



Diversity, Equity, Inclusion,
Climate, and Engagement (DEICE)
Committee

July 2024

To: The SIPA Community

From: Jenny McGill and Michael Nutter
DEICE Committee Co-Chairs

Subject: **DEICE Committee's 2023-24 Activities and Plans**

Overview. We are happy to provide this update on the activities of the Diversity, Equity, Inclusion, Climate, and Engagement (DEICE) Committee over the past school year, and to share our plans for the coming year. Our work this year was strongly influenced by the impact of the October 7 attack and subsequent events on members of the SIPA community, as well as the ongoing SIPA curriculum review. As discussed below, we updated our mission and structure to better align with SIPA's DEI agenda, and to better reflect our commitment to address all forms of discrimination and exclusion affecting members of the SIPA community. We continued to collaborate closely with the Associate Dean for Diversity and Community Engagement, Jilliene Rodriguez, as well as the Office of Student Affairs, the Office of Academic Affairs, the Admissions and Financial Aid Office, and the Diversity Coalition of student organizations. We also coordinated with SIPA's new Anti-Doxxing and Anti-Hate Task Forces. In response to events affecting our community, we co-hosted Community Circles for groups of students, staff and faculty, as well as an Open Forum in March and a Community Gathering in early May. We also expanded our co-sponsorship of DEI-related events with other Columbia and SIPA offices, as well as SIPA student organizations. We look forward to continuing to work for a more diverse, equitable, inclusive and accessible SIPA, where all students, staff and faculty feel welcome and supported, and where our students are equipped to meaningfully address the policy challenges they will face in the years ahead.

DEICE Committee mission, membership and structure. Based on input from SIPA community members and a review of our activities over the past two years, we revised our mission to better reflect our commitment to address all forms of discrimination and exclusion affecting members of the SIPA community. These changes are reflected in our updated Bylaws (see [Annex 1](#)). Consistent with the recommendations from SIPA's DEI assessment completed in June 2021, the DEICE Committee includes members of the Dean's Office, staff, faculty, alumni and students, and the student members include both general student representatives and representatives of the Diversity Coalition of student organizations (see [Annex 2](#)). During the school year, we also reorganized our active subcommittees to better align with SIPA's DEI agenda. Our active subcommittees now include School Culture and Campus Climate; Curriculum, Scholarship and Capacity Development; Community Activities; as well as our Steering Group. These changes are also reflected in our updated Bylaws.

Diversity Coalition. The Diversity Coalition includes student organizations (listed at the end of [Annex 1](#)) whose mission supports DEI at SIPA, and the coalition continues to play a crucial role in advocating for DEI on the DEICE Committee and at SIPA. Under our Bylaws, the DEICE Committee includes up to ten representatives from the Diversity Coalition, as well as a representative from the SIPA Student Association (SIPASA). In addition to attending DEICE Committee meetings, the Diversity Coalition representatives held their own monthly meetings during the year, chaired by the DEI representative from SIPASA. The Diversity Coalition also invited other student organizations whose missions support DEI at SIPA to join the coalition, and welcomed The Morningside Post, the South Asia Association and Women in STEM @ SIPA as new members this year. Diversity Coalition representatives played a crucial role in the DEICE Committee this year, reinforcing the concerns of students with disabilities and first-generation students; continuing to call for the hiring of additional African American and African faculty, and for strengthening the Africa regional specialization; recommending awareness-raising on antisemitism and Islamophobia; and raising student concerns about the impact of restricted campus access and the police presence on campus toward the end of the school year.

