

**VICE PRESIDENT'S OFFICE FOR DIVERSITY AND COMMUNITY AFFAIRS**  
**HIGHLIGHTS REPORT FOR 2014-2015**  
*Vice President Janice S. Robinson*

The Highlights Report for the Office for Diversity and Community Affairs is below. It describes the ongoing efforts to address, enhance and invigorate Teachers College's engagement in diversity, community, climate, civility and gender-based misconduct concerns. The report reviews the following: 1. the TC Diversity Mission and the history of the Vice President's Office for Diversity and Community Affairs; and 2. highlights of initiatives that were accomplished in 2014-15. Some of our specific aims and activities follow.

**The Teachers College Diversity Mission**

*To establish Teachers College as an institution that actively attracts, supports and retains diverse students, faculty and staff at all levels, demonstrated through its commitment to social justice, its respectful and vibrant community and its encouragement and support of each individual in the achievement of his or her full potential.*

**History of the Office**

The Office of the Vice President, Diversity and Community Affairs (formerly the Office of the President, for Diversity and Community) was created in January 2001, in response to recommendations of the President's 1999 Diversity Taskforce Report. The Office for Diversity and Community Affairs leads the President's and College's initiatives concerning community, diversity, civility, equity, and anti-discrimination. Since the issuance of the Diversity Taskforce Report in 1999, the Office has guided the College community as it has engaged in a wide-range of exceptional diversity and community activities. In September 2008, President Susan Fuhrman, recognizing and supporting the work as central to TC's mission, elevated the office to a vice-presidential appointment.

**1. Title IX Compliance, Violence Against Women Act Reauthorization, Campus SaVE Act (Campus Sexual Violence Elimination Act)**

- a. On April 24, 2015, the federal Office for Civil Rights (OCR) issued a new set of guidelines focused on the authority of Title IX Coordinators, entitled "Dear Colleague Letter on Title IX Coordinators." It states notice requirements about the visibility of Title IX Coordinators including that the notices must be posted in the College community and must include all applicants for admission and employment, sources of referral of applicants for admission and employment and all union collective bargaining agreements. Work has begun to ensure compliance. The regulations continue to raise overlapping implementation questions.
- b. Continued the policy and training revisions for VAWA/Campus SaVE Acts because the government keeps adding additional requirements. The VAWA final regulations were released in the fall of 2014 becoming effective July 1, 2015. In the White House report, "Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault" numerous areas of actions were established for colleges ranging from mandatory climate surveys to new protocols for reporting, investigation and sexual assault adjudication. At TC, we continued to work with the community to clarify the campus roles deemed confidential to hear sexual assault and gender-based misconduct reports; Established a new confidential position of Ombuds for Gender-Based Misconduct, drawing on the expertise of Professor Riddhi Sandil, in the Counseling Psychology Program. The White House report added a layer to the recent Title IX guidance, Violence Against Women Act (VAWA)/ Campus SaVE Act that imposed numerous additional regulations affecting Clery Act reporting, harassment prevention policies and specific

required educational annual trainings for new faculty, students and employees. We engaged Law Room/Campus Clarity to produce online trainings for faculty and staff to be implemented fall 2015.

- c. Within Title IX responsibilities, provided Sexual Assault and Gender Based Misconduct trainings for newly admitted students (fall/spring orientations); for Community Assistants' orientation; and for student body generally; Provided New Employee & Faculty Orientation – Promoting Mutual Respect & Preventing Workplace Harassment - Title IX Gender Based Misconduct Compliance trainings (fall/spring); Developed resource material entitled, "Protecting Against and Responding to Sexual Violence"; Title IX Coordinator poster campaign for Consent Awareness and Sexual Assault Prevention continues in key locations throughout the College; Collaborated with Men's Peer Education and the CU Sexual Violence Response & Rape Crisis/Anti-Violence Support Center to present programs on Teaching Consent, Healthy Relationships, and Bystander Intervention.
- d. Continued oversight of responding to TC Title IX incidents pursuant to the federal regulations and CU's Gender-Based Misconduct Policy for Students.
- e. Serving on the newly formed (spring 2015) Trustee Sub-Committee on Gender-Based Misconduct. The purpose is to ensure that the Trustees remain aware of gender-based misconduct policies, issues and cases.

