

# University Senate Plenary

March 31, 2023



University Senate

Proposed: March 31, 2023

Adopted: March 31, 2023

## PROPOSED AGENDA

University Senate

Friday, March 31, 2023 at 1:15 p.m. via Zoom

### [Registration required](#)

**After registering you will receive a confirmation email with meeting details.**

1. Adoption of the agenda
2. Adoption of the minutes of February 24, 2023
3. President's report
4. Executive Committee Chair's report:
  - a. Chair's remarks:
    - i. Responding to the recommendations of the Anti-Bullying Working Group: A town hall
    - ii. Elections announcement
  - b. Questions for the Chair
5. New business:
  - a. Resolutions
    - i. Resolution to Approve the Establishment of the Institute of Global Politics (SIPA) (Education)
  - b. Committee reports and updates:
    - i. Caste Discrimination: Opening the Discussion (Student Affairs)
    - ii. Campus access status (Campus Planning and Physical Development)

### MEETING OF FEBRUARY 24, 2023

Executive Committee chair Jeanine D'Armiento (Ten., VP&S) called the Senate to order at 1:15 pm on Zoom. Seventy of 104 senators were present during the meeting.

Sen. D'Armiento briefly reviewed some ground rules for electronic plenary meetings.

**Adoption of the agenda.** The [agenda](#) was adopted as proposed (see February 24 plenary binder, p. 2).

**Adoption of the minutes.** The [minutes](#) of February 3 were adopted as distributed (binder, 3-8).

**Chair's remarks.** Sen. D'Armiento said President Bollinger was unable to attend the present meeting. She asked senators to follow the usual practice of sending any questions intended for him to her, and she would forward them to him.

*Preliminary response to the report that the Provost's Anti-Bullying Working Group presented to the Senate in April 2022.* Sen. D'Armiento said a number of senators had considered the recommendations of the ABWG, and had formulated some key principles and policy guidelines for the administration to consider in formulating the final policy. She said the [preliminary Senate response](#), in senators' packets for the present meeting, was just a starting point for discussion. The Senate would now arrange town halls to discuss this document. Sen. D'Armiento also urged senators to read an update that the provost had issued on this subject by email earlier in the week. She said one wonderful feature of the Senate is that all of the academic constituencies can be found there, and can all weigh in on policies like this one. She hoped that through collaboration, the Senate could give a clear collective expression of its position.

Sen. Daniel Savin (Research Officers) asked Sen. D'Armiento whether she was asking senators to vote on the statement in the Senate packet.

Sen. D'Armiento said she was not asking for a vote. She said the statement offered some considerations. Through town hall meetings, the Senate would now seek a shared opinion on the anti-bullying policy to present to the administration.

Sen. Savin thanked Sen. D'Armiento for providing the Research Officers Committee with an opportunity to comment on the proposed policy. He said the ROC remained concerned about the proposal to create an office of conflict resolution without sanctioning authority, because many of the senior professors and PIs who are accused of bullying don't even know that their behavior is inappropriate, and they can retaliate against anyone who brings a complaint, especially a complaint made to an office without sanctioning authority. Sen. Savin said such a situation would result in a kind of redundancy of authority, and a need to create another office *with* sanctioning

authority. He said the ROC strongly supports the creation of a body that has sanctioning authority, which could include a sub-unit on conflict resolution.

Sen. D'Armiento appreciated Sen. Savin's remarks. She said one problem is that in order to be able to resolve a conflict, people need open and comfortable conditions. There has to be an understanding that there won't be disciplinary consequences for a preliminary negotiation that can be a step toward resolving a conflict. She said an office of conflict resolution is not the same thing as a sanctioning body, and therefore the two functions should be separate. She called for discussion of this issue in a town hall meeting, including a recognition of whether a majority of senators believe that a substantial policy must have sanctioning weight behind it.

Sen. Richard Smiley (Ten., VP&S) said that when he read the provost's recent statement on this subject, he worried that the University seemed to be going ahead with the policy without real Senate input. He had understood that there would be time for Senate discussion, particularly on the question of representation of Senate constituencies on any committee overseeing the policy.

Sen. D'Armiento said she did not want to speak for the provost. Her understanding was that the administration was moving forward with the Anti-bullying Working Group's definition of bullying, but had yet not set up an office. She said this was the simplistic answer to Sen. Smiley's question. She invited others to comment. She said the administration was also being careful and thinking about the needs of all stakeholders. The Senate will participate in this process, and make sure that it is heard. That was the purpose of the document in senators' packets. She welcomed comments by email, and promised to include them in any Senate town hall.

*Update on Covid policy.* Sen. D'Armiento reminded senators of another notice from the provost announcing that the current Covid-related public health emergency would end on May 11. That meant that Columbia would no longer have a Covid mandate, though it would continue to make recommendations based on CDC guidelines. Masking would continue to be recommended according to community guidance. She added that health centers on campus would retain their own masking guidelines. But visitors would no longer have to show proof of vaccination. And the Reopen CU program would no longer be used by the University. Finally, people who test positive for COVID will no longer have to report that fact to the University. She invited questions; there were none.

Sen. D'Armiento saw a question in the Chat about whether people would continue to have to swipe in to most Columbia buildings as they do now. She said she didn't know the answer to that question. Some Senate committees were already discussing this question, because of complaints by some students and faculty about inadequate access to classrooms in certain buildings. But these problems are not related to Covid.

## **New business.**

### *Resolutions*

● Resolution to Approve an Academic Program Leading to the Doctor of Philosophy in African American and African Diaspora Studies (Department of African American and African Diaspora Studies, Arts and Sciences) (Education Committee). Sen. D'Armiento thanked a group of AAADS faculty members for coming to the plenary to answer questions about the proposed program, including Professors Kellie Jones, department chair; Mabel O. Wilson, director of the

Institute for Research in African American Studies; Robert Gooding Williams, AAADS director of graduate studies; Farah Jasmine Griffin, inaugural AAADS chair and current director of undergraduate studies; and Jafari S. Allen, editor of the journal *Souls*.