DEICE Committee meetings. Over the past year, we held monthly meetings, generally on the last Wednesday of each month. We also held an Open Forum on March 20, and we convened a Community Gathering on May 3. We were delighted that Professor Lisa Anderson and Associate Dean Hazel May could join our kick-off meeting on September 28, as well as the Open Forum and our final meeting on May 1, to brief us on the ongoing curriculum review and to invite our input on ways to strengthen the DEI dimensions of SIPA's curriculum. We also invited Gina Malara and Lakhbir Singh from the Admissions and Financial Aid (AFA) Office to join our Oct. 25 meeting to brief us on the admissions process in light of the recent Supreme Court decisions on affirmative action in higher education. At the Open Forum, Quintin Sipp from the AFA Office also addressed student concerns related to financial aid and tax reporting. During the year, we received regular updates on the work of the Anti-Doxxing and Anti-Hate Task Forces from Mayor Nutter and Associate Dean Jilliene Rodriguez, and Professors Yasmine Ergas and Jean-Marie Guehenno, the co-chairs of the Anti-Hate Task Force, very kindly joined the Community Gathering we hosted on May 3. The Community Gathering was organized at the request of our student members to address concerns related to the restricted campus access and police presence on campus at the end of the school year. The remote gathering was well-attended by faculty and staff as well as students, and provided an opportunity for students in particular to air concerns about remote exams, accommodations for students with disabilities, and arrangements for graduation.

School culture and campus climate. Our work this year related to school culture and campus climate was motivated largely by the impact on members of the SIPA community of the Oct. 7 attack on Israel, Israel's military response, and the humanitarian crisis in Gaza. To complement the work of the Anti-Doxxing and Anti-Hate Task Forces and the Office of Student Affairs (OSA), we coordinated with Associate Dean Rodriguez to host Community Circles in fall 2023 and spring 2024. In these small gatherings, Associate Dean Rodriguez facilitated groups of students, staff and faculty in coming together to share their experiences, support each other, and learn more about other resources available to support them. As mentioned earlier, we also hosted a Community Gathering on May 3 to provide a space where community members could share concerns about recent events on campus, including the restricted access to campus facilities and police presence on campus. We also partnered with several SIPA faculty members to propose

activities for the coming school year under Columbia's "Dialogue Across Difference" initiative, and were pleased to receive funding from the Provost's Office to support community workshops to be facilitated by Prof. Andrew Heinrich.

Curriculum, scholarship and capacity development. Our activities in this area related mainly to SIPA's curriculum review, as well as initial planning of DEI capacity-building activities for the SIPA community for the coming school year. As noted earlier, we invited Prof. Anderson and Associate Dean May to join our September and May meetings, as well as the Open Forum in March, to provide updates on the curriculum review. At our September meeting, Prof. Anderson invited the DEICE Committee's input on specific course offerings related to DEI. Based on previous proposals we had made for a core course related to DEI, we developed and submitted a proposal for a new core course on principles and strategies for inclusive policymaking in December 2023. Although the curriculum review is still ongoing, we understand that our course proposal has been included in the revised MPA curriculum. During our monthly meetings, we also brainstormed ideas for DEI capacity-development activities for the coming year, including a possible symposium on inclusive policy and leadership. We look forward to continuing to work with SIPA leadership to strengthen the attention to DEI issues and DEI-related skills in the revised curriculum for both MIA and MPA students, and to organizing more DEI capacity-building activities for the SIPA community.

Community activities. We organized and co-sponsored several DEI-related events over the past school year. DEICE Committee events included a Story Slam on Afrofuturism (Feb. 28), as well as DiversiTEAs for LGBTQIA+ students (Nov. 16), students with disabilities (Feb. 20), student veterans (March 26), and displaced students (April 14). We also hosted an outing to the Apollo Theater for Amateur Night (Feb. 21). The DEICE Committee co-sponsored a number of other activities, including events honoring Veteran's Day (Nov. 11, with the Columbia SIPA Veterans Association), the Lunar New Year (Feb. 9, with OSA), and the Trans Day of Visibility (March 31, with the Executive MPA program). Together with Columbia's Ambedkar Initiative and the Center for Global Energy Policy, we sponsored a series of four remote panel discussions on casteism and climate justice (Jan. 16, Feb. 9, March 1 and March 22). In honor of Dalit History Month, we supported a panel discussion on caste and sexuality (April 4), planned and led by Dalit women, and we supported a student-led celebration of Dr. Ambedkar's birthday (April 13). We also supported SIPA's Black Student Graduation (May 10, with OSA and the Black Student Union) and the First-Generation Student Graduation (May 12, with OSA and the First-Generation Student Union).

