

# **COLUMBIA'S COMMITMENT TO ANTI-RACISM: A MIDYEAR PROGRESS REPORT (FALL TERM 2020)**

**Anti-Racism Initiatives in Columbia University Schools and  
Institutes**

**December 15, 2020**

# **REPORT**

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

### Anti-Racism Initiatives in Columbia University Schools and Institutes

This overview includes some of the many actions and works in progress to address racism and support equity and inclusion that are taking place in schools and institutes across Columbia. Please check school and institute websites for additional information.

*This is a compilation in progress, last updated: December 14, 2020*

				Students			Faculty/Staff			Other	
	DEI Task Force/ Office of DEI	Public Program	Chief DEI Role/ Responsibility	Identity-Based Support	Training/ Education	Admissions /Career	Recruitment /Retention	Training	Research	External Partner- ships/ Collabor- ation	DEI -focused Fundraising
<a href="#">Arts</a>	•	•	•	•	•	•	•	•	•	•	•
<a href="#">Athletics</a>	•	•	•	•	•	•	•	•		•	
<a href="#">Business</a>	•	•	•		•	•	•	•		•	
<a href="#">Columbia College</a>	•	•		•	•	•		•		•	
<a href="#">CUIMC</a>	•	•		•	•	•	•	•	•	•	
<a href="#">Data Science Institute</a>	•		•			•	•		•	•	•
<a href="#">Dental Medicine</a>	•			•	•	•		•			•
<a href="#">Earth Institute</a>	•	•	•	•	•		•	•	•	•	•
<a href="#">Faculty Arts &amp; Sciences</a>	•		•	Please see A&S School Level			•	•	•	•	•
<a href="#">General Studies</a>	•	•		•	•			•		•	•
<a href="#">GSAPP</a>	•	•		•	•	•		•	•	•	•
<a href="#">GSAS</a>	•	•	•	•	•	•		•	•	•	•
<a href="#">Journalism</a>	•	•	•	•	•	•	•	•		•	•

## Anti-Racism Initiatives in Columbia’s Schools and Institutes

Work in Progress - December 14, 2020

				Students			Faculty/Staff			Other	
	DEI Task Force/ Office of DEI	Public Program	Chief DEI Role/ Responsibility	Identity-Based Support	Training/ Education	Admissions /Career	Recruitment /Retention	Training	Research	External Partnerships/ Collaboration	DEI -focused Fundraising
<a href="#">Lamont-Doherty Earth Observatory</a>	•	•	•	See GSAS	See GSAS	See GSAS	•	•	•	•	•
<a href="#">Law</a>	•	•		•	•	•	•	•	•	•	•
<a href="#">Nursing</a>	•		•	•	•		•	•	•	•	
<a href="#">Physicians &amp; Surgeons</a>	•		•	•	•	•	•	•	•	•	•
<a href="#">Public Health</a>	•	•	•	•	•	•	•	•	•	•	•
<a href="#">SEAS (overall)</a>	•	•		•	•	•	•	•	•	•	•
<a href="#">SIPA</a>	•	•		•	•	•	•		•	•	•
<a href="#">Social Work</a>	•	•	•	•	•	•	•	•	•	•	•
<a href="#">SPS</a>	•	•		•	•	•	•	•		•	•
<a href="#">Zuckerman Mind Brain Behavior Institute</a>	•	•	•	•	•			•	•	•	•

\*Note: In the table above, DEI refers to Diversity, Equity and Inclusion and encompasses work that schools and institutes are doing related to racism, including anti-Black racism.

### Highlights of Anti-Racism Work by School

#### Arts

- Created the Equity, Diversity and Inclusion subcommittee of the School’s Executive Committee in Spring 2019 with a focus on supporting and creating school-wide initiatives, cross-programmatic collaboration, resources, and ongoing assessment and recommendations to the Dean and the Executive Committee.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- Beginning mid-July and going into the Fall and Spring, all students, faculty and staff will attend sessions on issues of race, diversity, and inclusion in order to enhance cultural competencies, emotional intelligence, and engagement with these issues.
- Implementation of live sessions addressing issues of race, identity and diversity for all incoming students during orientation.
- Continued focus on diverse faculty hires.
- Recently formed staff developed and led BIPOC organization to act as a conduit for staff feedback.
- Planned listening sessions across the school for the creation of a school-wide equity assessment that will lead to recommendations and best practices used to develop a more inclusive and equitable school environment for students, faculty and staff.
- Collaboration with student groups focused on issues of race and anti-racism.
- A focus on the concept of [Repair](#) by this year's Public Programs series, being actualized in collaboration with multiple partners including GSAPP; the African American and African Diaspora Studies Department; Institute for Research in African American Studies; the Lapidus Center for the Historical Analysis of Transatlantic Slavery at the Schomburg Center; the indigenous film festival, Mother Tongue, in collaboration with the Smithsonian; the Studio Museum in Harlem and the Queens Museum, representing different forms of media that engage issues of race and anti-racism.
- Collaboration with the Wallach Art Gallery, the Lenfest Center for the Arts, and Miller Theatre, as well as individual department programming, focused on issues of race and anti-racism.
- Designated scholarship funds for BIPOC artists.
- Creation of a School of the Arts' Equity, Diversity, and Inclusion website highlighting the School's commitment, ongoing initiatives, and serving as a hub for resources.