Education Committee co-chair James Applegate (Ten., A&S/Natural Sciences) introduced the [resolution](#) (binder, 10-16) and asked Sen. Ansley Erickson (Ten., TC), chair of the subcommittee that reviewed the proposal, to present it. Sen. Erickson said the subcommittee reviewed the proposal carefully and spoke with AAADS department chair Kellie Jones, and presented its positive recommendation to the full Education Committee, which accepted it.

Prof. Jones thanked the committee for a well-crafted resolution. She said that the subject matter of many AAADS courses had been taught for over a century in various Columbia departments, and that Columbia would be only the second institution to grant an advanced degree of this type in the state of New York, following Cornell. Given the Columbia program's location in New York City, she expected a great cohort of students to enroll in the program.

Sen. D'Armiento invited discussion.

Sen. Susan Bernofsky (Ten., Arts) said approving this proposal was a no-brainer.

Sen. Benjamin Orlove (Ten., SIPA) said he was impressed by the wide range of departments that would be collaborating in the work of the AAADS Dept., as well as the skill with which the different elements were combined in this doctoral program.

Sen. D'Armiento reminded senators to be sure to have their cameras on when they vote. The Senate then approved the resolution by a vote of 60-0 with no abstentions.

Resolution to Reaffirm the University's Commitment to Excellence through Diversity (Commission on Diversity). Commission co-chairs Andrea White (Ten., UTS) and Sophia Adeghe (Stu., CC) gave a presentation about the [resolution](#) (binder, 17-23). Sen. White said that in light of current impending threats to affirmative action policies and practices in college admissions, the Diversity Commission wanted to take this opportunity to reaffirm Columbia's commitment to racial diversity. She expressed the Commission's deep appreciation for President Bollinger's remarks on this issue at the December 9 Senate plenary, which provided the basis for the present resolution.

Sen. White listed five main points that the president made on December 9:

1. The Supreme Court will indeed overturn affirmative action in higher education.
2. That decision would be a tragedy for the country.
3. Racial diversity is a matter of justice to remedy past and present discrimination,
4. Surrogate means to achieve racial diversity are neither sufficient nor workable.
5. Columbia's comprehensive commitment to the principles undergirding racial diversity remains steadfast.

She asked Sen. Adeghe to talk about these five points in more detail.

Addressing the president's first statement, Sen. Adeghe said the Court might hesitate to overturn a major decision like *Grutter v. Bollinger* so soon after *Roe v. Wade*, but it would surely take that step sooner or later. Furthermore, any institution that accepts federal funds must comply with the prevailing interpretation of the 14th Amendment. So Columbia would be legally bound to follow the Supreme Court's decision. Secondly, the overruling would be a tragedy not just for Columbia, but for the whole country, because affirmative action in higher education is a noble and right attempt to respond to historical and present racial injustice in the United States. This brings up the third point—that affirmative action is a matter of justice. The 1978 Bakke decision was the first major Supreme Court challenge to affirmative action, in which Justice Powell presented an opinion that set the standard. He said that accounting favorably for race in admissions was constitutional as long as the goal is educational diversity. Everyone in academia and higher education says that they're trying to build a diverse student body, and that racial diversity is part of this effort. It's less well known that Powell explicitly ruled out using affirmative action in order to remedy past or present discrimination. And that has become the way that affirmative action in higher education has been talked about in the courts ever since—not as a matter of racial injustice or societal discrimination that goes back over centuries and continues today, but simply a matter of the benefits of having a diverse student body. Unfortunately, as President Bollinger stated, the most powerful argument for affirmative action has never been made before the Supreme Court. The fourth point was that surrogate means for racial diversity will face litigation and will not work. The common view is that there are workarounds to identify Black, Hispanic, and Native American students, such as Zip codes and class ranks in high schools. But as the President noted in December, it's a strange world in which you can't acknowledge the reality of segregation, but can use its effects (such as segregated schools and neighborhoods) to develop affirmative action substitutes. The main point is that if the Supreme Court overturns *Grutter v. Bollinger*, then universities that use surrogate means to try to achieve racial diversity will face litigation. And more importantly, all the scholarship shows that you can't achieve sufficient racial diversity with Zip codes and income levels. Workarounds like these don't work. And finally, the president's fifth point affirms that the university's comprehensive commitment to the principles undergirding racial diversity is steadfast. Every Columbia school, every part of the administration, and the board of trustees are committed to racial and ethnic diversity. President Bollinger said he had no concerns that this commitment would fade and he was positive that the new Columbia president would be no less committed to these principles.

In conclusion, Sen. Adeghe said, the Commission on Diversity wanted to amplify President Bollinger's statement that broad public awareness of the unrelenting impact of racism demands a recommitment to affirmative action and not its abandonment. She asked the Senate to support the Diversity Commission resolution.

Sen. D'Armiento asked Sen. White to read the resolution aloud, so that senators who didn't have their packets in front of them could know exactly what they were voting on.

Sen. White read the resolution aloud.

Sen. D'Armiento invited discussion.

Sen. Erick Zent (Stu., CC) commended the resolution and the presentation. He said all three Columbia College senators supported the resolution.

Sen. Elias Tzoc-Pacheco (Stu., SEAS Undergrad) said that as someone who works in Admissions and sees the full diversity of Columbia's admitted undergraduate population, he considered the statement impactful because of its commitment to future as well as current classes. He thought it was also powerful to include phrases like "systemic racism" and "institutional racism" in the resolution, given the power of Columbia both as an institution and as a force in the community, and the responsibility that Columbia people have for that.

Sen. Gadha Raj N (Stu., SIPA) said she appreciated the resolution and the current degree of diversity in the Columbia community. But she also asked what concrete actions Columbia would take to promote diversity, apart from this statement. She said this question had particular importance to her as an international student at SIPA, where it is evident that the bulk of the international students come from the upper class of their own countries. She said a majority of the SIPA students from her country—India—come from the upper classes. What can be done to support people who would otherwise never make it to American institutions of higher education?

Sen. D'Armiento thanked Sen. Ghada Raj N for this comment. She said the Diversity Commission and other Senate committees are looking into the issue of economic diversity.