Communications. This year, we continued our practice of sending messages to the SIPA community in honor of identity and heritage months of interest to members of the community. These included messages honoring Hispanic/Latinx Heritage Month and Indigenous People's Day, Black History Month, International Women's Day and Women's History Month, Dalit History Month, Asian and Pacific Islander Heritage Month, and Juneteenth, Caribbean Heritage Month and Pride Month. This month, we are also honoring Disability Pride Month. In December 2023, we also reported to the community on accessibility improvements in the International Affairs Building that had been made in response to concerns raised earlier by SIPA students.

Plans. In the coming year, the DEICE Committee plans to continue working in the following areas:

- Supporting Dean Yarhi-Milo and Associate Dean Rodriguez in advancing SIPA's DEI agenda, including clarifying and articulating SIPA's shared values;
- Supporting the DEI dimensions of the revised curriculum for the MIA and MPA degree programs;
- Hosting or co-hosting more events under Columbia's "Dialogue Across Difference" initiative (such as Community Circles and faculty/expert-led workshops);
- Planning and hosting more DEI-related learning events for the SIPA community (such as an inclusive policy and leadership symposium); and
- Working with Associate Dean Rodriguez to update the DEI pages of the SIPA website.

Appreciation. We would like to thank Dean Yarhi-Milo and Associate Dean Rodriguez for their leadership on DEI issues, and for their support of our work over the past year. We would also like to thank departing DEICE Committee members Tomara Aldrich, Ann-Chevealle Brown, David Caughlin, and Yani Lopez-Souza for all of their contributions to the committee's work, and we look forward to welcoming back Prof. Ben Orlove after his sabbatical. Finally, we want to thank all of the graduating students who have served on the DEICE Committee and in the Diversity Coalition for their strong advocacy and engagement on DEI issues, which have had such a positive impact on SIPA. We look forward to their continuing engagement with SIPA as alumni.

**SIPA DEICE Committee Bylaws
Last Amended and Approved on July 25, 2024**

**BYLAWS OF THE
DEICE COMMITTEE
SCHOOL OF INTERNATIONAL AND PUBLIC AFFAIRS
COLUMBIA UNIVERSITY**

PREAMBLE

Columbia University’s School of International and Public Affairs (hereafter “SIPA”) hereby ordains and establishes these Bylaws of the Diversity, Equity, Inclusion, Climate and Engagement Committee (hereafter “DEICE Committee”).

The DEICE Committee (formerly The Diversity Task Force) was initiated by a group of students in the 2013-2014 Academic Year, who saw there was an opportunity to create a channel to address issues relating to diversity, equity and inclusion (DEI) at SIPA. With the support and leadership of Dean Merit Janow and the SIPA Administration, the Diversity Task Force was created in Spring 2014 to address recognized issues and support the efforts of SIPA faculty, staff, and student organizations in fostering a community at SIPA that is welcoming, respectful of individual and group differences, and representative of our society. In 2016, Mayor Michael Nutter, Professor of Practice, was named Faculty Chair of the Diversity Task Force, and Associate Dean Cory Way was appointed Administrative Chair. In Fall 2018, the Diversity Task Force was officially renamed the Diversity Committee. In Fall 2021, the Diversity Committee was restructured and renamed the DEICE Committee, merging the efforts of the Diversity Committee and the DEI Steering Committee, which had been established in the 2020-2021 Academic Year to coordinate a DEI assessment of SIPA. This restructuring was based on the recommendations of the DEI assessment.

These Bylaws supersede all prior constitutions, bylaws, regulations, guidelines and other similar documents relating to the matters contained herein.

ARTICLE I. NAME AND GOVERNING PRINCIPLES

Section 1.1 – The name of this group shall be the DEICE Committee. The DEICE Committee is fully committed to upholding and exercising the principles of good governance, including transparency, accountability, and responsibility, to ensure that its mission and objectives align with and reflect the evolving demands of the SIPA community, including its student body, faculty, staff, alumni and the surrounding community.

Article II. MISSION AND SCOPE OF WORK

Section 2.1 – The DEICE Committee’s mission is to work with SIPA leadership, faculty, staff, students and alumni to foster a community at SIPA that is welcoming, respectful of individual and group differences, and representative of our global community. The DEICE Committee acknowledges the continuing impact of historical forms of oppression and marginalization. To further its mission, the Committee actively works to address all types of discrimination and exclusion affecting members of the SIPA community, including but not limited to discrimination based on age, caregiver status, caste, citizenship status, class, color, disability, first-generation

status, gender, gender identity or expression, national origin, pregnancy, race, religion or religious identity, sexual orientation, or veteran or active military status.