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### Athletics

- Each team held conversations and guided facilitations on racial injustice since June through September with our Director of Diversity Initiatives & Talent Retention that included participation of student-athletes, coaches, and athletic administrators.
- Our athletic department held an all staff Town Hall on Racial Injustice with special guest, Dr. Frank Guridy. This will be the first of many all-staff meetings to encourage a safe space to share experiences on racial injustice and how to make our athletic department more equitable and inclusive.
- Commitment to enhancing athletic department internal education programming and development on racial injustice. All athletics staff will have the opportunity to participate in workshops on identity & oppression, unconscious bias, microaggressions and what it means to be anti-racist.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- The athletic department is committed to facilitating, hosting, and encouraging conversations with staff and student-athletes on racial injustice in collaboration and facilitation with the office of Multicultural Affairs and other university partners.
- Proactive outreach. At the start of each hiring process, the hiring manager provides a detailed plan to Robin Harris on how he/she/they will be identifying a diverse candidate pool.
- Continued commitment to diverse recruitment, hiring and retention processes. The [We Roar Together](#) initiative will have a sub-committee dedicated to evaluating our current practices and recommending best practices and KPIs to enhance internal processes.
- Formation of a Diversity, Racial Justice, Equity & Inclusion Committee; We Roar Together. Our department established a committee of staff, administrators and coaches focused on short and long-term goals as it pertains to optimizing internal processes and identifying best practices in strengthening our commitment to an inclusive community culture.
- Through We Roar Together, our department will establish subcommittees that will be composed of staff, administrators, coaches, and student-athletes to focus on areas of education and training, diverse hiring and retention, student-athlete onboarding and experience, civic engagement, and awareness and action.
- Development of the Black Student Athlete Alliance (BSAA), which is a student-athlete formed and initiated group housed in the athletic department and other student-athlete affinity groups in the early stages of establishment.
- Initial athletic department statement and commitment to taking action against racial injustice in response to George Floyd's death.
- Launched our "Equality Can't Wait" campaign on our general department social media accounts, which included a student-athlete video on first hand experiences with racial injustice.
- Developed and executed a culturally inclusive calendar that will allow our student-athletes, department and committees to plan intentional social media campaigns to educate, celebrate and bring awareness to diversity reflective of our community.
- Developed and launched our #CULionVote campaign in September through Election Day in an effort to get all of our eligible student-athletes registered to vote. Created gifs of "I voted" stickers to use across social media platforms. The campaign is inclusive of census volunteering opportunities, voting polls volunteering opportunities, and webinars to learn about the importance of voting and information on how to get registered to vote state by state.

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### **Business**

- Created the Vice Dean for Diversity Equity and Inclusion position in July 2019. Gita Johar appointed. Result of a schoolwide climate survey in 2018.
- Since its inception, Columbia Business School's DEI Initiative has focused on five critical areas of racial justice:
  - Creating an inclusive and equitable campus environment

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Building a sustainable, racially diverse CBS faculty
- Increasing the racial diversity of MBA/EMBA/PhD students
- Establishing a rewarding environment for staff that is diverse and inclusive
- Providing business leaders with actionable strategies for racial justice
- In 2019, the DEI initiative took the first step by educating faculty, staff, and PhD students through an online diversity and inclusion training. To involve more diverse speakers at events, Columbia Business School published a DEI Event Planning Checklist to be used schoolwide, including guidance on topics like speaker sourcing, agenda creation, venue selection, accessibility, and more.
- The tri-pandemic opened our eyes to the urgency to act on the racial issues plaguing our country, state, community, campus, and most importantly our school. Columbia Business School took a step back to understand how the community has been impacted by the increased exposure to police brutality and COVID-19. In the wake of George Floyd's murder, CBS leadership facilitated a schoolwide dialogue with more than 400 students, faculty, and staff. This event was an open forum to discuss the impact of racial injustice on our community.
- Dean Maglaras created the Race Diversity and Inclusion Task Force, chaired by Professors Modupe Akinola and Chris Mayer, in Fall 2020 focused specifically on addressing anti-Black racism and tasked with developing recommendations for short, medium, and long-term initiatives to ensure that Columbia Business School is a place that is inclusive and anti-racist for all faculty, staff, and students.
- To continue to infuse diversity into the classroom and co-curricular conversations, the DEI Initiative assembled a running list of diverse alumni for faculty and staff to invite for speaking engagements.
- The entire community engaged in training on DEI issues, including events focused on unconscious bias, difficult conversations, and sensitive issues in the classroom. CBS hosted faculty sessions that included examples of inclusive and non-inclusive faculty classroom behaviors. As a follow-up to the schoolwide online training for faculty, staff and PhD students CBS launched a follow-up module on managing bias in December 2020.
- Faculty Initiatives: The faculty of Columbia Business School have a long road ahead to achieving racial diversity in their ranks. To narrow the gap, CBS has created new adjunct faculty hiring policies to increase the presence of women and under-represented minorities, while working alongside faculty to develop strategies to enhance diversity in the tenure pipeline. To address the desire for more inclusive classrooms and curriculum, the Samberg Institute for Teaching Excellence has provided optional 1:1 faculty coaching with a DEI expert and other resources for continued and sustained growth of faculty expertise on issues of diversity in the workplace and organizations.
- Student Initiative: In 2019, the DEI Initiative partnered with CBS Admissions to address the lack of diversity in the student population with a key focus on the low number of Black students. The Admissions Advocates Program matches students of

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

color to alums to increase admissions yield rates. To address another pipeline issue, the DEI Initiative has focused on actively recruiting diverse PhD students in partnership with other top business schools with the goal of increasing the tenured faculty pipeline for the future.

- **Student Initiative:** In 2021, CBS will launch a mandatory co-curricular program for all students in all programs, the Phillips Pathway to Inclusive Leadership (PPIL). PPIL, created by two recent alums in partnership with the DEI Initiative, is designed to ensure that every student at CBS becomes an ethical and inclusive leader through participation in diversity, equity, and inclusion programming and inclusive leadership assessments pre-matriculation and pre-graduation.
- **Staff Initiatives:** In Fall 2020, the DEI Initiative established a staff-focused DEI standing committee with a newly appointed director to help address staff issues around diversity, equity, and inclusion as well as foster an environment of belonging. As a result of the committee, staff have created several employee resource groups such as REAL Talk (an ERG focused on candid conversations for racial equity advancement and leadership), affinity groups, and working groups to spur forward strategic priorities. The DEI Initiative also provided staff-specific trainings that included racial bias reduction, difficult conversations, and active allyship with an anti-racist lens.