Sen. Bruce Goumain (Stu., GS) said he was in his second year of four in the School of General Studies. He commended the work of the Diversity Commission on what he called an essential resolution for the Senate. He offered a reminder that research has repeatedly shown that diversity enhances critical thinking, creativity, and cultural competence. To thrive as an institution, and accomplish global projects, he said Columbia must make the commitment proposed by this resolution.

Sen. Natalie Voigt (TTOT, Nursing) associated herself with Sen. Tzoc-Pacheco's remarks in support of the resolution. She said that regardless of what happens in the U.S., it is important for Columbia students to understand that the institution values diversity, and that it is always a welcoming and open place for all people.

Sen. Smiley (Ten., VP&S) said the resolution was beautifully drafted. He particularly supported the language that affirmed not only the educational benefits of diversity in higher education but also its capacity to redress longstanding racial injustice. He offered one possibly pedantic critical comment: Is "knowledges" really a word? His understanding, based on a few websites, was that the word can't be pluralized. He said he did not want to send out a Senate resolution that might be exposed to mockery. He asked for any of the many humanists in the Senate who know English better than he to weigh in.

Sen White said she hoped not to offend anyone by speaking on behalf of all humanists to say that they are masters of neologisms.

Sen. D'Armiento asked what the correct answer was about knowledges.

Sen. Orlove (Ten., SIPA) added that in papers and articles and respectable international reports on climate change, the word "knowledges" is frequently used. He said he'd be surprised not to find the plural form in the Oxford English Dictionary.

Sen. Smiley said he could live with that. He acknowledged that this was not the most important issue.

Sen. D'Armiento said she recognized that there should be no excuse for mocking the resolution.

Sen. Amy Kapadia (TTOT, Social Work) expressed support for the resolution, which she said acknowledges the actions the institution is taking to right the wrongs of institutional racism that continue throughout the academic world. Speaking more personally, as a senator, an alum, and a faculty member in the School of Social Work, she said meaningful dialogue and corrective action can only thrive in settings where multiple diverse viewpoints and cultures are welcomed and honored. She said the resolution was her own call to action to support and cultivate racial and ethnic justice, and to ensure that they're protected, so that intellectual excellence can emerge. She said she was honored to be a member of the Diversity Commission.

Sen. Avalon Zborovsky-Fenster (Stu., Barnard) said that keeping in mind that the last admissions cycle yielded the most selective *and* the most diverse class in Barnard's history, she appreciated how the present resolution focuses on diversity not only for the benefits it provides, but also as a prerequisite for excellence in academics. She said this point deserves more emphasis in conversation inside and outside the Senate.

Sen. Camilo Garcia (Stu., SPS) said he appreciated Columbia's commitment to diversity. He had canvassed his constituents and learned of concerns about the need for more sensitivity about the various cultural and religious holidays that occur across the University calendar. He said it was clear that not all holidays can be celebrated, but some students feel that more holidays should be celebrated, or at least acknowledged. Sen. Garcia said Columbia could play a leading role on this issue. He asked what others thought about this.

Sen. D'Armiento said Senate committees were working on this issue, and would speak about it in due course.

Sen. Shruthi Shivkumar (Stu., VP&S) said that her experiences in her first year of medical school, including her encounters with a highly diverse group of classmates, has provided the foundation for her training as a healthcare provider. She said this preparation is important not only for education as a tool to rectify past injustices, including institutional racism, but also as a path to the benefits that a diverse group of doctors can provide, particularly in mitigating healthcare disparities and increasing advocacy opportunities for historically marginalized groups. She said she was excited to voice medical student support for this resolution.

Sen. Margaret Corn (Stu., GSAS/Humanities) said that she supported the resolution, and that it was important for Columbia to reaffirm its commitment to diversity as an important value. But she said the resolution calls for no particular action in support of that value. She worried that Resolved clauses of this type might expose the resolution—and the Senate—to critiques that a mere statement of values may ring hollow.

Sen. D'Armiento responded that Columbia is committed to diversity whether the Senate makes a statement or not. She said many people will be watching the University's response to a Supreme



Court decision on the constitutionality of affirmative action in college admissions. She said Commission members had discussed at length the concerns that Sen. Corn had just raised.

Sen. White added that she had put a link in the Chat to Columbia's diversity mission statement. Sen. D'Armiento called for a vote on the resolution. The Senate approved it by a vote of 61-0 with no abstentions.

*Committee reports and updates:*

The Advancement of Women Faculty through the Academic Ranks: Graduate School of Business Pipeline Study (Commission on the Status of Women). CSW co-chairs Paola Valenti (Nonsen., TTOT, Bus.) and Susan Witte (Ten., SW) gave a presentation based on a [report](#) (binder, 24-47) that had been distributed in the Senate packet. Prof. Costis Maglaris, Dean of the Business School, was present to comment and answer questions.

When the co-chairs had finished their presentation, Sen. D'Armiento invited questions.

Sen. Bernofsky asked if there were data on the number of female and male applicants for tenure and the number from each group who actually got tenure.

Prof. Valenti said the CSW did not have that information. In order not to identify specific faculty members, the group had confined itself to limited data.

Sen. Saltzman praised the report. She asked for the elimination of the word "limited" in the phrase "limited English proficiency" in a description of one faculty member in a list in the report.

Dean Maglaris thanked the Commission for the report. In response to Sen. Bernofsky's question, he said that the Business School tracks percentages of faculty members who go up for tenure, and of those who get it. He said men and women are at about par, with women succeeding at a slightly higher rate (the difference is not statistically significant). But he added that the school has struggled to retain its recently tenured female faculty, losing three of them in the economics and finance field in the last few years. One of them won the prestigious Bates Clark medal a few years after leaving Columbia. All three departures involved the "two body" problem—the challenge of keeping both the professor and her academic spouse at Columbia. Dean Maglaris said Business is not the only Columbia school facing this problem, but it needs to collaborate with other Columbia schools in seeking solutions.