Section 2.2 – The DEICE Committee’s scope of work includes:

- To advise the Dean and SIPA leadership on efforts to support greater diversity, equity and inclusion at SIPA on a range of topics, including but not limited to:
 - school culture and campus climate;
 - curriculum, scholarship and capacity development;
 - community engagement; and
 - programming for DEI and social justice.
- To support and collaborate with the Office for Diversity and Community Engagement at SIPA on behalf of all stakeholders.
- To provide a forum for SIPA community members to discuss current DEI issues and concerns.

Section 2.3 – In pursuit of its mission, the DEICE Committee shall abide by all applicable University policies and procedures, including but not limited to the University’s Non-Discrimination Statement and Policy.

Section 2.4 – In pursuit of its mission, the DEICE Committee will strive to further institutionalize DEI efforts at SIPA.

Article III. COMPOSITION AND MEMBERSHIP

Section 3.1 – *Representation.* The DEICE Committee membership will consist of up to 35 individuals. The composition of the Committee will be as follows: up to 5 general student representatives chosen by application; a representative of the SIPA Student Association (SIPASA) and up to 10 student representatives of the Diversity Coalition; up to 6 faculty members; up to 6 administrators (including up to 2 union members); up to 2 representatives from the Dean’s Office; and up to 2 alumni. Members of SIPA leadership may also be invited by the DEICE Committee Co-Chairs to participate in DEICE Committee meetings and other activities *ex officio*.

Section 3.2 – *General Student Representative Selection and Eligibility.* General student representatives will serve for a two-semester term, beginning in the Spring semester of their first year of attendance at SIPA. J-term students are eligible to become a member in the Spring term of their second year. Students must be enrolled at SIPA for the term of their service. SIPA dual degree students are eligible to serve as well. General student representatives may continue for a third semester as non-voting advisory members.

Applications for general student members will open in late November/early December of each school year, and will include a resume and a statement of interest (no more than 500 words) discussing the student’s interest and leadership or work experience related to diversity issues. In each year, five general student representatives will be selected from the applicants by a Subcommittee of the current DEICE Committee. All applicants should be in good academic standing, with a cumulative GPA of 3.0 or higher. Students are required to remain in good academic standing during their time as a member of the DEICE Committee. In the event that the Subcommittee is unable to reach an agreement on an appointment(s), the DEICE Committee Co-Chairs will have final discretion.

General student members should be selected on the basis of the following criteria:

- **Commitment:** Students must show demonstrated interest, enthusiasm, and commitment to the mission of the DEICE Committee, and issues more generally related to social justice, diversity, equity and inclusion.
- **Leadership:** Students must demonstrate leadership experience and initiative in issues of diversity, equity and inclusion, whether through professional, academic, or extracurricular activities.

Section 3.3 – SIPASA and Diversity Coalition Representatives. The DEICE Committee will include a representative of SIPASA and up to 10 student representatives of the Diversity Coalition. The Diversity Coalition was formed in 2015 by student groups with the cross-cutting mission of supporting diversity, equity and inclusion at SIPA. The Coalition includes the groups listed in the Annex to these Bylaws (which may be updated from time to time). Student representatives of SIPASA and the Diversity Coalition will be nominated by their student group in December of each school year, following the election of new leadership of the student group, and their selection should be based on their commitment and leadership or experience related to diversity, equity and inclusion. They will serve for a two-semester term beginning in the Spring semester immediately following their nomination, and they may continue for a third semester as non-voting advisory members. The Diversity Coalition may expand its membership from time to time. In the event that the number of Diversity Coalition groups exceeds 10, then the Diversity Coalition will agree on a process to rotate its representatives on the DEICE Committee, in consultation with the representatives of the Office of Student Affairs on the Committee.

Section 3.4 – Faculty Representatives. All faculty representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Faculty representatives will be appointed based on the Dean’s selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee. The Faculty Diversity and Curriculum Subcommittee may suggest other selection criteria and possible faculty members to join the Committee, and any faculty members may also nominate themselves or another faculty member to join the Committee.