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### Columbia College

- [Our Commitment to Diversity, Equity and Inclusion](#) website.
- Focus on The Core Curriculum by adding texts that elevate race in *Literature Humanities*, *Contemporary Civilization*, *Art Humanities*, and adding units within *Music Humanities* and *Frontiers of Science* that will make race a more prominent theme.
- The [Committee on the Second Century of the Core](#): the College has convened fourteen students and alumni of diverse backgrounds, to consider the purpose of the Core, and the experience it offers to each student, particularly for individuals of color, who may face systemic injustices and disadvantage in their everyday experience. Committee members will reflect on the Core experience and ways that it cultivates intellectual community, challenges and engages students, reflects our values and mission as an educational institution, and advances our students' critical thinking, intellectual fluency and ability to interact productively with others. The result of the committee's work will be a set of recommendations for how to ensure the Core's enduring significance as the central intellectual experience of every Columbia College student, with heightened consciousness and clarity around the values of inclusion and representation.
- [The Eric H. Holder Jr Initiative for Civil and Political Rights](#), including events and co-curricular programs designed to examine systemic racial injustice and inequality.
- Training through the Office of Multicultural Affairs on anti-racism to Columbia College students, faculty and staff, beginning virtually in the summer and continuing into the Fall.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- New cohort-based program for CC/SEAS students through the Office of Multicultural Affairs on whiteness, white supremacy, and developing anti-racist allyship.
- Launching a toolkit and programming by Students of Color and CPS focused on self-care and healing in Black communities.
- New offerings for non-Black Persons of Color communities exploring anti-Black racism within these communities, understanding internalized racism and building greater allyship.
- Continued affinity-based programming through the Office of Multicultural Affairs and other partnerships such as the Kraft Center and Students of Color (SOC@Columbia).
- Diversity recruiting events with employers; individual advising sessions that allow students to discuss how identity impacts their career choices and experiences.
- Columbia College Alumni Association (CCAA) has created a diversity committee, which will focus on identifying and recruiting more alumni/ae of color to board membership and positions of leadership
- Participants of the Global Columbia Collaboratory will be required to complete a diversity and inclusion workshop, which will include discussion of social identities, concepts of culture and intercultural communication, community guidelines and reflection and ideation.
- Staff Training on DEI initiatives throughout the College. Mandatory training for admissions and financial aid officers, student-facing staff and alumni and development staff.

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### **CUIMC**

- Establishing a diversity committee with students, faculty and staff focused on:
  - Diversity recruitment and retention
  - Civility
  - Healthcare/disparities and research
  - Clinical care
  - Education/training
  - Community/public service
- CUIMC commitment of \$50M over five years for recruitment and retention of diverse faculty and junior faculty small grants
- Robust Professional Development: all faculty by academic focus (research, education and clinical care) but also by demographic groups including women and URM/diverse faculty: Leadership & Management Seminar (in collaboration with the Business School), facilitated peer mentorship groups, advisory dean review for advancement preparedness, sponsorship for external career development programs, recommendations from the Dean's Advisory Committee for Diverse Faculty

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Programs and Lectures: John Lindenbaum Annual Lecture by a distinguished minority scholar, collaborative programming by the CUIMC Diversity Deans, networking opportunities for CUIMC URM faculty.
- Structural Services: Office for Women and Diverse Faculty, Advisory Dean's for Women and Diverse Faculty, representation on key central committees, salary equity review, departmental diversity and inclusion report
- Community Programs: numerous health related programs supporting community participative research, healthcare outreach, pipeline programs for community students and healthcare employment opportunities.
- For students: Black and Latino Student Organization, community outreach clinics, Kenneth Forde Diversity Alliance for Students and Faculty, extensive curricular contributions at years 1, 2, & 3 on disparities, cultural competence, social determinants of health etc.

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### Data Science Institute

- **DSI Task Force on Racial Equity**, co-chairs Desmond Patton and Kathy McKeown. DSI expects to publish its initial action plan by the start of the Fall 2020 semester. The task force will continue throughout the Fall to do fuller analysis and submit additional recommendations by December 2020.
- Conducting Research in these areas and developed collaborative courses that bridge departments.

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### Dental Medicine

- Annual orientation, all day, diversity training for all incoming undergraduate and post-graduate students
- Monthly meetings for the Committee for the Office of Access, Equity and Inclusion
- Support for affinity groups and recent charter of iDentity, a club for LGBTQ students
- Election of student reps to serve as liaison between the committee and student body for issues related to students of color
- Establishment of paid TA for the office
- Programming directed to students of color
- Beginning the establishment of a CDM supported Black Alumni Association to assist with efforts of the Office of Access, Equity and Inclusion
- Involvement in summer enrichment programs, Impressions and SHPEP
- External partnership for fundraising for affinity clubs
- Programming to address racism
- Establishment of Task Force addressing concerns regarding racism as it relates to alumni and current students

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### The Earth Institute

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Created a Diversity, Equity and Inclusion Working Group of faculty and staff to provide feedback, guidance, and planning for initiatives related to DE&I.
- Launched a new process of engagement in Fall 2018 to promote diversity, equity and inclusion (DE&I) at the Earth Institute, building on the existing diversity work at Lamont-Doherty Earth Observatory
- Collected an inventory of the policies, initiatives and programming in place to address issues of diversity, inclusion, and harassment.
- Initiated an ongoing analysis of salary equity on gender/ethnic demographics within the Institute and its centers.
- Engaged a consulting team to lead the Institute in a strategic exploration and action planning process around DE&I, which included the development of a DE&I climate assessment survey. The EI and center-specific action plans will be completed by January 2021.
- Offered 1-on-1 coaching for managing difficult conversations around race for center directors
- Created two Diversity Fellowships for the Earth Institute's Postdoctoral Research program, which fully funds the appointments of two outstanding postdoctoral scholars per year from underrepresented groups.
- Included DE&I consideration in 2019 and 2020 performance reviews for center directors/EI leadership.
- Expand development and fundraising efforts for targeted diversity giving opportunities, such as the postdoctoral Diversity Fellowship and a general fund to raise broad, flexible support for initiatives, events, and recruitment/retention.
- Hold regular workshops and seminars on implicit bias and racial sensitivity.
- Created monthly Anti-Racism Seminar Series (Fall semester) for students and faculty of various EI graduate programs
- Created course developed by students on Race, Climate, and Environmental Justice
- EI's Office of Academic Research Programs (OARP) integrated the study of equity into all sections of the Sustainability Management course, which is taken by students in Columbia College, SPS, SIPA, and others.
- Lamont-Doherty Earth Observatory (LDEO):
  - *See section for LDEO in this document*

