

VICE PRESIDENT'S OFFICE FOR DIVERSITY AND COMMUNITY AFFAIRS
HIGHLIGHTS REPORT FOR 2013-2014
Vice President Janice S. Robinson

I. Overview of office responsibilities, services provided to faculty, staff and students.

The Diversity Mission is Teachers College's mission statement approved by the faculty and all other constituents of the College. To that end, the Office for Diversity and Community Affairs leads the President's and College's initiatives concerning community building, diversity, equity, harassment prevention, anti-discrimination, and gender-based misconduct. The Office, working with others in the College, addresses issues from faculty, staff, students, and alumni. The Office is composed of the Vice President, the Director and the Executive Administrative Associate, plus two or three Graduate Interns for Programming.

Community Programming:

We accomplish the mission through numerous and varied collaborative efforts and advise and support others with their programs ensuring quality and successful efforts.

In 2013-14, we continued many ongoing initiatives, and following are several examples demonstrating how effectively we use a limited budget to support every constituency of the College and to fulfill the mission:

- Various Grants supporting faculty, student and staff educational programs: VP's Grant for Diversity and Community Initiatives (competitive); VP's Grant for Student Research in Diversity (competitive); Independent Grants (non-competitive).
- Community cultural social gatherings that bring different siloed community members together.

Guidance and Assistance with Harassment, Anti-Discrimination and Gender-Based Misconduct (including bias, microaggressions, sexual harassment, dating & domestic violence, sexual assault, and stalking):

- To seek guidance or report concerns: the ODCA is an office that is neutral in receiving concerns and providing advice about policies, procedures and options for resolution. It is not disciplinary. What is most important is that inappropriate or illegal conduct is stopped and matters are reviewed or investigated and resolutions obtained.
- Matters involving faculty, professional and union staff and students concerning perceived harassment and or discriminatory experiences are brought to the office. Individuals with concerns may want either Janice or Jolene to take the steps in collaboration with the appropriate departments or offices to stop the offending conduct.
- The Office saw a range of students (250-300) plus 30-50 faculty members seeking advice, assistance or guidance between September 1, 2013 and August 31, 2014.

II. Overview of key accomplishments for 2013-2014.

TC remains at the forefront of study and influence on national education policies. The Office for Diversity and Community Affairs is responsible for taking the lead in several higher education policies and debates that impact our students and the College community.

1. Title IX Compliance, Violence Against Women Act Reauthorization, Campus SaVE Act (Campus Sexual Violence Elimination Act), White House "Not Alone Report"

- a) Revised and implemented sexual violence education and prevention policies and trainings pursuant to the requirements of the March 2013 federal Violence Against Women's Act Reauthorization (VAWA effective 2015) - includes extensive new statutory requirements regarding sexual violence, domestic violence, dating violence, sexual assault and stalking. Included in the VAWA legislation is the Campus SaVE Act - Section 304 of the Campus SaVE Act substantially amends the Higher Education Act of 1965 to impose 70 new provisions, disclosures and procedural protections.

b) In April 2014 the White House issued “Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault.” The report contained numerous areas of actions for colleges ranging from mandatory climate surveys to new protocols for reporting, investigation and sexual assault adjudication.¹

c) Title IX Compliance and Education

- Personal Empowerment Through Self Awareness (PETSAs) video (internally developed by ODCA) about sexual assault prevention for all students (over 1436 new students have completed the course).
- Sexual Assault and Gender Based Misconduct trainings for students
- Sexual Assault and Gender Based Misconduct trainings for Community Assistants’ orientation
- New Employee & Faculty Orientation – Promoting Mutual Respect & Preventing Workplace Harassment; Title IX Gender Based Misconduct Compliance trainings (fall/spring)
- “Protecting Against and Responding to Sexual Violence” –Resource brochure
- “Got Consent? Yes Means Yes/No Means No” Flyer Campaign for Sexual Assault Prevention
- Key TC personnel from several offices (Public Safety, Vice Provost, Residential Life and Human Resources) have attended nine trainings addressing Title IX and gender-based misconduct concerns
- Completed development of Title IX database and implemented a system for tracking cases.

