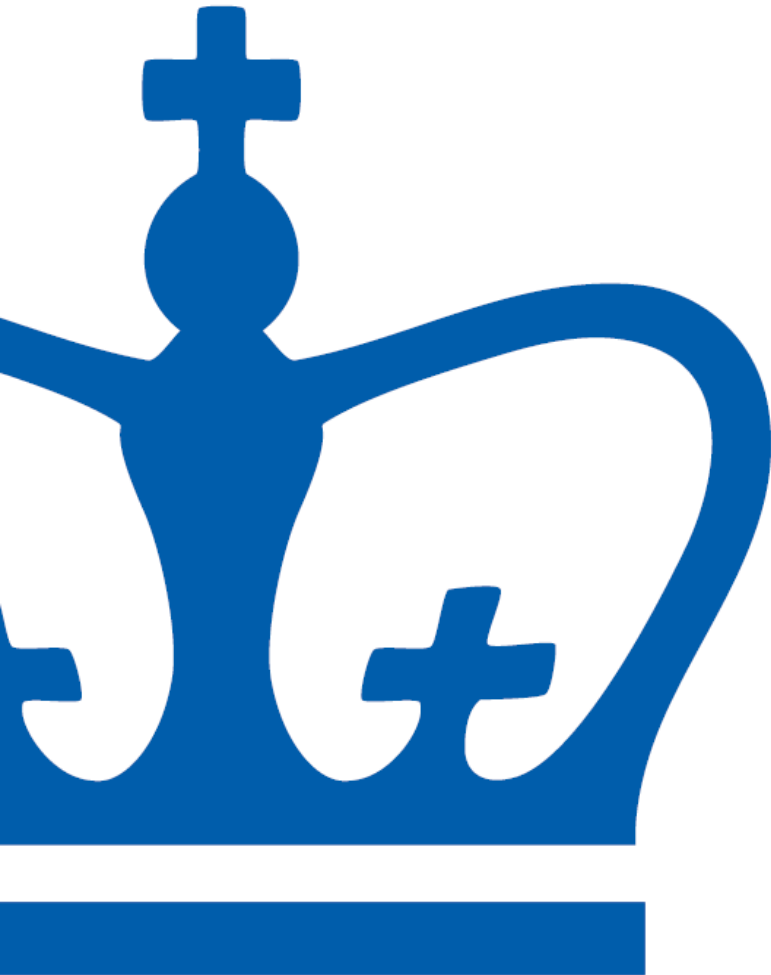


Commission on Diversity

Annual Report 2017-2018



October 19, 2018



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.

April 29, 2016

Membership 2017-18

Commission on Diversity				
Stu.	Kira Dennis		BAR	sen
Stu.	Izzet Kebudi		SEAS	sen
Stu.	Omar Khan	Co-Chair	CC	sen
Stu.	Open			
Stu.	Yashshri Soman		SIPA	sen
Faculty	James Applegate		A&S/NS	sen
Faculty	Jeanine D'Armiento		P&S	sen
Faculty	Shantanu Lal	Co-Chair	CDM	sen
Faculty	Yamile M. Marti		SSW	sen
Librarians / Admin. Staff / Research Officers	Danurys Sanchez		Research Officers - Staff	nonsen
Administrator	Dennis A. Mitchell		Adm	nonsen
Administrator	Ixchel Rosal		Adm	nonsen
Student. Observer	Joshua Acosta-Duque			Stu. Obs.
Faculty Observer	Sarah Azaransky		UTS	sen