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### Faculty Arts & Sciences

- **Launched Graduate Equity Initiative:** Joint program established by the Executive Vice President of the Faculty of Arts and Sciences and the Dean of the Graduate School of the Arts and Sciences, the Graduate Equity Initiative is a five-year, 6 million dollar program that will provide seed funding for initiatives designed by Arts & Sciences faculty to address systemic racism and underrepresentation in the academy.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- **Launched IDEAS (Inclusion Diversity Equity Access Strategies):** IDEAS is a new initiative within Arts and Sciences that aims to implement and support the development of department-level diversity strategic plans across A&S. Held as a pilot this year, the initiative will host departments from all academic divisions (Humanities, Social Sciences, Natural Sciences).
  - **Creation of the Committee on Equity and Diversity (CED):** Created in 2018 through the recommendation of the PPC Equity Reports, the CED is a faculty governance body that is advisory to the EVP/EC. The CED studies and makes recommendations on the implementation of protocols and policies addressing key issues from the equity reports including review of salary equity, strategies to improve faculty diversity, and priorities for data collection and reporting.
  - **Diversity Matters Initiatives:** Led by the CED, the Diversity Matters Initiatives are meant to support and energize the A&S community at large to engage with the most up to date research and best practices in diversity, equity, and inclusion.
    - **Diversity Matters Grants:** The A&S Equity and Diversity Events Grants program encourages and supports events and programs that highlight the benefits and value of diversity to academic excellence and that help create and sustain an inclusive community within A&S. Faculty members and departments are encouraged to apply for funding to cover costs associated with special events, speakers, workshops, or programs that help advance A&S efforts toward a more diverse, equitable, and inclusive climate.
    - **Diversity Matters Lecture:** The A&S Committee on Equity and Diversity (CED) continues their annual lecture on Diversity Matters where they invite experts to share their research and inspire discussion on how we can bring these insights into our Columbia community.
    - **Diversity Matters Workshop:** We are expanding the Diversity Matters series to include an annual workshop where participants, in particular A&S leadership such as department chairs, can engage in robust discussions of how to promote and buttress A&S diversity efforts.
  - **Launched A&S newsletter on Justice, Equity and Rights:** The Office of the Executive Vice President of Arts and Sciences recently launched a newsletter dedicated to showcasing Arts & Science faculty working on justice, equity, and rights. Each issue's template includes a brief interview with a faculty member as well as long and short-form biographies of faculty members in A&S.
  - **Robust Faculty Searches and Recruitments:** A&S has restructured its search committee briefings with evidence-based practices to ensure an equitable search process from the start of search through recruitment.
  - **Streamlining equity and diversity reporting:** A&S is developing interactive web-based tools to increase transparency and equity in processes across the Arts and Sciences.
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## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

### General Studies

- A [new website](#) highlighting GS's diversity, equity, and inclusion initiatives and programming.
- A GS DEI Taskforce was convened in Fall 2020 to continue work towards an anti-racist, multicultural GS that builds on our long-term commitment to education access and equity. Three working groups were formed: Increasing Student Diversity; Enhancing the GS Environment, Student Experience & Community Engagement; and Developing Bridge & Student Support Programs.
- Student Affairs staff (advising, student life) and Postbac Premed team are participating in a four-part training, with plans to extend the training to the full School staff. The training modules include: Intercultural Fluency and Brave Dialogues; Self-Awareness and Cultural Responsiveness; Recognizing the Role of Narrative and Language in Anti-Blackness; Responding to Implicit Bias, Stereotype, and Microaggressions.
- All incoming students are required to participate in a new "Understanding Bias" workshop during NSOP, which is followed by assigned readings and small-group breakouts running through their first semester.
- The GSAA Board is developing intellectual programming with faculty that focuses on diversity and inclusion.
- The GS Board of Visitors is establishing a new DEI committee.
- GS Student Life continues to advise and support student affinity groups and has expanded its offerings of identity-based community programming.
- Programming on social justice topics for the Dean's Seminar.
- The new [Justice and Pandemics Preparedness Academy](#) allows students to collaborate with faculty and other students on service and research projects within the frameworks of effective public health and social justice research.
- Devoted the Fall semester Senior Leadership Team retreat to focusing on plans and approaches for addressing racial injustice and anti-racism.

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### GSAPP (Graduate School of Architecture, Planning and Preservation)

- [Website outlining Anti-racism initiatives and resources](#)
- Educational opportunities for faculty, including a faculty reading group and summer mini institute on address anti-Black racism
- Educational opportunities for students, including a town hall and ongoing anti-bias training on a semesterly basis
- Creation of a new position dedicated to recruitment and retention of underrepresented students at GSAPP by extending student support services and advancing the School's work in anti-racism and diversity, equity, and inclusion
- Fundraising and new scholarships for recruitment of underrepresented students at GSAPP, including an emergency fund to assist students experiencing financial hardship
- Reforming recruitment and admissions to increase outreach to and retention of BIPOC students, based on DEI analysis and report

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Launching grants for faculty-led initiatives towards the project of *Unlearning Whiteness*
- Established a faculty-led Anti-Racism Task Force to engage the question of pedagogy at the School, and work with the community to collect and synthesize ideas and tools for making change through curricula and programming
- Supporting spaces for discussion across the academic programs, students, and faculty through all-school courses, shared readings, and discussion groups exploring the BIPOC experience
- DEI training for students and faculty in the Fall
- Public programming focused on race, racial equity, social justice, representation, and intersections with climate change, and an effort to make these activities more visible and provide additional related resources through the Avery Library
- Strengthening of BIPOC professional network through alumni conversation series, mentorship programs, and involvement in Career Services events and job fairs
- Expanding existing external partnerships and creating new opportunities for collaborations with local and national organizations serving BIPOC communities, as well as HBCU and HSI academic peers.