The dean said another salient feature of the Columbia Business School faculty is its composition. About half are in business and economics, a quarter are psychologists or sociologists, and the other quarter are engineers or quants. The gender balance in these three areas may be comparable to the proportions in other departments and at peer institutions. He invited other questions.

Sen. D'Armiento said the Commission in its pipeline studies often finds similar fractions of women in comparisons with departments at peer institutions. But she said Columbia needs to do better, to lead in these disciplines. She thanked Dean Maglaris for his leadership of the effort to increase the proportion of female faculty in the Business School.

Sen. Witte identified a question in the Chat: Does the Business School use exit interviews with people who leave Columbia as a source of insight on recruitment and retention efforts?

Dean Maglaris said the Business School does not conduct formal exit interviews when a faculty member leaves. Senior leaders do meet with that person, and there are discussions afterwards about the retention effort. In the last case the Business School tenured the person, and USC simultaneously tenured her husband, and then they both got tenure offers at USC. It was simply impossible for the Business School to respond to that.

In the case of the Bates Clark Medal winner, she was tenured here, and her husband was tenured in Columbia's Economics Dept. in the Arts and Sciences. They were both successfully hired away by Berkeley, despite the Business School's all-out effort to keep them. Two years later she won the big prize. Dean Maglaris said he thought these outcomes were mainly idiosyncratic. But for Columbia the biggest challenge is in the business and economics division, which is where his faculty are being poached.

**Adjourn.** Sen. D'Armiento thanked the CSW co-chairs and Dean Maglaris for the discussion. She also thanked senators for their questions and comments under sometimes trying meeting conditions. She adjourned the meeting at about 2:30 pm.

Respectfully submitted,

Tom Mathewson, Senate staff

University Senate

Proposed: March 31, 2023

In favor-Opposed-Abstained: 51-7-5  
The resolution was not adopted.

**RESOLUTION TO APPROVE THE ESTABLISHMENT  
OF THE INSTITUTE OF GLOBAL POLITICS (SIPA)**

WHEREAS the School of International and Public Affairs proposes to establish a new institute designed to bring the academic and policy worlds closer together for the benefit of both, focusing on five global policy challenges: climate and sustainable development, geopolitical stability, inclusive prosperity and macroeconomic stability, democratic resilience, and technology and innovation; and

WHEREAS a group of up to 10 prominent policy practitioners—the Distinguished Global Policy Fellows—will make critical contributions to the proposed institute during visits or residencies of up to a year, giving lectures, guiding a series of white papers focused on the institute’s five global challenges, and teaching short non-credit courses, all as part of a major effort to mentor faculty and students on how best to apply their research agendas to policy issues;

WHEREAS the proposed institute will address its five global policy challenges in part by establishing “labs” to conduct research on each that can be successfully translated into policy, drawing on a group of student fellows, as well as the full intellectual range of Columbia faculty across the University, for participation in these projects; and

WHEREAS new speakers’ programs—the Spotlight Interviews and Across the Aisle—will provide former and serving policymakers at the highest levels opportunities to share their experiences candidly and reflectively with the University community and the general public;

WHEREAS the research agenda for the proposed institute will be managed by its Faculty Governance Board (subject to the final approval of SIPA Dean Keren Yarhi-Milo), which will be chaired by Hillary Rodham Clinton, a recently appointed Professor of Professional Practice; and

WHEREAS, in accordance with the University Statutes, the President has authorized the establishment of an Institute for these purposes, to be based in the School of International and Public Affairs; and

WHEREAS, in accordance with the Statutes, the Senate is also required to approve the establishment of new Institutes, and the Senate Education Committee now recommends this action;

THEREFORE BE IT RESOLVED that the University Senate approve the establishment of the Institute of Global Politics (SIPA); and

BE IT FURTHER RESOLVED that the Senate forward this resolution to the University Trustees for appropriate action.

Proponent: Education Committee

**Unit Name:** Institute of Global Politics

**Unit Host:** School of International and Public Affairs

**Unit Mission:** Since its establishment in the fractured aftermath of World War Two, Columbia SIPA has brought expert knowledge and close partnerships to bear on major world challenges. From the outset, SIPA has bridged a wide range of academic disciplines and fostered close connections between academic scholars and decision-makers at every level, in every sector, in the US and around the world.

Today, in a world again in flux, SIPA stands ready once again to play a leading part by bringing evidence-based insights, innovative partnerships, and fresh solutions to the critical issues of our time. As the world's [foremost global policy school](#), SIPA is uniquely positioned to meet [complex global policy challenges](#)—from designing sustainable economies to strengthening geopolitical stability—that may manifest locally but are inherently global. To drive these efforts, SIPA requests approval to establish the **Institute of Global Politics**.

The Institute's mission is threefold:

- **To promote greater interconnectivity** between the academic and policy communities in service of more relevant academic research and more effective policies.
- **To empower students** across all schools at Columbia University to grapple with the world's pressing issues by providing the mentorship, professional and work experiences, and speaker events they need in order to understand, and take practical action to address, these global challenges.
- **To unite communities to make tangible impact**, creating a hub for academics and policymakers to convert ideas and research into actual policy, and thus amplify the University's fourth purpose

Our faculty have identified five Global Policy Challenges on which to focus SIPA's interdisciplinary research, teaching, and policy engagement for greatest real-world impact, and around which the **Institute for Global Politics** will be structured:

- Climate and Sustainable Development
- Geopolitical Stability
- Inclusive Prosperity and Macroeconomic Stability
- Democratic Resilience
- Technology and Innovation

**Unit Goals:** The Institute's mission will be served through the following initiatives and programs:

*Distinguished Global Policy Fellows.* The Institute will invite approximately ten Distinguished Global Policy Fellows to participate in the Institute for varying periods of time, according to their schedule and availability. This category is intentionally designed to be flexible to accommodate high-level VIPs who may have brief gaps in between public service or professional appointments where they could spend some time at Columbia. The duration of their residence may be anything from one week to an academic year, during which time these VIPs may engage in public events, provide workshops or seminars for

students, and publish policy-relevant articles targeted at non-academic audiences.