Major Agenda Items 2017-18

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

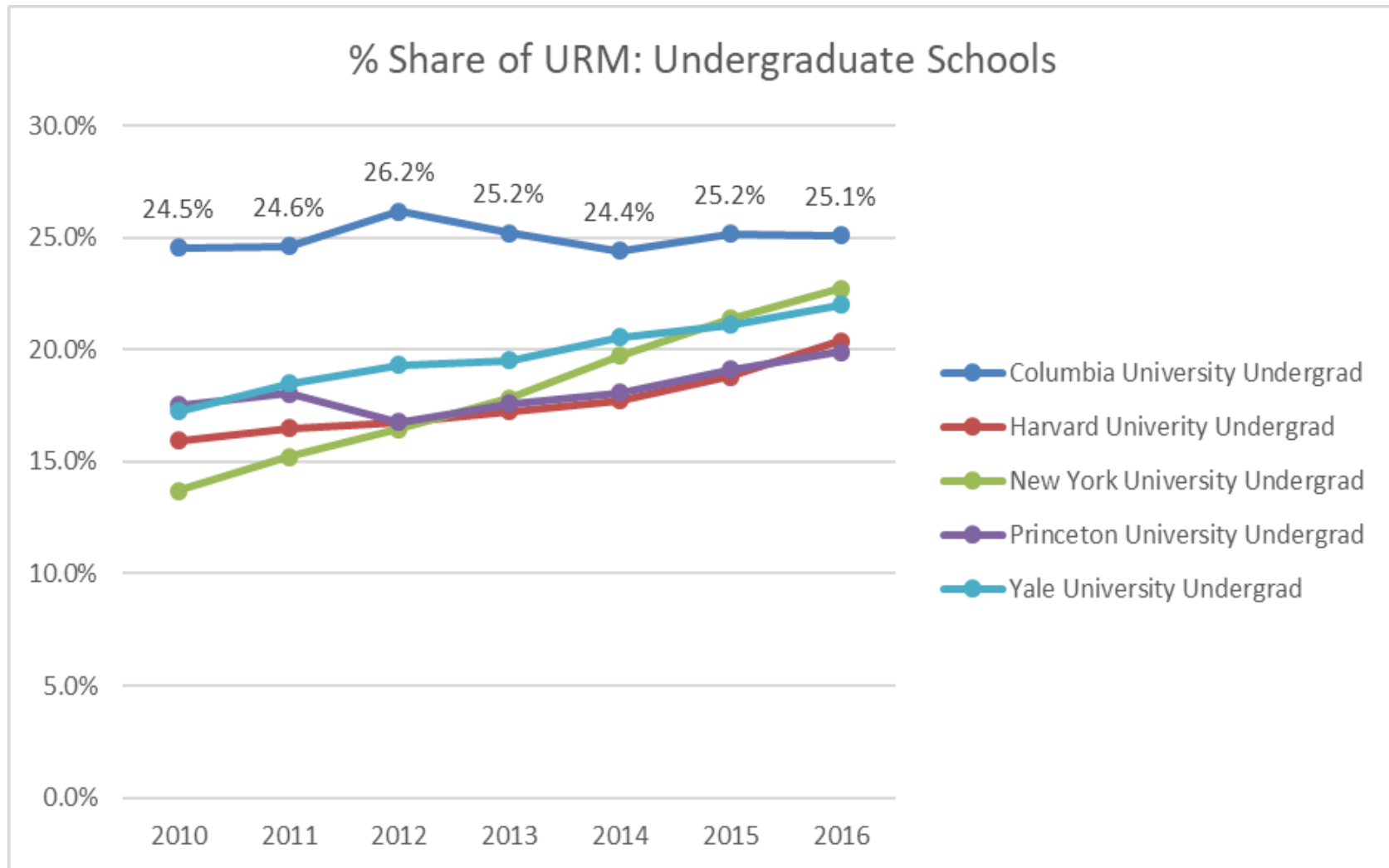
Sources:

- 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

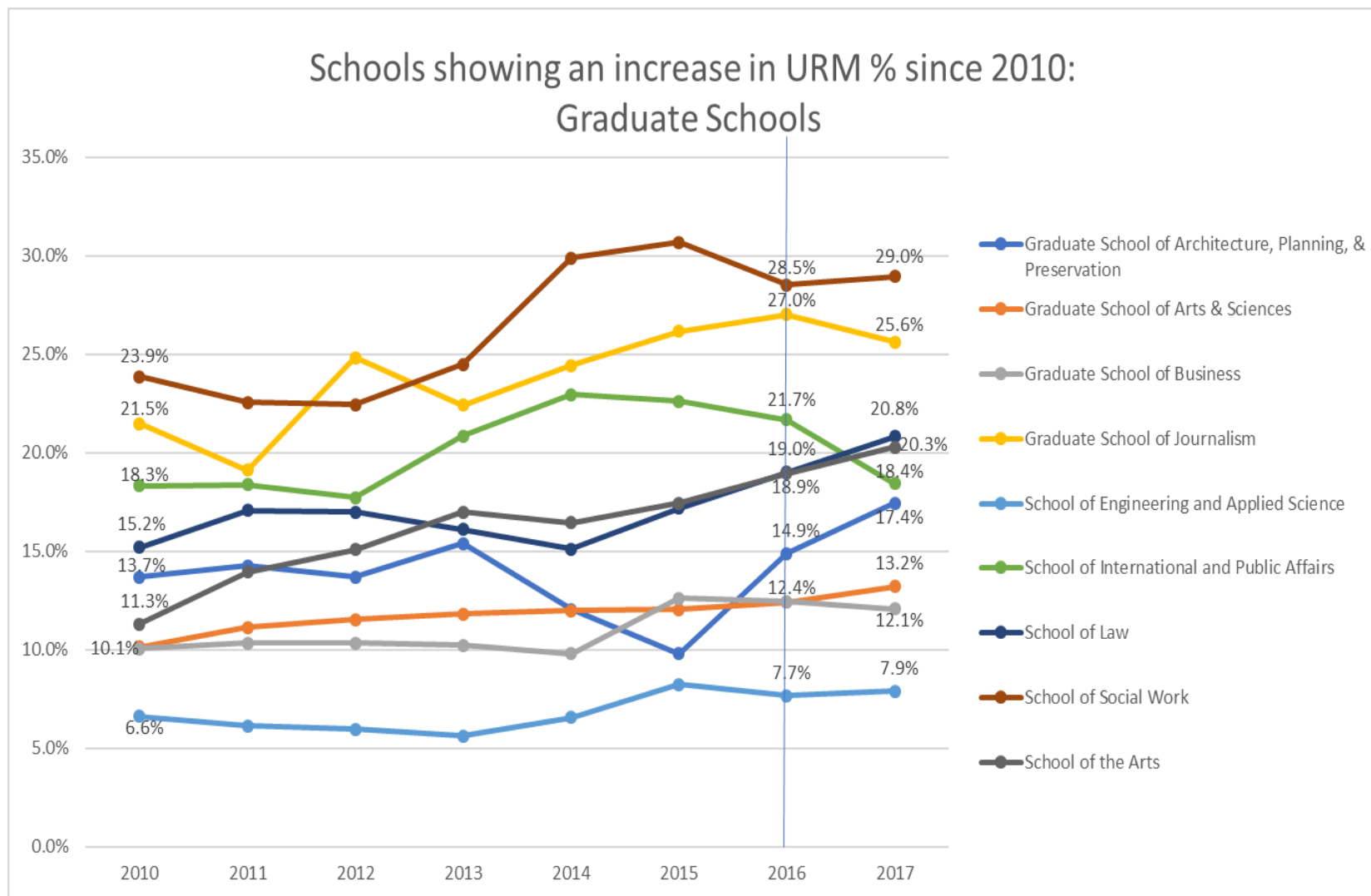
Definitions:

- 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

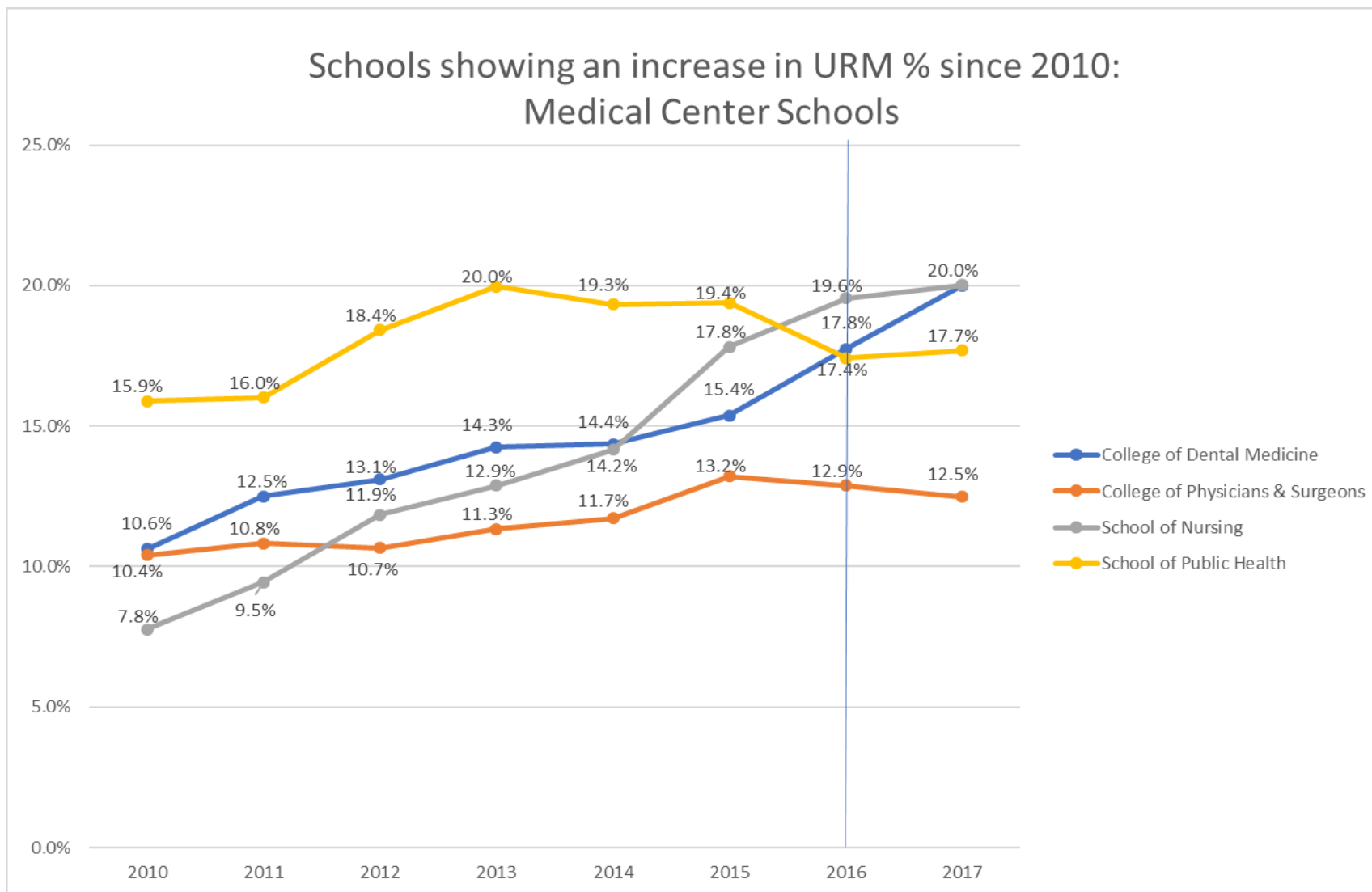
URM Peer Comparison: Undergraduate Schools