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### **GSAS (Graduate School of Arts and Sciences)**

- Launched Graduate Equity Initiative: Joint program established by the Executive Vice President of the Faculty of Arts and Sciences and the Dean of the Graduate School of the Arts and Sciences, the Graduate Equity Initiative is a five-year, 6 million dollar program that will provide seed funding for initiatives designed by Arts & Sciences faculty to address systemic racism and underrepresentation in the academy.
- Enhance access to PhD pathways among students from underrepresented racial/ethnic groups through Summer Research Program, application fee waivers, and participation in recruitment activities at national and regional conferences such as the Society for the Advancement of Chicanos and Native Americans in the Sciences (SACNAS) and the Annual Biomedical Research Conference for Minorities in Science (ABRCMS)
- Provide financial, administrative and advising support to diversity-oriented student groups and to individual students seeking support for diversity-related projects and activities
- Develop all students' practice and skills in engaging DEI principles (including race/ethnicity and racism), such as through a series of Campus Conversations (University Life) led by members of our OADI Student Delegation
- Launched our Pedagogies of Race and Oppression Learning Community offered in partnership with the Columbia Center for Teaching and Learning and led by graduate student fellows
- Creating a repository of anti-racism resources to post on our website
- Launched an initiative to support departments in implementing equity-based holistic admissions review, including workshops and ongoing technical assistance

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Offer regular supportive programming for students of color through programming that includes our Scholars on Scene Diversity Film Series, Decentering Academia Workshop Series, Heritage Month programming, Diversity Research Collective, and Mid-Day Soiree Pre-Orientation
- Offer special events and workshops targeted to the needs of students of color, such as the InkWell Academic Writing Retreat and co-sponsoring the annual Students of Color Alliance graduation ceremony
- Collaborated with Arts and Sciences Graduate Council (ASGC), alumni, and departments to seed and administer GSAS-ASGC Community COVID Emergency Fund
- Establishing GSAS Hardship Fund for students in Fall 2021
- Advance institutional diversity through membership and involvement in national organizations ([Creating Connections Consortium](#), [Institute for the Recruitment of Teachers](#), [The Leadership Alliance](#), [National Conference on Race and Ethnicity in Higher Education](#), [National Association for Diversity Officers in Higher Education](#))
- Home of the [Atlantic Fellows for Racial Equity](#) and the [Just Societies](#) program at the Holder Initiative
- [Summer newsletter](#) featuring Columbia faculty working on the study of race, criminal justice, and social justice
- Relevant departments, centers, institutes and programs include:
  - [Department of African American and African Diaspora Studies](#)
  - [Center on African-American Religion, Sexual Politics, & Social Justice](#)
  - [Center for American Studies](#)
  - [Center for the Study of Ethnicity and Race](#)
  - [The Center for the Study of Social Difference](#)
  - [Institute for Comparative Literature and Society](#)
  - [Institute for Research in African American Studies](#)
  - [Institute for Research on Women, Gender, and Sexuality](#)
  - [Institute for the Study of Human Rights](#)
  - [Justice-in-Education \(at SoF/Heyman\)](#)

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## **Journalism**

- **Task Force.** We have formally commissioned retired faculty member Lonnie Isabel to conduct an independent, Ombudsman-style study of the school's climate, progress and challenges around DEI.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- **Responsibility.** We have now hired John Haskins as Dean of Student Life, given him responsibility for admissions, student life and career services, charged with strengthening DEI across the full span of student experience, from recruitment to mentoring to placement.
- **Training.** We implemented mandatory anti-bias training for school staff this Fall.
- **DEI-Focused Fundraising.** We announced a goal to raise \$1million in DEI-focused scholarship this year (and are on the verge of exceeding the goal already).
- Journalism-led conference and other programming on reckoning with racism
- Educational opportunities for new students in group readings and discussion groups
- [Website](#) with comprehensive DEI information for students, faculty, staff and alumni and available to the public with faculty-curated list of resources on race and racism for admitted students and alumni
- Collaborations with external partners to shape and support the way journalists understand race, diversity, civil and human rights ([Ira Lipman Center](#), [Paul Tobenkin Award](#))
- Local student chapters of national associations such as National Association of Black Journalists and others
- Developing an independent self-study and climate survey on race, diversity and inclusion for students, faculty and alumni
- Conduct a curriculum review to ascertain possibility of adding new courses

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### Lamont-Doherty Earth Observatory (LDEO)

- Created the Lamont Diversity, Equity and Inclusion (LDEI) Task Force to recommend actions on creating a diverse community, ensuring an environment free from discrimination and bias, and creating a safe and welcoming campus
- Columbia community citizenship: Between June-Dec 2020, the Lamont DEI officer Kuheli Dutt has conducted or is in the process of conducting, a total of 28 anti-racism seminars and workshops across Columbia. These include: School of Engineering and Applied Sciences (all 9 departments plus Dean's Office); Graduate School of Architecture, Planning, Preservation (GASPP); School of Journalism; Earth Institute (EI); Graduate School of Arts and Sciences (GSAS); School of Social Work; Office of University Life; Lamont Campus (LDEO, IRI, CIESIN, DEES); Center for Climate Systems Research (CCSR). Programs include Environmental Science Policy; Development Practice Program; Climate and Society; Negotiations and Conflict Resolution; Sustainability Science; Sustainability Management; and others. Participants include faculty, scientists, staff, students, postdocs, and administrators.
- Continues to host external partnership programs to bring underrepresented minority students to Lamont to study the geosciences, with a goal to encourage students to pursue these fields (in place since 2006)
- Held town hall for the Earth Institute community to reflect on and provide information about anti-racism
- Published institutional statement, on commitment to anti-racism, on Lamont home page

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Announced a Justice, Equity, Diversity, and Inclusion (JEDI) Annual Award for a member of the Lamont community to recognize contribution to DEI efforts
- Created a new initiative, Columbia Climate Conversations @ Lamont, developed by an EI undergraduate student. Inaugural event: "Intersectional Environmentalism: A Conversation About Diversity, Inclusion, and Accessibility in Climate Action"
- Increased racial and gender diversity of scientific seminar speakers
- Continue to host annual diversity seminar, with prominent speakers such as Valerie Purdie-Greenaway, Kathryn Clancy, and others
- Continue to provide affinity opportunities for graduate students and postdocs. These include Race Talk; Gender & Diversity Coffee Hour; LGBTQ+ Pride Month; Black History Month
- Scholarly work on racism published peer reviewed literature by a number of Lamont members, guiding larger geoscience community on how to address racism
- Designated Lamont DEI Officer since 2008
- Anti-racism resources compiled by graduate students, including a guide to Juneteenth
- Upcoming intermediate to advanced level anti-racism workshops in Spring 2021 for all faculty and scientists at Lamont/DEES
- Search procedures revised to include postings in diverse venues such as the National Association of Black Geoscientists (NABG); American Indian Science and Engineering Society (AISES); and Society for the Advancement of Hispanics, Chicanos, and Native Americans in Science (SACNAS)
- DEI website with detailed information, including demographics and DEI activities: <https://diversity.ideo.columbia.edu>