The presence of this diverse cohort of fellows will drive linkages between academia and the policy world and elevate the Institute's direct relevance to the worlds of politics and policy. The Distinguished Global Policy Fellows will play a unique role in the Institute and the School. By mentoring faculty and students on how best to present academic findings to practitioners and guide their research agendas towards policy-relevant questions, and participating in lectures and panels across the University, the Distinguished Global Policy Fellows will reinforce the policy relevance of research across the Global Policy Challenges. Particularly, they will play a key role in the academic policy labs taking on each challenge. Through a series of policy commission reports facilitated by the Fellows, the Institute will publish an ongoing series of white papers (see below) fusing scholarly analysis of current events with policy analysis and recommendations. This series will allow the Institute to address in a public and timely way emergent crises and respond to breaking news stories of concern to decision makers.

Although the Institute will not provide education programs for academic credit, the Distinguished Global Policy Fellows will be invited to teach individual courses with the approval of SIPA's Committee on Instruction, should the length of their tenure at the Institute allow for this possibility. This will enable SIPA to provide policy-focused courses not normally offered at Columbia University.

In addition to the Distinguished Global Policy Fellows, the Institute will host other Senior Fellows jointly with other SIPA entities such as the Center for Global Energy Policy, the Raj Center for Indian Economic Policies, and the SIPA China Initiative. These programs, already designed to bring policymakers to Columbia, will be closely affiliated with the IGP. Their participation, at times along with the Ball, McGovern, and McCarthy Visiting Professors, will build the entire annual cohort to a larger number of fellows.

*Public Engagement Platforms.* The creation of the Institute has sparked innovative thinking on SIPA's public engagement: how to bring influential speakers to SIPA even as we bring IGP insights to the broader community. As a first signature program, we look to launch *Spotlight Interviews*, a speaker series featuring trenchant conversations with leading figures from the public and private sectors as they move on from their positions. *Spotlight Interviews* will give experienced leaders a chance to share the lessons they learned during their tenures, their thoughts on future challenges, and their advice to aspiring policymakers. Experience shows that holding such conversations with major figures *after* they have left office often encourages true reflection and candor. We will also host the *Across the Aisle* speaker series, which allows policymakers at the highest levels with opposing political viewpoints to share their experiences and learn from one another, in the spirit of hosting a civil dialogue to model the kind of exchange we want to engender among our students.

To share these insights with the broader public and raise awareness of the Institute as a global policy forum, we will explore a media partnership with major media companies such as C-SPAN, Bloomberg, or CBS.

As we envision a roster of potential participants, we see how these speaker series can provide a platform for diverse perspectives—not just political diversity, but geographic, demographic, and ideological diversity as well. Hosting a range of viewpoints also models for students the power of an open exchange of ideas across partisan divides, a dimension vitally important in our polarized political climate.

Encouraging open dialogue and divergent perspectives is at the core of the Institute's public

programming. To engage the domestic and international community, including the growing network of Columbia Global Centers, we will develop a robust roster of public programs that address the five Global Policy Challenges our faculty have identified. From panel discussions to high-level convening and conferences, these programs will aim to foster intellectual diversity, understanding, and tolerance.

*Columbia University Policy Report Series.* This series will be published annually by the Institute to reflect top thinking on critical policy issues. Reports will draw on cutting-edge research from scholars across SIPA and all of Columbia, Distinguished Global Policy Fellows, and the greater academic and policy communities. Bringing together rich and varied perspectives of scholars and policymakers will result in uniquely comprehensive and conclusive insights.

The editorial board of the Policy Reports will comprise faculty from SIPA as well as other parts of the University. Together they will curate the collection of publications every year, assisted by an editor (SIPA's Senior Editorial Director) and research assistants. The policy reports will be compiled for presentation at an annual conference convening high level policymakers. The conference will spread awareness of Institute findings and research while creating opportunities for further dialogue between scholars and policymakers.

*Transforming Understanding through Labs and Policy Networks.* The Institute will establish policy labs dedicated to each of the five Global Policy Challenges to organize and fund research and foster learning focused on implementable policy on a given topic. These labs will focus on the creation of research and data tools for academics and policymakers to understand and influence legislation driving the international policy arena. The democracy lab, for example, can create a database to catalogue and evaluate effective, implementable laws from around the world related to preserving democratic integrity, institutions, and election security.

Columbia students, graduate and undergraduate, will have the opportunity to participate in these labs. In envisioning this opportunity, we draw inspiration from SIPA's Saltzman Institute of War and Peace Studies, where currently up to 35 undergraduate students are accepted by application as student fellows. Student fellows accepted by application into the IGP will be attached to a Distinguished Global Fellow working in each lab, and by supporting the lab's research and policy undertakings Columbia students will gain invaluable knowledge, experience, and skills.

In addition, an internship connection program will leverage the Institute's network to give Columbia students access and exposure to policy-relevant experiences in New York City, Washington, D.C., and beyond. Organizations with a practical impact in each of the five global challenge areas will be curated for inclusion in the program.

*Training and Dialogue.* Through focused training, we will disseminate Institute findings to a broader professional audience and strengthen our dialogue with the policy community and our presence with the public. While incorporating best practices established by peer institutions, we will expand to novel groups who can benefit from our expertise, as illustrated below. These are complex partnerships whose full development will take us into the second or third year of Institute operation. Currently, we envision three potential training cohorts to be reached over time: foreign policy staffers in government, Columbia University faculty, and United Nations personnel.

*Staffers.* The Institute will offer a Bipartisan Initiative to help train existing and incoming foreign policy staffers and advisors working on political campaigns and in congressional and state government offices. This training will bring foreign policy staffers and advisors to SIPA

to engage in a week-long conference highlighting new academic thinking in domestic and foreign policy and ways staffers can incorporate this research into their principal's policy platforms and statements.

The Bipartisan Initiative will facilitate exchange between staffers and advisors from different parties, breaking down the silos so often found in partisan foreign policy debates. Such exchange encourages the formation of a consensus in foreign policy.