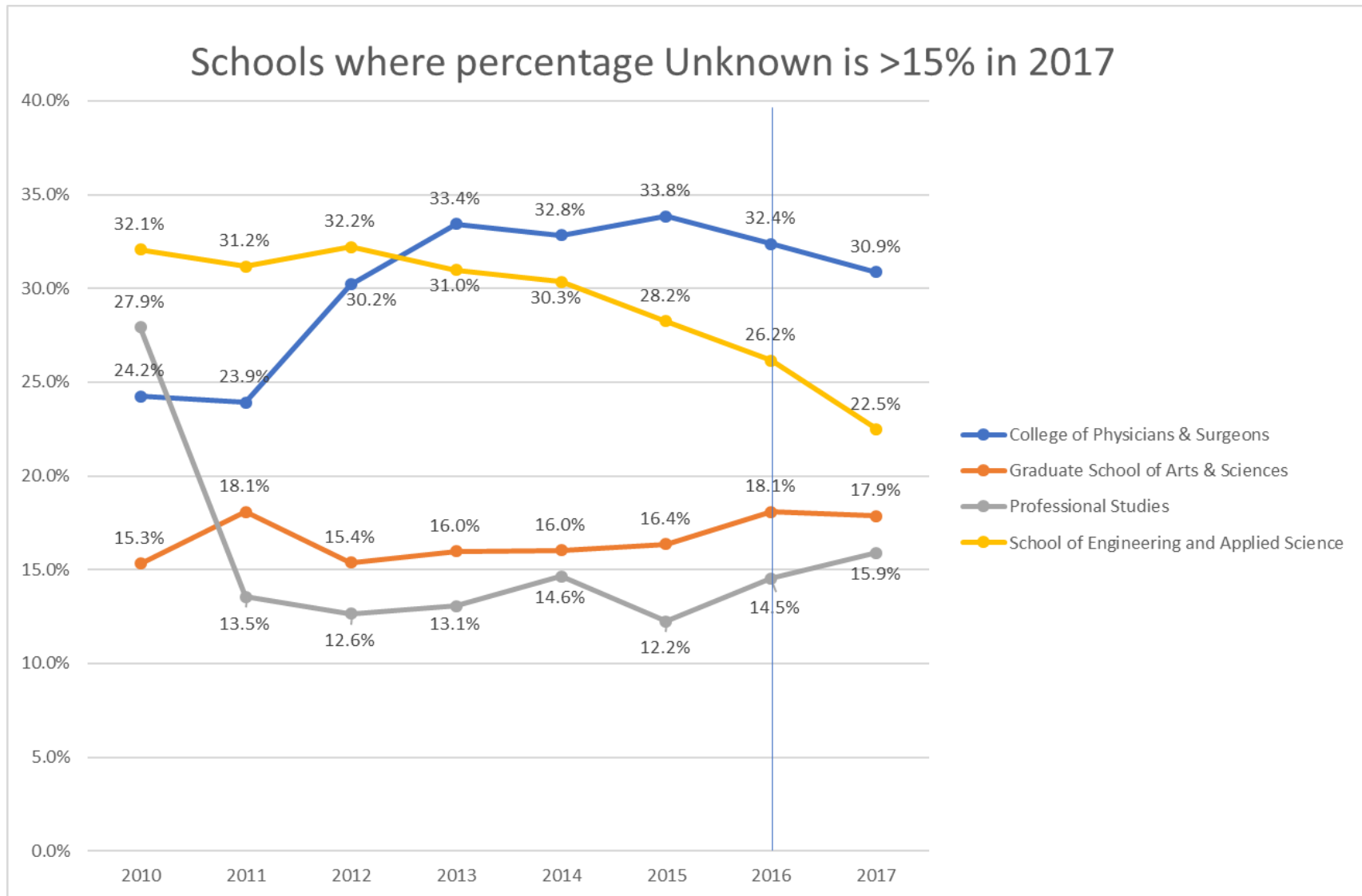
Changes in Columbia URM Share Since 2010: Graduate Schools