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### Law

- Newly established Anti-Racism Steering Committee, chaired by faculty vice dean for intellectual life, to coordinate efforts on curriculum and pedagogy, structural racism learning community, entry into and advancement within academic careers for students of color, research and scholarship (including about CLS's history), community engagement with a focus on Harlem.
- Clinical and experiential course offerings for students on issues of racial justice, community entrepreneurship, housing discrimination, mass incarceration, access to justice and more.
- New externship offering on racial justice with the NAACP.
- New Anti-Racism Grantmaking Program, which provides funding to members of the Law School community for projects that will help dismantle racially subordinating policies, structures, or systems or otherwise help promote racial equity and inclusion.
- Seminars and proposed reading groups such as Civil Liberty and Segregation in 20<sup>th</sup> Century America (seminar) and Federal Courts and Racism (reading group).
- Research effort to examine connections between Columbia Law School and slavery, with student participation and a seminar

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- Review of curricula and consideration of ways to integrate race.
- Advance admissions outreach to underrepresented groups such as hosting the National Black Prelaw Conference at the Law School last Fall with the largest ever attendance in the 1000s.
- Active engagement with employers around issues of racial inclusion and career advancement of students of color.
- DEI-focused fundraising that includes the Alumni of Color annual event – created four years ago and will increase in frequency in the upcoming year to account for the approximate doubling in attendance with each annual event – and creation of the Eric Holder Scholarship Fund.
- Strengthen networks among alumni, faculty, and students of color.
- Develop faculty-led efforts to mentor students and post-graduate fellows of color for careers in the legal academy.
- Faculty recruitment: each hiring committee has been charged with aggressive efforts to build the pool of candidates in areas where we have underrepresentation, with Black faculty being a critical area of underrepresentation.
- Full-time faculty discussion to begin to identify and understand the presence of structural racism within the Law School.
- Public programs that include symposia with New York law schools on creating an anti-racist climate in law schools, and message to major law firms on best practices.
- Ongoing programming for new and continuing students throughout the summer and into the Fall.

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### **Nursing**

- Establish a working group to examine the curricula and courses and identify areas in which systematic racism is implicitly or explicitly promoted/upheld with the goal of dismantling embedded racism.
- Established a leadership role and working group to outline faculty development activities to promote anti-racism and racial justice, prepare faculty to translate this into the educational mission of the school and facilitate its implementation.
- Have begun ongoing training to all faculty, staff and students to support anti-racist and anti-discriminatory practices, bystander interventions, and bias awareness.
- Implemented new recruitment and retention guidelines for increased faculty and staff diversity.
- Established anti-racism working groups within Columbia Nursing on Education, Civility & Professionalism, Recruitment & Retention of a Diverse Workforce, Clinical Practice, Health Equity + Disparities Social Justice Research, and Community & Public Service.
- In partnership with diversity offices at Vagelos P&S and Dental Medicine have implemented the Summer Health Professions Education Program (SHPEP) which serves as a pipeline program to encourage & prepare under-represented undergraduates in the health professions to pursue health education/careers.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Administered a faculty and staff climate survey in Fall 2020 to assess SON's work environment.
- Provided a major public conference on innovations on social justice/health equity/cultural competency in simulation education.
- The School of Nursing Student Council has established a Racial Justice Subcommittee with a purpose to highlight & dismantle racial injustices within and adjacent to Columbia Nursing.
- Establishing an Anti-racism online materials/information resources for students, faculty, and staff.
- Diversity Subcommittee on Fostering a More Inclusive Environment has developed a school-wide indigenous people land acknowledgement statement and this Fall sponsored a Diversity Book Club reading, discussion, and lecture of the book "Why are all the Black Kids Sitting Together in the Cafeteria" by Beverly Tatum.
- Established program for the study of LGBT+ health focused on research, education, training, & policy to better serve the LGBT+ community.
- Establishing a center for research on LGBTQ health with the overarching goal to promote the health and wellness of lesbian, gay, bisexual, and transgender people worldwide through the key areas of research.
- Established a new center, Center for Research on People of Color, to focus on equity and justice with the goals of promoting and expanding research related to people of color, providing consultation and mentorship for researchers, and offering learning experiences related to health equity.
- Convene town halls to deepen engagement with alumni and students of color.
- Creating a networking group for alumni, faculty and students of color.
- Increase racial diversity on the Board of Visitors and Alumni Association Board, in addition to looking at others such as Reunion Planning Committee, Distinguished Alumni Awards Committee, and Annual Fund Committee.

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### Physicians and Surgeons

- Engaged in medical center-wide committee for addressing structural racism that focused on six domains:
  - Faculty Recruitment, Retention, Advancement and Leadership
  - Anti-racism Education/ Training/Curricular change (for faculty and staff)
  - Healthcare Disparities and Solutions Research
  - Clinical Care
  - Community and Public Service
  - Civility and Professionalism
- Established working group through Office of Research to identify recommendations for increasing diversity amongst professoriates

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Medical education program commissioned an anti-racism task force that issued recommendations regarding:
  - Admissions
  - Curriculum
    - Anti-racism audit of curriculum led by Director of Equity and Justice in Curricular Affairs
    - Newly launched anti-racism thread in foundational curriculum, builds on pre-existing cultural competency and health disparities curricula
    - Anti-racism curriculum summit planned for February 2021
  - Student support
  - Learning environment
- [Enhancing policies on eliminating bias in the curriculum through student/faculty collaborative](#)
- Learning environment reporting program addressing discrimination based on race, ethnicity, sexual orientation or gender identity
- Anti-racism programming within VP&S Club and VP&S Offices of Diversity and Multicultural Affairs and Student Affairs
- Service learning/community engagement opportunities: 5 student-run free clinics, COVID-19 Student Service Corps, and Foundations of Clinical Medicine first year clinical clerkship
- Support for student affinity groups, including the Black and Latino Student Organization (BALSO), Asian Pacific American Medical Student Organization, Lambda, First Generation Low Income Program