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

- Continued to develop retention/completion-support programs
- Expanded educational programming to include current doctoral students who need additional guidance, while continuing with masters’ student programming.
- Completed fall 2013 survey of TC students to develop more supportive workshops and events to support doctoral students’ progress. Prof. Felicia Moore Mensah developed and reviewed the survey, and the collaboration led to the development of the Doctoral Research Boot Camp for July 2014 with 6 senior faculty and 20 doctoral student participants.
- The following data show the number TC masters students of color who entered a TC doctoral program 2011- 2013 (since the initiative’s inception):

Gender	Apps	Admits	Enrolled
Male	59	33	30
Female	129	61	49
Total	188	94	79

3. Maintained our ongoing academic and cultural approach to community building initiatives by supporting numerous programs, initiatives or events. We endeavor to collaborate widely in the College community to involve numerous offices, departments, faculty, staff, and students to address diverse climate concerns. We funded initiatives, programs and events of all types and funded accompanying receptions where appropriate.

For a comprehensive catalogue of sponsored and cosponsored programs, initiatives and events developed and implemented by ODCA, please refer to **Appendix A**.

¹ The White House “Not Alone Report” is one more layer on top of the recent Title IX and VAWA guidance that imposes numerous additional regulations affecting Clery Act reporting, harassment prevention policies and specific required educational annual trainings for new faculty, students and employees. The report reopened the question of which campus roles are deemed confidential to hear sexual assault and gender-based misconduct reports.

**III. Appendix A - Comprehensive Catalogue of Sponsored and Cosponsored Programs, Initiatives and Events
Developed and Implemented by ODCA, 2013-2014**

Book Talks

Prof. Kevin Nadal, *That's So Gay: Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community*
Prof. Ellie Drago-Severson, *Learning for Leadership* Book Launch and Reception
Dr. Gelawdewos Araia, *Ethiopia, Democracy of Power and the Developmental State*

Student Support and Development

Connect, Respect Community Welcome Reception
VP & Director for ODCA at Student Organization Leaders Orientation
Student Employment Awareness Appreciation Day
Safe Zones Training for Community Assistants (CAs)
VP & Director for ODCA Present at CA Orientation Training
Black and Latino Male Doctoral Student Initiative Working Group
LGBTQ Working Group
Director for ODCA taught in Tom Rock's Diversity Class
VP for ODCA taught in Prof. Monica Christensen's Diversity Class
Student Senate/Senior Staff Dinner
Valentine's Day Student Appreciation and Study Break (I heart TC) with senior staff
Student Online Gender-Based Misconduct Training
BSN Welcome Reception (fall/spring)
BSN Annual Black History Month Gala
International Initiative [Helping International Students Integrate More Fully into the TC Community (Portia Williams, Samantha Lu, Jolene Lane)]
College Work Study Supervisor's Workshop
Planning Meeting RE: Alcohol Training Development
Nursing Mother's Room Initiative
5th Annual Latino Unity Dinner
Date Columbia-Chinese Student Organizations (DCI grant)
TCSOL Open House and Chinese New Year Celebration

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)
CU SpeakOUT Safe Zones Training
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

Skype Interview with fourth and sixth grade classes at Paideia School 15 (Yonkers Public Schools) regarding TC Cares, for unit on Natural Disasters
TC Cares Initiatives (Typhoon Haiyan Relief, Fukushima Three Years Later, East Harlem Explosion)
Clothing Drive for Hour Children

Columbia University Collaborations – Committees, Programs, Initiatives

Director for ODCA Serves on Columbia Community Service Board of Directors
Safe Zones Transgender 101 Training
Director for ODCA at Columbia Business School Diversity Training

Professional Development through Webinars and Online Training

Title IX Online Course -7 weeks
Title IX Training Webinar
NACUA Webinar (US v. Windsor)
NACUA – Campus Save Act Webinar
NACUA – Sexual Misconduct Seminar
United Educations Online Training

Grant Initiatives

Diversity and Community Initiative Grant

The maximum DCI Grant award is \$1,500 per application. In the past six years, since 2008-2009, 63 proposals have been awarded with disbursements totaling \$70,553.