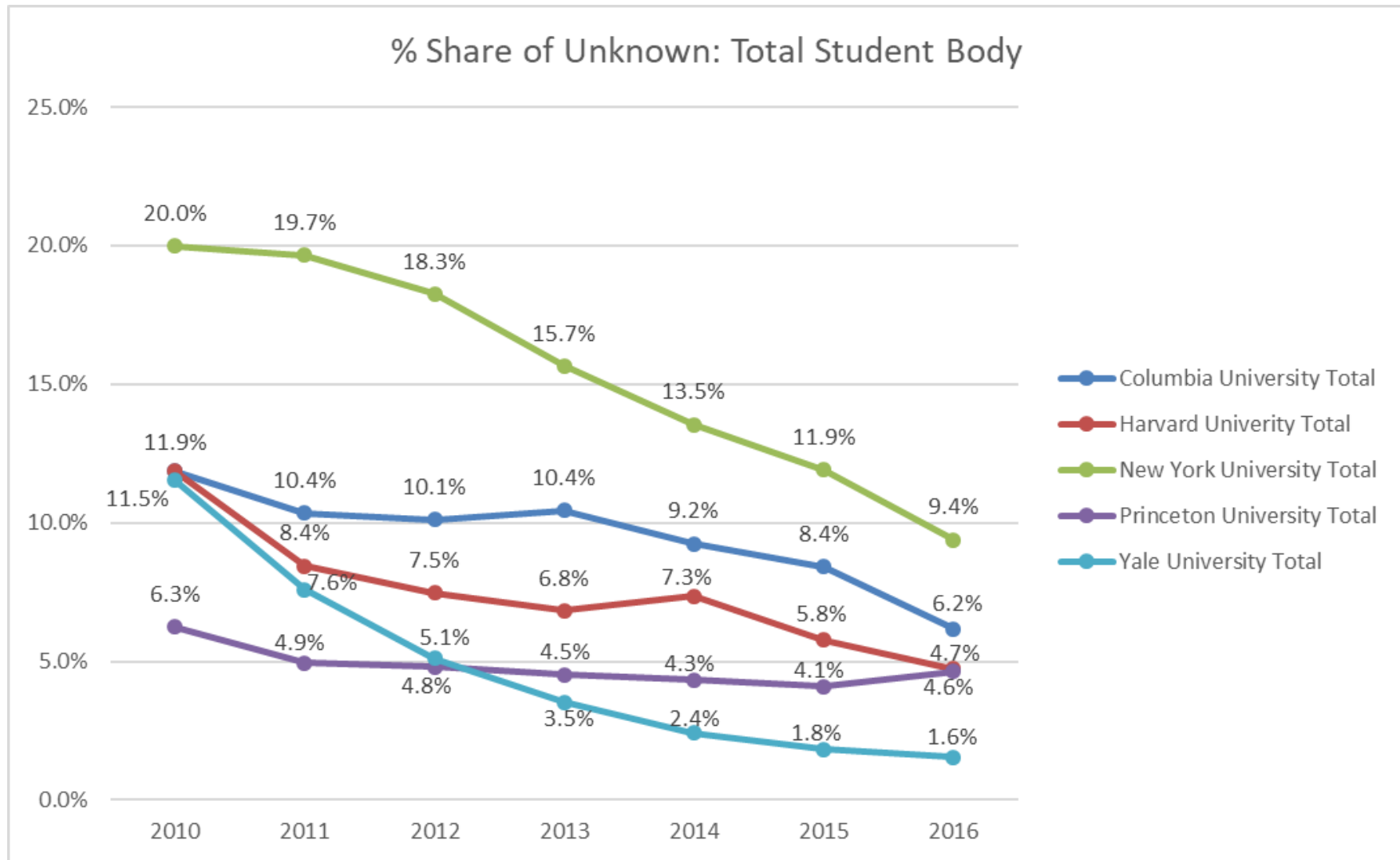
Changes in Columbia URM Share Since 2010: CUIMC Schools



Unknowns in Four Columbia Schools



Peer Comparison: Unknowns



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

Stu.	Maria Fernanda Avila Ruiz		SIPA	Sen.
Stu.	Toqa Badran		CC	Sen.
Stu.	Alfredo Dominguez		CC	Sen.
Stu.	Zoha Qamar	Co-Chair	SEAS	Sen.
Stu.	Claire Kao		BUS	Sen.
Faculty	James Applegate		A&S/PS	Sen.
Faculty	Jeanine D'Armiento		P&S	Sen.
Faculty	Shantanu Lal	Co-Chair	CDM	Nonsen.
Faculty	Yamile M. Marti		SSW	Sen.
Librarians / Admin. Staff / Research Officers	Danurys Sanchez		Research Officers - Staff	Nonsen.
Admin.	Dennis A. Mitchell		Adm.	Nonsen.
Admin.	Ixchel Rosal		Adm.	Nonsen.
Observer	Sarah Azaransky		UTS	Sen.
Observer	Shana Lassiter		Adm.	Nonsen.
Stu. Obs.	John W. Smerdon		GSAS-CUMC	Nonsen.