Section 3.5 – Staff Representatives. All staff representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Staff representatives will be appointed based on the Dean’s selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee. The Staff Diversity and Inclusion Subcommittee may suggest other selection criteria and possible staff members to join the Committee, and any staff members may also nominate themselves or another staff member to join the Committee.

Section 3.6 – Degree Program Representatives. The DEICE Committee seeks to include the perspectives of all degree programs at SIPA. Therefore, if a degree program is not already represented, the Co-Chairs will invite the degree program to nominate a student, staff or faculty member to represent that program on the DEICE Committee. Student representatives will serve for a two-semester term beginning immediately after their appointment, and they may continue to serve for a third semester as non-voting advisory members (if they are still enrolled as students). Faculty or staff representatives will be appointed by the Dean to serve for a two-year term, which may be extended by the Dean or the Dean’s designee.

Section 3.7 – Alumni Representatives. All alumni representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Alumni representatives will be appointed through an open nomination process in which alumni

may nominate themselves or others. They will be appointed based on the Dean's selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee.

Section 3.8 – *Equal Opportunity.* Membership in the DEICE Committee is open to all who meet the above criteria, irrespective of race, creed, color, gender, class, age, nation of origin, nationality, disability, marital status, religion, veteran status, or sexual orientation.

Article IV. CO-CHAIRS AND SUBCOMMITTEES

Section 4.1 – *Co-Chairs.* The Dean or the Dean's designee will appoint up to 3 Co-Chairs of the DEICE Committee, who will lead the work of the DEICE Committee and its Subcommittees, and represent the DEICE Committee in interactions with SIPA leadership, faculty, students and other stakeholders.

Section 4.2 – *Steering Group.* The DEICE Steering Group, including the Co-Chairs, representatives of the Dean's Office and Office of Student Affairs, and the SIPASA representative, will coordinate the work of the DEICE Committee and its Subcommittees and be accountable for the performance of the DEICE Committee.

The activities of the Steering Group will include, but not be limited to:

- Set and execute the overall strategy for the DEICE Committee;
- Receive and evaluate proposals brought by DEICE Committee members and Subcommittees;
- Provide guidelines for implementing these proposals; and
- Take all reasonable steps to make the work of the DEICE Committee more transparent and accountable.

Section 4.3 – *Permanent Subcommittees.* In order to carry out its mission and scope of work, the DEICE Committee has established several permanent Subcommittees. Each DEICE Committee member should serve on at least one Subcommittee. The Co-Chairs will assign members to Subcommittees based on their interests and preferences. Each Subcommittee will include at least one member of the Steering Group to ensure coordination. The permanent Subcommittees of the DEICE Committee include the following:

- School Culture and Campus Climate;
- Curriculum, Scholarship and Capacity Development; and
- Community Activities.

Section 4.4 – *Ad-hoc Subcommittees.* In order to carry out its mission and scope of work, the DEICE Committee may from time to time establish ad-hoc or temporary subcommittees. The Co-Chairs will assign members to any ad-hoc subcommittee based on their interests and preferences. Each ad-hoc subcommittee will include at least one member of the Steering Group to ensure coordination. In most cases, ad-hoc subcommittees will be dissolved at the end of the school year in which they were established.

Article V. ROLES AND RESPONSIBILITIES

Section 5.1 – The following roles and responsibilities will be assigned to particular Subcommittees or individual members, while others will be assigned by agreement among current members:

- **Programming:** Events and programming conducted by the DEICE Committee will be planned with the input of all members and implemented by the Community Activities Subcommittee. This Subcommittee can also propose to co-sponsor events organized by other SIPA groups or programs (**Community Activities Subcommittee**).
- **Communication:**
 - Update website (**staff member with input from Steering Group**);
 - Check, respond to and disseminate messages to the deicecommittee@sipa.columbia.edu email box (**staff member with input from Steering Group**); and
 - Send official DEICE Committee communications to the school community (**staff member on behalf of Co-Chairs**).
- Create meeting agendas and distribute to DEICE Committee members (**Co-Chairs**).
- Liaise with the Dean, keeping Dean abreast of group's meetings, recommendations and programs (**Dean's Office Representative and Co-Chairs**).