## **2. Campus Climate Survey pursuant to VAWA and White House Report.**

Designed and developed the Campus Climate Survey for students with the faculty Campus Climate Survey Committee. Currently it is in the technology testing stage. It should be rolled out in the 2015-2016 academic year.

## **3. Title IX Compliance and Education.**

Improved record keeping to track incidents when they occur and to assist with Clery record keeping. Efforts have included programing and training for students, faculty and staff.

New Students watching the PETSAs video: 1534

Returning Students watching the PETSAs video: 1288

In Person Sessions – Protecting Against and Responding to Sexual Violence: 167 faculty and staff from seven academic departments

Teaching Consent, Healthy Relationships, Bystander Intervention, and Men's Peer Education in person sessions were offered for students.

## **4. Collaboration with the Offices of International Affairs and International Services to more thoughtfully integrate the increased enrollment of international students into the TC Community.**

An important coalition was formed between this office, the Office of International Affairs, and the Office of International Services. We held a focus group of international students dividing them into three groups to assess the greatest challenges faced by international students at TC. Important questions posed to the students provided crucial information about the international student experience, positive aspects, areas for improvement and the activities that international students are seeking at TC.

**5. Recruitment and Retention:**

i. **Provost’s Faculty Working Group for the Black and Latino Male Doctoral Education Initiative and the LGBTQ Faculty Working Group Initiative.**

The current work with the Provost was manifest most in two ongoing initiatives, the Black and Latino Male Doctoral Education Initiative, and the LGBTQ Faculty Working Group. This year showed very positive participation by Masters and doctoral students in panel discussions regarding planning and applying for doctoral study as well as making successful progress through a doctoral program as part of the BLMDEI. All programs are open to all students. This year marked the first matriculation of the student awarded the LGBTQ Scholarship. The scholarship recipient has been involved in activities, events and programs with our office and the Tyler Clementi Foundation, and we have established the opportunity for future collaboration on further initiatives.

Additionally, we have worked to support and mentor the two Minority Post-Doctoral Fellows, and to support the first cohort of doctoral students who attended the BLMDEI Boot Camp last summer.

ii. **Doctoral Research Boot Camp, a Program of the Doctoral Education Initiative for Black and Latino males (with the Provost’s Faculty Working Group).**

As per above, the BLMDEI held three great workshops/panel discussions and involved senior faculty members offering advice to doctoral students as well as advanced doctoral students offering advice to Masters students and first year doctoral students. The Research Boot Camp was open to all TC doctoral students.

The summer 2014 Boot Camp cohort 1 had one follow up meeting during the academic year, and planned a second meeting for early summer. Overall, the Boot Camp was well attended and evaluated positively by the participants. We are working with the participating faculty to plan another Boot Camp session. Due to difficulty in scheduling during the summer months, the next Boot Camp will take place during the fall semester 2015.

The following data show the number TC Masters students of color who entered a TC doctoral program 2011- 2015 (since the initiative’s inception):

<b>Gender</b>	<b>Apps</b>	<b>Admits</b>	<b>Enrolled</b>
Male	96	55	47
Female	223	110	86
Total	319	165	133

**6. Senior Staff Engagement in the Campus Community.**

Collaboration with Development and External Affairs and Management Network: We implemented Town Hall Meetings, intended to communicate and highlight the work of key administrators, by their presenting before the College community about the critical work and important efforts of their offices. We featured key administrators in Human Resources, Payroll and Computer Information Services. There is an ongoing plan to continue this program for 2015-2016.

Collaboration with the Office for School and Community Partnerships: This year’s Constitution Day Program included a Presentation of Ben Franklin Live! at the TC Community School. Associate VP Streim will serve as the faculty member on the Columbia Community Service Board.

The Vice President for Finance and Administration contributed by hosting several community appreciation breakfasts and lunches to acknowledge the work of the Facilities staff, and upgraded the Russell Courtyard so that it is an excellent welcoming community gathering space as well.