Academic Year	Number of Grants	
	Funded	Total Disbursement
2008-2009	13	\$15,433
2009-2010	11	\$14,300
2010-2011	18	\$15,870
2011-2012	12	\$13,500
2012-2013	9	\$11,450
2013-2014	14	\$13,350

Student Research in Diversity Grant to student recipients

- 2 - \$3,000 Grants
- 1 - \$1,500 Honorable Mention

Workshops

Accessible Event Planning Workshop (fall/spring)-educates event planners to include disabled individuals (from notices to presentations)

Campus-Wide Participation - Committees & Initiatives

President's Committee on Community and Diversity (CCD)

Web Task Force

Barrier Removal Committee

Fisher Case Working Group for Scholarship Review

Discrimination Laws Compliance Working Group

Director for ODCA, Chair of Management Network

Elaine Brantley Award Selection & State of the College, Elaine Brantley Award Ceremony

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 for Doctoral Students

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

Union Staff Luncheons with the President

Professional Staff Luncheons with the President

Community Coffee & Tea Hour (monthly)

TC Community Cook Off

Community Spotlight -TC home page recognition of employees/faculty

ODCA Open House

TC Community Thanksgiving Dinner

Weekly Mindfulness and Meditation Series (Mindfulness in Education Working Group)

Talent Arts and Crafts Fair (Winter Holiday, Mother's Day)-for employees to present their talents

Neurodynamic Lunch Hour Series (DCI)

Presentations

Bullying to the Defense of Marriage Act: Journey Towards Full LGBTQ Equality

Racial Literacy Roundtable (5 sessions)

Pier Kids: The Life

Domestic Violence, Gender and Culture: Shining a Light (with Prof. Aurelie Athan)

The Conversation (School to Prison Pipeline)

The Conversation (Homophobia in Youth Culture, Undocumented Students in the US)

The Conversation - The State of African American Males in Urban Education

The Blind Musicians Wind and Stringed Orchestra from Korea

Latin America: Venezuela Unravels (with Alejandro Velasco, Assistant Professor, Gallatin School at NYU)

Latin American Arts and Society: Performance and Discussion (DCI grant)

Mindfulness into Action Initiative (DCI grant)

Mindfulness and Spirituality in Psychotherapy: An Integrative Discussion (MEWG)

Uprooting Mindfulness: Location and Dislocation of the Contemplative Practices (MEWG)

Educational Justice Symposium (with Youth, Media, and Educational Justice Collaborative Team)

Pathways of Possibility: Reversing the School to Prison Pipeline (DCI grant)

Youth Historians in Harlem (DCI grant)

Dealing with Feeling Academic and Administrative Helplessness - Meeting with the Ombuds (x2)

Title IX and Gender-Based Misconduct Education

The Art and Science of Flirting
Sexual Assault Prevention
Sexual Assault and Gender Based Misconduct for Community Assistants
Various Sexual Misconduct & Investigation Trainings
Protecting Against and Responding to Sexual Violence –Resource brochure
Got Consent? Flyer Campaign for Sexual Assault Prevention Month

Conferences & Symposia

Coalition of Latino/a Scholars Envisions Conference
Association of Latin American Scholars Conference
Diversity in Research and Practice Conference-Black Student Network
9 Myths about Black Males (DiRP Pre-Conference Event)
Fukushima Three Years Later: Staying Behind and Moving Forward
Neuroscience Spring Lecture Series (DCI)
Communities in Action: Access to Quality Education for Latino Students
TEDx Teachers College (DCI)
Interrogating Girls' Empowerment in South Asia (DCI)
Creating a Better Future for All, Doing My Part, Future Child Advocates (DCI)
Join the Conversation: Uniting People with Swallowing Disorders and Their Supporters (DCI)
Boot Camp for Swallowing Treatment: A New Service Delivery Model (DCI)
Women of Color Scholars (WoCS) Symposium (DCI)

Film and Discussions

40 Years Later, Now Can We Talk? Documentary Screening and Panel Discussion (Professors George Bond, Jay Heubert, and Lee Ann Bell (Barnard College)
Fruitvale Station
Mothers of Bedford (Documentary Screening)
The Invisible War
Temple Grandin
The Business of Being Born Documentary Screening and Panel Discussion, Ricky Lake and Abby Epstein
African Diaspora Cine Club
African Diaspora International Film Festival
Women Stories Film Series (ADCC)
American Violet – Film Screening and Discussion (Part of *What is Justice?* Film Series Collaboration with Columbia Law School)