*Faculty.* Through professional development training available to faculty in SIPA and across the University, including Barnard College and the Arts and Sciences, the Institute will share expert insights on how to bring research findings to the policy world for maximum impact. Topics will include media interview training, op-ed writing, and other presentation best practices.

*United Nations.* The Institute will also offer programs for new United Nations ambassadors, diplomats, and staff. The program will be designed to foster communication and mutual respect between the U.N. and academic researchers and thought leaders while facilitating discussion among leading policymakers and academic minds about key issues of our time.

*Women in Leadership Initiative.* The Institute will address the challenges to women's representation in policy leadership at the highest levels and the rollback of public policies benefiting women that are critical issues confronting societies around the globe, including in the United States. SIPA is home to a community of scholars deeply committed to promoting women's policy leadership and the advancement of policies that tackle gender inequality. By hosting an annual summit of successful women leaders, offering professional networking resources, and building opportunities for all Columbia students to develop leadership capacity, the Institute will provide the skills, perspectives, and resources necessary to train the next generation of women leaders and to advance rigorous, non-partisan research to inform a new wave of public policies benefitting women.

***Unit Impact:*** The Institute for Global Politics will provide true global leadership and serve as a hub for academic research, policy development, and collaboration. By establishing the Institute, SIPA builds on our strengths and convening power to engage policymakers, academics, students, and the public. As described above, our faculty have identified five Global Policy Challenges on which to focus SIPA's interdisciplinary research, teaching, and policy engagement for greatest real-world impact, and around which the Institute will be structured:

- Climate and Sustainable Development
- Geopolitical Stability
- Inclusive Prosperity and Macroeconomic Stability
- Democratic Resilience
- Technology and Innovation

The Institute's ability to address these challenges stems from the strength of our faculty. The Global Policy Challenges are currently led by SIPA ladder faculty, and these positions will rotate every three years. SIPA faculty are already well under way in designing research and teaching programs targeted at these Challenges. This strength will be furthered through direct engagement with faculty across the University: Faculty Fellows from departments and schools across all three campuses will be invited to participate as Institute affiliates and chosen for their research relevance to the Global Policy Challenges.

The Global Policy Challenges are also a unique means for us to collaborate with our colleagues at other Columbia Schools. For example:

- The Climate School and the School of Engineering and Applied Sciences would be essential collaboration partners when working on the Climate and Sustainable Development Policy Challenge and its associated commission reports; departments within Arts and Sciences, such as Biology; Chemistry; Earth and Environmental Sciences; and Ecology, Evolution, and Environmental Biology, would also bring faculty expertise to bear on this Challenge's reporting and events.
- Geopolitical Stability as a Global Policy Challenge will find a key partner in the Political Science department; it will also find potential partners on regional reports, events, and issues in departments such as the East Asian Languages and Cultures department and the department of Slavic Languages; as well as the regional Institutes and Centers at Columbia, such as the Weatherhead East Asian Institute and the Harriman Institute.
- The Economics department, Columbia World Projects, and the Business School are natural partners for the Institute on the Inclusive Prosperity and Macroeconomic Stability Policy Challenge area, as well as the Law School when commission reports and events relate to federal, state, and local government laws and regulations.
- Democratic Resilience as a Challenge area will draw in faculty and experts from across the University, including faculty from the Journalism school working on press freedom; the Law School working on legal challenges to democratic rights and voting; and the Faculty of Arts and Sciences on theories underpinning democratic backsliding at home and abroad. We will also involve Columbia World Projects and its affiliates.
- The School of Engineering and Applied Sciences and the Computer Science department, as well as the Data Science Institute will be key partners for the Technology and Innovation Policy Global Challenge Area. Faculty and affiliates from the Law School and the Journalism School will be essential partners as well when thinking through the way in which regulations shaping new technologies are made, and the ways in which technology allows for the dissemination of information. Colleagues from the Mailman School of Public Health and Teachers College can weigh in on the impact of new technologies and innovations on health and education at home and globally.

This is merely a sampling of potential partnerships and ways in which Policy Commission Reports, events, and research activities on the Global Policy Challenge topics will draw on the expertise present across all Schools and Institutes at Columbia. We will include our colleagues across the University to draw on their expertise and integrate them into the research and events hosted by the Institute.

Unlike our peers, such as Chicago University's Harris School of Public Policy and Harvard University's Kennedy School of Government, SIPA is a *global* policy school. We convene academics across an unsurpassed range of disciplines, within SIPA, across Columbia University, and throughout our collective international intellectual networks as demonstrated above. The Institute will further SIPA's position as the world's leading global policy school. SIPA is home to a community of advanced scholars who pursue policy-relevant research. But unlike at most other peer institutions, our faculty regularly have spent time working in government, the private sector, international organizations, and other settings outside academia. Hailing from over a dozen countries, our faculty's varied experience gives them the perspectives required to make their research applicable to the world at large. This is an important comparative advantage over our peers and one that will establish the Institute as a truly global force.

Working with them, through course work, capstone projects and other projects, SIPA's students



produce high-quality research with an eye toward implementation. After graduation they continue to put their knowledge to real-world use, spreading the benefit of that education among communities across the globe. With the establishment of the Institute, we foresee that their grounding in real-world experience will only grow. For example, SIPA students will be able to integrate their capstone projects with the policy Labs, providing policy recommendations to the ~65+ partner organizations in the public, private, and non-profit sectors that benefit from the capstone consultancies. In addition, students from all schools at Columbia will have opportunities to serve as research or program assistants to Distinguished Global Policy Fellows and Columbia University faculty, by application. Current funding projections allow for four student fellows each year and we anticipate that this will grow along with the growth of the Institute and its fundraising capacity. Faculty will also be able to use their own research funds to appoint student research assistants through the Institute. Columbia students will also be invited to participate in the work of the policy Labs, connect with the policy Networks, and attend Institute events. Students from SIPA and across the University community will also be able to participate in the Women's Leadership Initiative, taking part in events, networking and mentorship programs, professionalization opportunities, and research activities centered around the Initiative's goals.