**7. Supported the College's Diversity Mission by maintaining our ongoing academic and cultural approach to community building initiatives by supporting programs strategically, including new initiatives or events with involvement from offices, faculty, and students to address diverse climate concerns.**

Developed, implemented and sponsored or cosponsored the following programs, initiatives or events:

**Book Talks**

Prof. Erica Walker, *Beyond Banneker: Black Mathematicians and the Paths to Excellence*

Prof. Melanie Brewster, *Atheists in America: Narratives from an Invisible Minority*

Prof. Derald Sue, *Race Talk and the Conspiracy of Silence*

Mr. Okey Ndibe, *Foreign Gods, Inc. and Arrows of Rain*

**Students Support and Development**

Connect, Respect Community Welcome Reception

VP & Director for ODCA at Student Organization Leaders Orientation

Community Support Gatherings in response to civic events and tragedies of Michael Brown and events

Ferguson, MO, Eric Garner and events in NYC, and Freddie Gray and events in Baltimore, MD

Student Employment Awareness Appreciation Day

VP & Director for ODCA Presentation at Community Assistants (CA) Orientation Training

Black and Latino Male Doctoral Student Initiative Working Group

LGBTQ Working Group

Director for ODCA served as moderator in Tom Rock's Diversity Class

Student Senate/Senior Staff Dinner

Student Online Gender-Based Misconduct Training

BSN Welcome Reception (fall/spring)

BSN Annual Black History Month Gala

Queer TC Welcome Reception

International Initiative – Focus Groups for International Students [Learning about the Challenges of the

International Student Experience (Collaboration with Dr. Portia Williams, Executive Director of

International Affairs, and Samantha Lu, Director of International Services)]

College Workstudy Supervisor's Workshop

Meditation Room planning and grand opening

Nursing Mother's Room Initiative

6<sup>th</sup> Annual Latino Unity Dinner

Date Columbia-Chinese Student Organizations (DCI grant)

TCSOL Open House and Chinese New Year Celebration

Participation in Community Civic Participation Project

Prof. George Bond Memorial (Support Gathering)

**Faculty, Professional Staff and Union Staff Support and Development**

New Employee & Faculty Orientation – Promoting Mutual Respect & Preventing Workplace Harassment -

Title IX Gender Based Misconduct Compliance; Federal Privacy Information (FERPA/Gramm Leach-

Bliley Acts) and Racial & Cultural Microaggressions (fall/ spring)

Welcome Luncheons with Minority Post Doctoral Fellows

VP & Director for ODCA present at DAA Meeting

VP & Director for ODCA present at New Faculty Orientation Workshop

Audio Conference on Accessibility

**Collaborations with Neighborhood Community and Schools**

Ben Franklin Live! Presentation at Teachers College Community School  
TC Cares Initiatives (Earthquake Victims in Nepal; Ebola Outbreak in Liberia)  
Community Sock Drive  
Total Equity Now (TEN) Literacy March  
Total Equity Now (TEN) Book Drive  
Harlem Adult Education Conference (Collaboration with TEN and Adult Learning and Leadership Program)

**Columbia University Collaborations – Committees, Programs, Initiatives**

Director for ODCA Serves on Columbia Community Service Board of Directors  
The Year of James Baldwin – host of Panel Discussion, in collaboration with the CU School of the Arts

**Professional Development through Webinars and Online Training**

SEMINAR: Campus Safety and Security Training, Sex Crimes, Domestic Violence and Stalking, July 2014  
NACUA Virtual Seminar: FERPA, The Basics and Beyond, October 2014  
NACUA Title IX Training: Practical Advice for Developing an Effective Institutional Program October 2014  
NACUA Webinar: Are We There Yet? Achieving Clery Compliance; January 2015  
NACUA Webinar – Assessing a Compliance Program: The Who, What and Where of a Compliance Audit  
March 2015

**Grant Initiatives**

Diversity and Community Initiative Grant Selection (DCI)  
Student Research in Diversity Grant Selection (SRD)

**Workshops**

Accessible Event Planning Workshop (fall) – educate event planners to include disabled individuals (from notices to presentations)