Section 5.2 – Over time, roles and responsibilities on the DEICE Committee may be added or changed, based on the voting consensus of the Committee.

Article VI. MEETINGS AND OTHER ACTIVITIES

Section 6.1 – *Meetings.* The DEICE Committee will meet monthly during the fall and spring semesters, as scheduled by the Co-Chairs. These regular meetings will provide a structured opportunity for members to raise concerns and review progress on the Committee's activities and goals. The /Co-Chairs, or a staff member on their behalf, will notify the other members of the meeting via e-mail no later than five business days in advance of the meeting. The Steering Group will meet at least twice a month, and the Subcommittees will generally meet monthly, during the fall and spring semesters

Section 6.2 – *Meeting Format.* Meetings of the DEICE Committee, Steering Group and Subcommittees may be conducted in-person or online. DEICE Committee meetings will be guided by Robert's Rules of Order, under which each DEICE Committee member will have one vote on all decisions and resolutions of the Committee. The process of making a decision is done through a motion, which is a proposal to do something. The formal steps in handling a motion include the making of a motion, having a second, stating the motion, having a time-limited discussion on the motion, putting the motion to a vote, and announcing the results of the vote. Action could be taken informally without going through these steps by using unanimous consent. A quorum will consist of 50% of voting members. (A quorum is defined as the percentage of the total membership that must be present at a meeting in order to conduct the business of the group.)

Section 6.3 – *Email Voting.* Email voting may occur if a measure was raised and discussed during a DEICE Committee, Steering Group or Subcommittee meeting at which a quorum has been reached. A time period for the vote must be announced ahead of the vote and closed in an appropriate and expedient manner without extension.

Section 6.4 – *Public Events.* Each semester, the DEICE Committee will sponsor at least one public event for the SIPA community. These events should contribute to an ongoing discourse on diversity, equity and inclusion at SIPA, as well as outreach to prospective SIPA applicants from historically underrepresented communities, and building stronger relations between current SIPA students, alumni and the surrounding communities.

Section 6.5 – Attendance and Participation Policy. DEICE Committee members are expected to attend monthly meetings of the Committee and their assigned Subcommittee, and to contribute equitably to the work of the Committee and their assigned Subcommittee.

Section 6.6 – Dismissals. In the event that a DEICE Committee member fails to attend three or more meetings of the Committee or their assigned Subcommittee in any one semester, or fails to follow through on their assigned commitments, the Co-Chairs or their designee may confer with the member about their participation in the Committee. If the Co-Chairs conclude that the Committee member is not able to contribute to the work of the Committee, the Co-Chairs may ask the member to resign (or if the Committee member is a SIPASA or Diversity Coalition representative, the Co-Chairs may ask the leadership of the relevant student organization to nominate another representative).

Section 6.7 – Replacements. Any DEICE Committee member who can no longer serve can be replaced by the Co-Chairs for the remainder of their term.

Section 6.8 – Transition. DEICE Committee members must conduct a thorough and quality driven handover with incoming DEICE Committee representatives to ensure institutional memory. Handover preparation must include at minimum a one-page transition document.

Article VII. AMENDMENTS

Section 7.1 – These Bylaws may be amended by a vote of a majority of the DEICE Committee. If these Bylaws are amended, a revised copy must be approved by the Dean or the Dean's designee.

Diversity Coalition Members
(as of May 2024 – the 10 members currently represented
on the DEICE Committee are highlighted in bold)

Empowering Asian Women (EAW) - The purpose of EAW is to encourage further dialogue on the topic of diversity and inclusion by fostering leadership development of Asian female students and professionals. (Currently inactive.)

Gender and Public Policy Working Group (GPWG) - The GPWG hopes to facilitate the integration and exposure of a gender perspective at SIPA and promote useful discussions and events.

Latin American Student Association (LASA) - LASA provides a platform for discussion and collaboration regarding national, regional and international public affairs issues of Latin American, and share the broad and diverse cultural expressions that represent the region, taking advantage of the opportunities and resources provided by SIPA at Columbia University.

MENA Forum - The MENA Forum is a student-run organization that provides a forum for engaging the SIPA community on the political, social, and cultural realities of the Middle East and North Africa. We welcome anyone who shares an interest in the Middle East and North Africa (MENA) region.