Moreover, while the Institute will not offer educational programs for academic credits, it may be that the Distinguished Global Policy Fellows will teach relevant courses in SIPA (if approved by the Committee on Instruction) which will be open for cross-registration to all Columbia students. The first such course currently being planned will be co-taught by Secretary Clinton and Dean Yarhi-Milo and will be open to all Columbia students.

Grounded in the most global policy school, the Institute will have also have the advantage of partnership with Columbia's Regional Institutes, with their historic record of scholarship and engagement in all parts of the world. These include the Weatherhead East Asian Institute, the Harriman Institute for the study of Russia, Eurasia, and Eastern Europe, the Institute for Latin American Studies, the Deepak and Neera Raj Center on Indian Economic Policies, and the China and the World Project. We also build on the leadership momentum achieved by SIPA's Center for Global Energy Policy, already a hub of independent, nonpartisan research and dialogue to advance actionable, evidence-based energy and climate solutions. Moreover, we will leverage our partnership with the growing network of Columbia Global Centers around the world that enable academic, research, and education experiences that support the Columbia community and regional stakeholders in tackling today's complex global challenges.

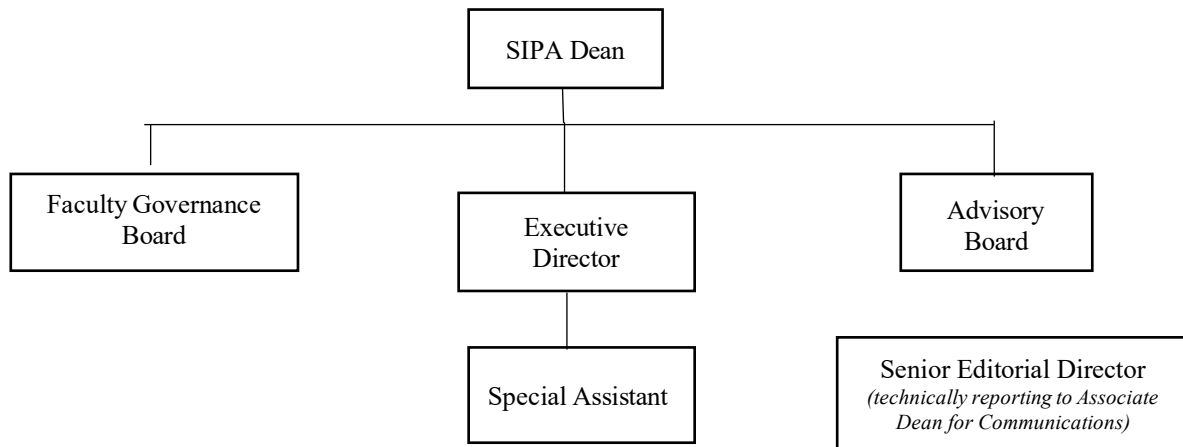
Last, but not least, it should be noted that we convene policymakers working at all levels, from local to international. Our New York City location allows us to interact and collaborate with a vast range of private sector actors, as well as the national and international media.

***Institute Leadership:*** Secretary Hillary Rodham Clinton, who joined SIPA on 2/1/23 as a Professor of Professional Practice, will serve as the Chair of the Institute's Faculty Governance Board. The Faculty Governance Board will lead the intellectual and research agenda of the Institute. This includes: selecting the Distinguished Fellows; identifying and approving the Institute's projects and Policy Reports; and identifying faculty at Columbia to be involved in the Institute's work and activities. The Vice Dean for Academic Affairs, which is a rotating tenured faculty role, will sit on the Board and the Senior Associate Dean for Academic Affairs, which is a senior administrative role, will be a non-voting *ex-officio* member. The work and recommendations of the Faculty Governance Board will be subject to the Dean's approval.

An Advisory Board will assist Dean Yarhi-Milo in ensuring the financial strength of the Institute, and advise on the visibility, impact, and future potential of its programs. They will not be involved in the selection of fellows or projects. The Advisory Board's diverse membership would be comprised of alumni, thought leaders from a range of industries and philanthropists.

An Executive Director will be appointed by Dean Keren Yarhi-Milo, through an open search, and will report to the Dean. This person will be responsible for management and operations of the Institute's work and activity. The Special Assistant, who was recruited in an open search, will report to the Executive Director and will provide critical administrative support. This person will also support Secretary Clinton and her responsibilities as the chair of the Faculty Governance Board.

The organizational structure will be:



**Size and membership:** Three full-time members of staff will be dedicated to the Institute: the Executive Director, the Special Assistant, and the Senior Editorial Director of the policy commission reports.

Up to ten Distinguished Global Policy Fellows will be appointed for varying time periods.

The number of affiliated faculty will fluctuate from year to year, according to the Institute's policy challenge focus and planned policy commission reports.

**Space:** SIPA is in the process of renovating the 15<sup>th</sup> floor of the International Affairs Building to accommodate the Institute. This space is owned by SIPA.

# Caste Discrimination: Opening the Discussion

**Student Affairs Committee**  
Sen. Huaqing Ma (Journalism)

March 31, 2023

# Why the need to discuss caste in the U.S.?

“ Caste is **insidious** because it is not hatred — it is the **worn grooves of routines and expectations**, a social order in place for so long that it looks like the natural order of things.