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### **Public Health**

- This Fall, formally launched FORWARD, a school-wide structure through which the School's community - students, alumni faculty, staff and leadership- are working in an ongoing way to develop solutions and take concrete action to speed progress towards becoming a fully-inclusive, anti-racist multi-cultural institution. A multi-stakeholder Accountability Cabinet serves as a permanent advisory body to the Dean, ensuring the School remains focused and progressing towards its goals.
- The School's five-year-old Office of Diversity, Culture and Inclusion has hosted a number of events examining racism and inequity this Fall semester and increased the number of diversity and inclusion trainings it has provided to search committees and School departments.
- Building on last year's school-wide series on *400 Years of Inequality* exploring how our nation's legacy of slavery persists significant inequities today, the School has dedicated this year's monthly Dean's Grand Rounds lecture series to an exploration of COVID-19 and health inequities.
- Building on the School's existing *Self, Social and Global Awareness* training for students, and its Inclusive Teaching Institute for Faculty, the School will offer additional training for all faculty, students and staff this Spring.

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Completing development of equity guidelines to be used in developing new, and assessing existing, curriculum.
- Substantial revisions to *Foundations of Public Health* course to include the underpinnings and ongoing legacies of racism, as well as the public health approaches to addressing it.
- Increased resources this Fall to significantly expand the existing RISE (Resilience, Inclusivity, Solidarity, and Empowerment) peer mentorship program for first-generation students and students of color and to support MOSAIC (Mentoring of Students and Igniting Community), a faculty to student advising and mentoring group for first-generation and students of color.
- Developing the FORWARD Fellows program to provide paid training opportunities for students to work on racial justice and health equity research and action.
- Providing pilot grants to support research examining racism and equity and providing support to encourage faculty's application for federal diversity supplements to provide research opportunities for under-represented students and trainees.

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### **SEAS (overall)**

- Launched comprehensive [diversity, equity and inclusion website](#) to highlight SEAS programs and initiatives focused on bringing diversity to STEM
- Created SEAS Commission on Diversity, Equity and Inclusion with student, faculty and staff representation, supported by representatives from administrative offices for students and staff – lead by the Sr Exec Vice Dean of SEAS and the Chair of Faculty Advancement, Mentoring and Promotion; a search has been planned for administrative support at Assistant Dean level for this effort and the coordinated ongoing efforts
- SEAS undergraduate life, admissions, advising, and career education efforts are in concert with Columbia College and also include:
  - supporting several affinity -based student engineering groups and student affinity-based engineering professional associations
  - specific undergraduate recruitment efforts in STEM
  - specific undergraduate academic support efforts
  - undergraduate participation in K-12 STEM outreach programs
- On-going Racial Sensitivity workshops for each department and the Dean's Office, providing community input to work of the DEI commission
- Focused on building and sustaining a STEM pipeline through educational and research initiatives

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- [SEAS 3-2 Combined Program](#): designed to enable students to receive both a liberal arts from their home liberal arts college and then join Columbia Engineering for two years to earn a B.S. in engineering, getting the best of what each educational experience has to offer. Historically black colleges are among our partner liberal arts colleges.
- GEM Fellowships – SEAS provides full M.S. tuition scholarships to 4-6 GEM Fellowship awardees each year.
- [CS@CU MS Bridge Program in Computer Science](#): offers prospective applicants underrepresented groups and from non-computer science undergraduate backgrounds, and those without programming experience, the opportunity to acquire the knowledge and skills necessary to transition to computer science and enter into the MS program. (Partial scholarship support from Facebook and partial scholarship support from \$1.2M endowment established by SEAS Alum Janet Lustgarten)
- [Bridge to the PhD Program in STEM](#): designed to increase the participation of students from underrepresented groups in Ph.D. programs in STEM disciplines, and preparing them for doctoral programs and long term research careers.
- [HKMaker Lab](#): an NIH funded outreach program led by diverse faculty leaders that provides underserved high school students with mentorship plus hands-on science and engineering educational experiences, preparing for college and beyond.
- [Outreach at Columbia Engineering](#): provides greater accessibility to opportunities in STEM disciplines, especially for traditionally underrepresented local stakeholders, reaching more than 10,000 students up to 2020 mostly at Title 1 K-12 schools in Harlem and the Bronx. Program also includes high school teacher training. Involves faculty and graduate and undergraduate students. SHAPE summer high school program offers full scholarships to low income students in NYC from under-served backgrounds.
- [AI4All](#): A summer program serving as a pipeline for high school students from marginalized communities in New York City and underrepresented in STEM to enter the field of technology. It's co-led by faculty members from School of Social Work and SEAS Computer Science.
- A Summer Undergraduate Research Experience program for undergraduates from HBCUs and Minority Serving Universities is in development for launch this summer and also provides a recruitment pathway to our graduate program
- A Rising Stars Research Seminar Program has been launched to invite top PhD and Postdocs to a seminar and workshop series at Columbia Engineering (the first focused on Engineering and Medicine) to identify top junior PhD and Postdoc talent for potential faculty recruitment
- Provide student support through school-based affinity groups and also through the Office of Multicultural Affairs
- Focus on research and innovation programs with a diversity, equity, inclusion lens

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- Conduct fundraising that includes \$1M endowed graduate fellowships with preference to underrepresented students (i.e., race, ethnicity, gender) with one raised thus far (Grossman Doctoral Fellowship), \$1.2M endowment for partial scholarships for MS Bridge program (see above CS@CU MS Bridge Program), Foundation support for the Barnard-Columbia Engineering Science (B.A.) to Engineering M.S. program
- Launched a Pathway to Professorship Workshop to provide advising and training for Ph.D. students and postdocs of historically under-represented background who are interested in academic careers.