**Campus-Wide Participation – Committees & Initiatives**

Trustee Sub-Committee on Gender-Based Misconduct  
President's Committee on Community and Diversity (CCD)  
Provost's Affirmative Action Committee  
Web Task Force  
Barrier Removal Committee  
Discrimination Laws Compliance Working Group  
Compliance Subcommittee – Civil Rights et al.  
Management Network  
Elaine Brantley Award Selection & State of the College, Elaine Brantley Award Ceremony  
Financial Aid and Admission Compliance Committee  
HBCU Diversity Scholarship Committee  
LGBTQ Diversity Scholarship Committee

**Recruitment and Retention Initiatives**

New Diversity Publication for Campus Recruitment  
Admitted Student Welcome Reception/Mix & Mingle  
Black and Latino Male Doctoral Student Initiative Boot Camp Cohort 1 mini reunion  
Black and Latino Male Doctoral Student Initiative for Masters Students  
Black and Latino Male Doctoral Student Initiative for Doctoral Students  
HBCU Scholarship Selection Committee  
LGBTQ Scholarship Selection Committee

### **Community Building & Development**

Community Administration Program with Management Network  
Professional Staff Luncheons with the President  
Community Coffee & Tea Hour (monthly)  
TC Community Cook Off  
Community Spotlight –TC home page recognition of employees/faculty-in development  
ODCA Open House  
TC Community Thanksgiving Dinner  
Weekly Mindfulness and Meditation Series (Mindfulness in Education Working Group)  
Talent Arts and Crafts Fair (Winter Holiday)-for employees to present their talents  
Neurodynamic Lunch Hour Series (DCI)

### **Presentations**

Social Justice in the Workplace  
Racial Literacy Roundtable (8 sessions) with Professor Yolanda Sealey-Ruiz  
BabyGate: How to Survive Pregnancy & Parenting in the Workplace (with Prof. Aurelie Athan)  
Renaissance in the Belly of a Killer Whale – Community Theater Event  
Cultural Event and Educational Workshop – Okey Ndibe Book Talk (DCI)  
The Conversation (Young Women, Empowerment & Leadership) – a faculty panel  
Deaf Education Program: Perspectives on Media and Literacy (DCI)  
Grassroots Advocacy and Leadership Training Workshop: Changing the Climate of Your Field (DCI)  
Mindfulness into Action Initiative  
Korean Night (DCI)  
Neurodiversity Awareness Month (DCI)  
Intimate Partner Violence within LGBTQ Relationships (DCI)  
Dealing with Feeling Academic and Administrative Helplessness - Meeting with the Ombuds (x2)

### **Title IX and Gender Based Misconduct Education**

Protecting Against and Responding to Sexual Violence Presentation  
Protecting Against and Responding to Sexual Violence – Resource brochure  
Sexual Assault Prevention  
Sexual Assault and Gender Based Misconduct for Community Assistants  
Various Sexual Misconduct & Investigation Trainings  
Got Consent? Poster Campaign for Sexual Assault Prevention Month  
Step Up!  
Men's Peer Support Workshop  
Exploring Consent  
Teaching Consent  
Bystander Intervention

### **Conferences & Symposia**

Association of Latin American Scholars Conference: Creative Economy in Latin America, Perspective from Culture and Education (DCI)  
Diversity in Research and Practice Conference – Black Student Network (DCI)  
A Circle of Voices: A TC Celebration of International Women's Day (DCI)  
The Left in South Asia: The State of Sexual Orientation and Gender Identity in South Asia (DCI)  
Harlem Adult Education Conference (in collaboration with Total Equity Now and Program in Adult Learning and Leadership)  
Q-llage@TC (Queer TC)

**Film and Discussions**

Race to Nowhere – Professor Ellie Drago-Severson, discussant

What is Justice? Film Series (Collaboration with Columbia Law School)

The Red Orchestra – Collaboration with Development and External Affairs

The Cooler Bandits

Black History Month Film Series – Issues of Race and Sexual Identity

Collaboration of BSN, Queer TC, and the CU Engineering School

Fruitvale Station, Carmen Jones, Malcolm X, Paris is Burning & Pariah double feature, Do the Right Thing, Selma

Temple Grandin

Dyslexia, The Movie (DCI)

I Learn America (DCI)

African Diaspora Cine Club

ADIFF Celebrating Black History Month Film Series

African Diaspora International Film Festival

Women Stories Film Series (ADCC)