unknowns: U.S. citizens or permanent residents who have not self-reported race or ethnicity
• International students (Non-Resident Aliens / NRAs) are not included in race or ethnicity data
URM Peer Comparison: Undergraduate Schools

% Share of URM: Undergraduate Schools

- Columbia University Undergrad
- Harvard University Undergrad
- New York University Undergrad
- Princeton University Undergrad
- Yale University Undergrad

2010: 24.5%
2011: 24.6%
2012: 26.2%
2013: 25.2%
2014: 24.4%
2015: 25.2%
2016: 25.1%
Changes in Columbia URM Share Since 2010: Graduate Schools

Schools showing an increase in URM % since 2010:
Graduate Schools
Changes in Columbia URM Share Since 2010: CUIMC Schools

Schools showing an increase in URM % since 2010: Medical Center Schools

- College of Dental Medicine
- College of Physicians & Surgeons
- School of Nursing
- School of Public Health
Unknowns in Four Columbia Schools

Schools where percentage Unknown is >15% in 2017

- College of Physicians & Surgeons
- Graduate School of Arts & Sciences
- Professional Studies
- School of Engineering and Applied Science

Columbia University
In the City of New York
Peer Comparison: Unknowns

% Share of Unknown: Total Student Body

- Columbia University Total
- Harvard University Total
- New York University Total
- Princeton University Total
- Yale University Total

Year


Columbia University Total

- 11.9%
- 11.5%
- 10.4%
- 10.1%
- 10.4%
- 9.2%
- 8.4%
- 9.4%

Harvard University Total

- 6.3%
- 7.6%
- 7.5%
- 6.8%
- 7.3%
- 5.8%
- 4.7%

New York University Total

- 4.9%
- 5.1%
- 4.5%
- 4.3%
- 4.1%
- 1.8%
- 1.6%

Princeton University Total

- 3.5%
- 2.4%
- 1.8%
- 1.6%

Yale University Total

- 1.6%
- 1.6%
Recommendations & Next Steps

Recommendations:

• Determine the gaps in data (unknowns, discrepancies) and standardize the collection process across schools.

• Consider creation of a basic interactive digital database modeled after faculty diversity.

Future Directions:

• Follow up on SAC & OUL survey measures on student climate as it relates to diversity.

• Assess socio-economic, disability & mental health concerns related to student diversity.

• Impact of national events on student wellbeing and University responses.

• Engagement with diversity offices/initiatives from each school.
### Commission on Diversity Membership 2018-19

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<th>Name</th>
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**Columbia University**

**In the City of New York**