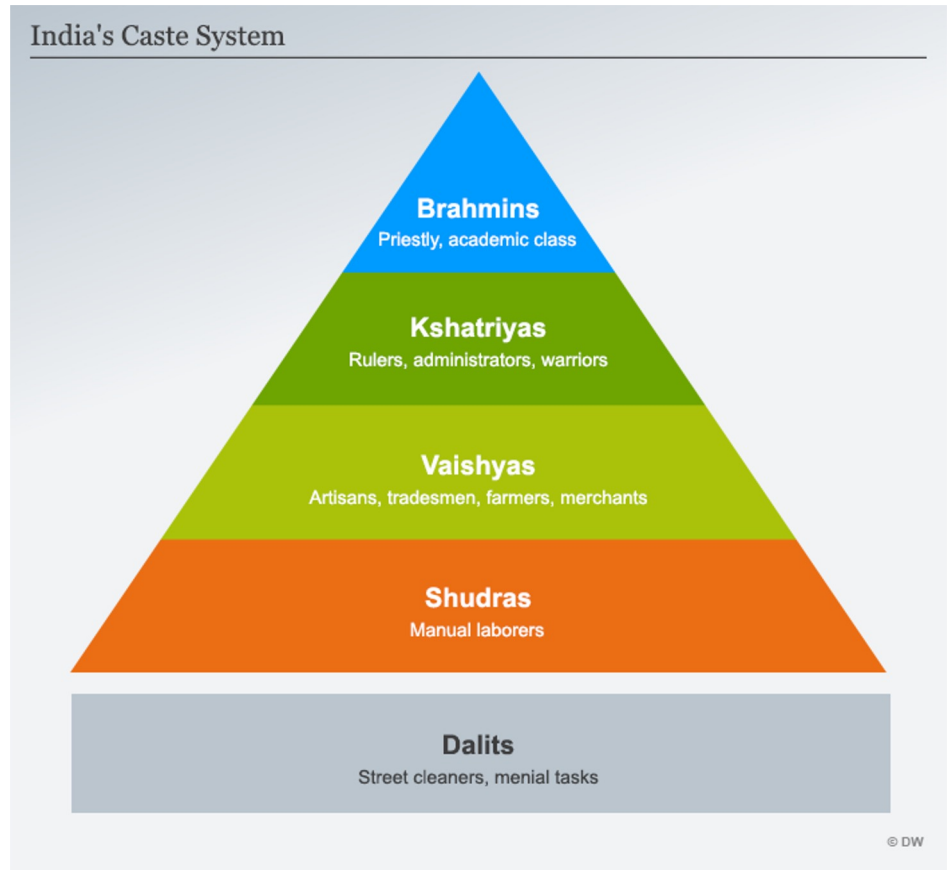
”

- Isabel Wilkerson,  
*Caste, the Origins of our Discontent (2020)*

# What is caste?

A social order that divides society into **hierarchical groups**.

**Dalits**, also known as **the untouchables**, are most oppressed by caste, exist outside the system



# Impact of Caste

- Chief determinant of inequality: **wealth/income, opportunity, and status**
- Caste is **deeply embedded** in the social structure, and therefore South Asians experience caste discrimination regardless of religion
- Impacts the lives of **5.4 million** South Asians in the the United States, and **2 billion** people around the world

# Manifestations of Caste Discrimination

## Silent Victims

South Asians who identify as being from 'lower' castes tend not to disclose caste discrimination due to a fear of being 'outed'

## Microaggressions

Denial of casteism, perpetrating stereotypes about caste, questioning intelligence and merit of a 'lower' caste student

## Social Exclusion

Students face social exclusion and ostracization from communities, compounding the loss of social capital

## Verbal Abuse

Casteist slurs, a punishable offence in India, are often used to denigrate and insult people from 'lower' castes

## Physical Abuse

Physical violence can manifest itself in an extreme form when caste conflicts between students escalate

# Legal basis for inclusion of caste as a protected category

“ ...caste discrimination is cognizable under Title VII of the Civil Rights Act of 1964...caste discrimination is **a type of racial discrimination, religious discrimination, and national origin discrimination — all covered under Title VII**. Recognizing caste discrimination as such provides potent tools to the relevant stakeholders to combat caste oppression.

”

- Harvard Law Review, Jun. 30, 2021

<https://harvardlawreview.org/2021/06/title-vii-and-caste-discrimination/>



# Some universities that have formally provided protection against caste discrimination

Brandeis



Dec 2019

“Discrimination based on one’s caste is effectively discrimination based on an amalgamation of legally protected characteristics”

Colby

Colby



Oct 2021

“It [caste] happens across religions.., and ..also in other countries and here in the U.S., especially in the tech industry and academia.

UC, Davis



Jan 2022

First University of California campus to provide protection against discrimination based on ‘caste or perceived caste’

Cal State Uni



Jan 2022

Across 23 campuses, implemented protections against caste-based discrimination

Brown Uni



BROWN

Dec 2022

“institutional support and explicit recognition of caste discrimination legitimizes caste-oppressed experiences and provides a framework for reporting incident”

## Caste discrimination already prohibited by Columbia's graduate student employment contract

“ In accordance with applicable laws, it is the policy of the University not to tolerate unlawful discrimination or harassment in any form and to provide those who feel that they are victims of discrimination with mechanisms for seeking redress. Columbia University prohibits any form of discrimination and harassment against any person on the basis of race, color, religion/creed, **caste**, sex, gender, gender identity or expression, sexual orientation, marital status, parental status, pregnancy and pregnancy-related conditions, medical conditions, national origin, citizen or immigration status, ancestry, age, military or veteran status, disability, status as a victim of domestic violence, genetic information or carrier status, unemployment status, partnership status, or any other applicable legally protected status.

”

- Columbia University and SWC UAW  
Collective Bargaining Agreement 2021

# Building Awareness

- So that the Columbia community is **sensitized** around the issue of caste, and for a zero tolerance policy towards casteism
- So that the university can be a **safe and inclusive** community for all students
- The fear of being **'outed'** due to the unique stigma around caste keeps students from South Asia from reporting discrimination
- Including caste **explicitly** as a protected category **encourages students to report** cases of caste discrimination

## Next Steps

- SAC and the Commission on Diversity will delve deeper into this matter
- Moving toward a possible request to include caste in the Non-Discrimination Statement & Policy, once a number of questions can be considered
- Caste is not yet included in Columbia University's existing policy against discrimination as a protected category like race or gender, and therefore does not get officially reported

“ *Columbia University prohibits any form of discrimination against any person on the basis of race, color, religion, sex, gender, pregnancy, age, national origin, disability, sexual orientation, marital status, status as a victim of domestic violence, citizenship or immigration status, creed, genetic predisposition or carrier status, unemployment status, partnership status, military status, or any other applicable legally protected status in the administration of its educational policies, admissions policies, employment, scholarship and loan programs, and athletic and other University-administered programs and functions.*

”

Thank You

