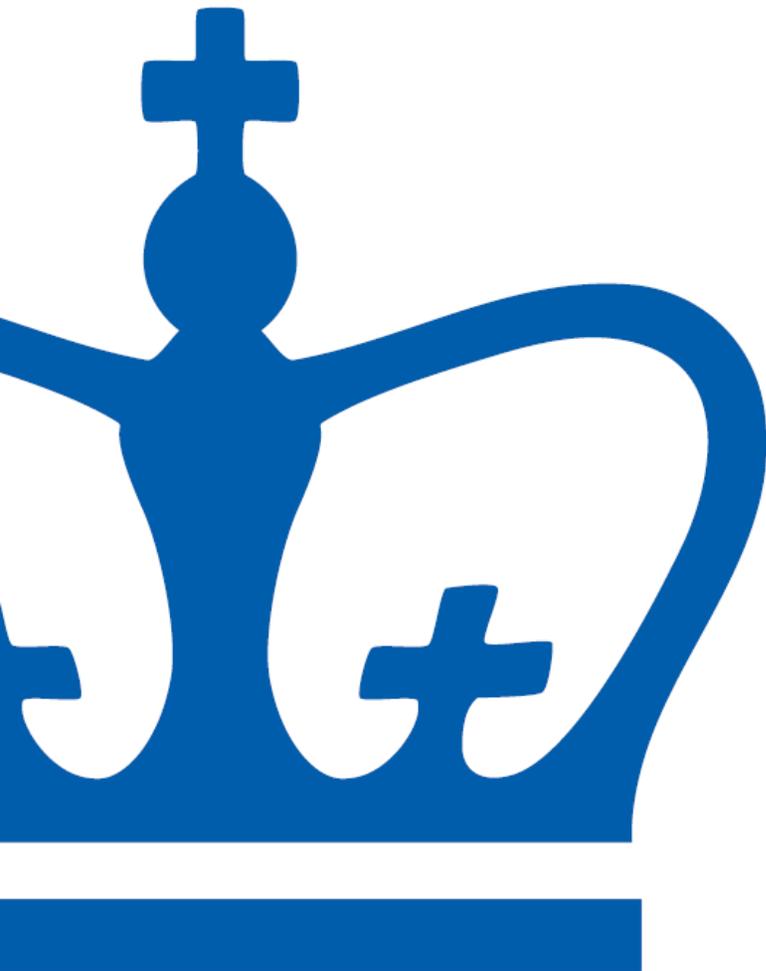


Commission on Diversity

Annual Report 2018-2019



May 3, 2019



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

Commission Membership 2018-2019

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.

Major Agenda Items 2018-19

1. Diversity trends at Columbia , by school, degree type, and identities, including race and gender
2. Racist incidents and hate crimes on campus and around the world; campus climate after such events in our community
3. Discussion of diversity in the Core Curriculum with Columbia College Dean of Academic Affairs & Core course directors
4. Review of Columbia graduate schools' efforts to promote diversity and inclusion, with a close look at successful work in the Business School

Core Curriculum

- ◆ Met with Core chairs to discuss diversity concerns about the Core raised by the December Butler tirade; discussion identified two key features in need of improvement : *syllabi* and *pedagogy*
- ◆ Established that students indeed like the Core and want to use this discussion as a chance to improve the experience, not eradicate it
- ◆ Recognized that the Core has evolved over its 100-year history
- ◆ Affirmed the need to fortify the training process for Core instructors, especially with texts covering minority perspectives, in addition to bolstering the number of such texts in Core syllabi
- ◆ Stressed that texts are taught from a critical angle, that we read for the sake of analyzing their faults as much as their strengths

Overview of CBS Reflects

For Presentation to the Columbia University Senate

What is CBS Reflects?

CBS Reflects is a student-run board designed to build institutional capacity related to **diversity, equity and inclusion**.



CBS Reflects: Background

Launched in 2014 and focused on the female experience at Columbia Business School (CBS)

Evolved each year to encompass additional aspects of institutional diversity

After receiving feedback from students regarding affordability, careers, diversity, coursework, and study spaces, CBS has most notably provided the following new resources:

- ◆ Free professional headshots for all students
- ◆ New course: Leading Diversity in Organizations
- ◆ Affordability initiatives: lower Fall Ball prices, Flex dollars for every student, free coffee in Lehman Lounge
- ◆ A CBS-dedicated student lounge (218 Uris)

CBS Reflects – Why this analysis?

This survey and results session are designed to build institutional and personal capacity so that all CBS students can:

- A. Be better equipped to lead across lines of difference in the future, and
- B. Establish an institution that allows for an equitable experience regardless of personal identities now.

CBS Reflects – a unique surveying effort

Student-Owned

- ◆ Written, designed, and administered by students
- ◆ Analyzed by students
- ◆ Feedback to administration provided by students

Participation Rate

- ◆ Overall: 72% participation
- ◆ 1st-year: 90% participation
- ◆ 2nd-year: 55% participation

Recommendations & Next Steps

Future Direction and Agenda Items

- ◆ Establish a custom of regular conversations with Core leaders on ways to strengthen the Core Curriculum
- ◆ Work with student groups and school taskforces in responding to student well-being impacted by national events and campus affairs
- ◆ Recommend a survey structure like CBS Reflects to other professional schools
- ◆ Pursue the creation of an interactive digital database for students on the model of the one now in use for faculty
- ◆ Follow up on next year's SAC & Office of University Life surveys on the campus climate for diversity.