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### **SIPA**

- Established a Diversity Committee comprised of faculty, students and staff to focus on active programming. Upgraded from Diversity Task Force launched in 2013-14 and currently chaired by Michael Nutter, former Mayor of Philadelphia and currently David N. Dinkins Professor of Professional Practice.
- Expanding educational offerings on issues of social and racial justice through new courses and enhancements to existing courses, new capstone projects with NY-based institutions and other partners, and opportunities for faculty and student training on diversity and inclusion.
- Public programming on pressing urban and social policy
- Conducting a diversity and inclusion self-assessments to increase transparency, accountability and advance strategic objectives to promote greater diversity among faculty, staff and students, within the curriculum, and in other areas.
- Launched in Spring 2020 and continuing an Adjunct Diversity Initiative to recruit new adjuncts of color to teach courses aimed at deepening teaching and engagement on race, public policy and social justice areas.
- Continue using best practices in full-time faculty recruitment to secure outstanding new faculty from underrepresented groups.
- Continue extensive public programming on race and social justice issues including in broader context of inequality, global urban and social policy, economic development, conflict and gender studies.
- Expand development and fundraising efforts to support diversity objectives within the school, with renewed efforts focused on under-represented groups.
- Enhancing outreach to alumni around diversity and inclusion.

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### **Social Work**

- Creation of the CSSW Action Lab for Social Justice, including a new project called Action for Black Lives; working to support fundraising and formalizing work as a new center. [Dr. Ovita Williams appointed as its inaugural Executive Director.](#)

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

- Continuation of ongoing student education and required coursework on power, race, oppression and privilege and through a Professional Development and Self-Awareness intensive workshop.
- Faculty-led research projects on anti-racism, as well as projects in development in collaboration with the Center for Teaching and Learning and the Provost's Office.
- Formal creation of an Office of Diversity Equity and Inclusion led by Dean Karma Lowe.
- Expanded DEI Advisory Committee to include PhD student representative, additional MSW student, and administrators from Admissions and Advising.
- Creation of affinity group spaces for students by Office of Diversity, Equity and Inclusion; groups meet twice weekly and involve staff and faculty.
- Creation of a group in Fall 2019 of white-identified and white-passing faculty and students to discuss approaches for undoing white supremacy. Facilitated by a professor and PhD candidate and in collaboration with ODEI.
- Hosting of an annual networking event and annual Spring mixer for Communities of Color, co-sponsored by the Offices of Diversity, Equity and Inclusion, Alumni, and Career Services.
- Public programming to engage in dialogue regarding the experiences of historical marginalized community members and related topics; , including [Professor Courtney Cogburn engaging in conversation with Dr. Ibram X. Kendi](#), Andrew W. Mellon Professor of the Humanities and Director of the Center for Antiracist Research at Boston University; and launched heritage months series on 'narratives, belonging and activism.
- CSSW faculty members developed and delivered a first-ever, University-wide ["Mini-Institute on Addressing Anti-Black Racism."](#) It was provided to faculty from across the University over the summer; it was offered to all Deans of all Columbia University schools, and senior leadership from the Office of the Provost and the President's Office in the Fall.
- [Six faculty members successfully competed for Office of the Provost seed funding](#) from the Addressing Racism: A Call to Action for Higher Education Seed Grant Opportunity.
- Developed workshop on "navigating difficult dialogues in the classroom"; offered to more than 100 faculty and staff in summer 2020.
- Expanded DEI Advisory Committee to include PhD student representative, additional MSW student, and administrators from Admissions and Advising.
- Drafted School's first [DEI Mission Statement](#) (Spring 2020).
- Developed DEI [feedback form](#) to solicit ongoing feedback from community members.
- Continue quarterly social events for Black, Indigenous and People of Color (BIPOC) and Queer and Trans community members.
- Ongoing suffusion of power, race, oppression and privilege lens across curriculum; course conveners are revising syllabi

## Anti-Racism Initiatives in Columbia's Schools and Institutes

Work in Progress - December 14, 2020

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### **School of Professional Studies**

- Continue diversity focused academic program initiatives
- Columbia HBCU Fellowship – bridge between Black students and high-performance employers, and grants full tuition and housing, career coaching and guidance, and other benefits
  - Summer session programs with esteemed Black faculty
- Provide educational opportunities and public programming focused on racial and social justice through all core programs and through the broader school
- Created a working group on diversity, equity and inclusion, which just completed a climate survey that will move to establish a formal diversity and inclusion committee at SPS
- Considering creating a Chief Diversity Officer role, or rolling this into a senior member of the SPS staff responsibilities at the school to take and operationalize input from the Diversity Committee
- Created SPS specific DEI training for all faculty and staff
- Hosted DEI career conversation series in the Fall
- Student Life supports and promote Identity Based group monthly programming
- Raising DEI scholarships funds
- Raising endowment funds to support the HBCU program

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### **Zuckerman Mind Brain Behavior Institute**

- Created and posted online a Commitment to Action for diversity, equity and inclusion at ZMBBI, with the following goals:
  - Create a sustainable structure to advance diversity at ZMBBI
  - Create a core curriculum at ZMBBI to foster a culture of diversity and inclusion; faculty, students and staff will be asked to participate with mandatory participation for leadership
  - Build a diverse scientific pipeline for people of color
  - Promote and develop underrepresented colleagues within ZMBBI
  - Reshape organizational structures to support equity and drive inclusion in science
  - Partner with the local community within Harlem through public programs and engagement
  - Create transparency and accountability about diversity efforts within ZMBBI, including data collection and longitudinal outcomes across various domains

## Anti-Racism Initiatives in Columbia's Schools and Institutes

*Work in Progress - December 14, 2020*

- Work across the Institution to catalyze change and promote diversity within Columbia and the academy
  - Established a Diversity, Equity, and Inclusion Board with representation from graduate students, postdocs, faculty, and staff within ZMBBI and external stakeholders to examine and promote DEI at the Institute and beyond
  - Launched DEI workgroups focused on 1) equitable faculty recruitment processes at the Institute level and 2) HBCU partnerships
  - Piloted process group for Black graduate students to build peer support networks
  - Developing program to recruit a diverse cohort of exceptional early career researchers for a junior-PI type position
  - Appointed Dana Crawford as scholar-in-residence to bring anti-bias training to faculty, students, and staff starting in Jan 2021
-