Migration Working Group (MWG) - The MWG aims to promote dialogue, awareness, and community involvement on national and international migration issues.

SIPA Black Student Union (BSU) - The purpose of the BSU is to promote an understanding of the past, present, and future problems and needs of Black graduate students as well as of the wider Black community at SIPA. Additionally, the BGSU will provide a safe space for Black students at SIPA to find community amongst each other and with allies.

SIPA Pan-African Network (SPAN) - As its mission, SPAN creates a vibrant community of support for students within SIPA and Columbia concerned with Africa and its Diaspora. SPAN's core objectives are to create a platform for African students and all other students interested in Africa to share ideas beneficial to development in Africa; leverage opportunities within SIPA and Columbia University, and collaborate with other student groups for increased visibility; organize events focused on development and connect members with organizations for internship and post-graduation employment opportunities; and participate in orientation of new students and ensure equal opportunities for all members.

SIPA Students of Color (SSOC) - SSOC is a diverse community of students, alumni and faculty that focuses on the support and advancement of underrepresented students becoming future policy leaders and development professionals. Our core belief is that the world is best served by policymakers and leaders who represent a wide variety of cultural traditions, political worldviews and life experiences. The organization's primary function is to assist its members in achieving their academic and professional goals. SSOC seeks to leverage its broad network to assist Columbia SIPA in the recruitment of underrepresented students and faculty while advocating for the inclusion of diverse and dynamic perspectives within Columbia SIPA's course curriculum and cultural climate. (Currently inactive.)

SIPA Women in Leadership (WIL) - SIPA WIL is an organization at Columbia University's School of International and Public Affairs (SIPA), consisting of Columbia students, alumni, administrators,

friends, allies and mentors. SIPA Women in Leadership's mission is to prepare its members for success and leadership in all sectors and professional endeavors. We aim to bring awareness to the barriers women face as leaders today and the importance of having women serve in decision-making positions, with the overall goal of achieving gender equality.

South Asia Association (SAA) - The SAA's goal is to create a deeper and inclusive understanding of the South Asia region by actively facilitating the exchange of ideas, opinions, knowledge and culture among the student community at Columbia.

SPECTRUM - SIPA Spectrum is an organization within which SIPA's LGBTQ+ and allied students may network, build a community, and hold dialogue on international and domestic issues, through which community members may access relevant resources and information.

The Morningside Post (TMP) - TMP is the leading independent news publication at Columbia University's School of International and Public Affairs, a top global policy school boasting over 24,000 alumni in more than 160 countries. With a dedicated team of student journalists and a vast network of contributors, TMP covers a wide range of topics, including campus news, politics, opinion, and events in New York City.

Women in STEM @ SIPA (WIS) - The mission of WIS is to come together and build a sense of community among the women of SIPA interested in the areas of science, technology, engineering and mathematics, and work towards integrating these areas for sustainability. The organization aims to empower and inspire women by providing spaces to form professional networks and share knowledge.

Working Group on Race, Inequality, Solidarity, and Economics (RISE) - The mission of RISE is to create a safe environment for students to engage, in a spirit of cooperation and solidarity, in co-learning, discussions and activities towards solutions to diverse problems of social inequality, such as wealth and income inequality, poverty and racial, gender and economic disparities.

DEICE Committee Members
(as of May 2024)

<u>Name</u>	<u>Affiliation</u>
Faculty	
Sarah Holloway	On break (2023-24)
Jenny McGill	DEICE Committee Co-chair
Michael Nutter	DEICE Committee Co-chair
Ben Orlove	DEICE Committee Co-chair (on sabbatical)
Yumiko Shimabukuro	EMPA Program
Dean's Office	
Hazel May	Academic Affairs (ex officio)
Jilliene Rodriguez	Diversity and Community Engagement (ex officio)
Christina Shelby	Institute of Global Politics (ex officio)
Tsuya Yee	Student Affairs (ex officio)
Staff	
Tomara Aldrich	PhD in Sustainable Development Program
Ann-Chevealle Brown	Human Resources
David Caughlin	MPA - EPM Program
Carla Espinoza	Career Advancement Center
Michael Littlejohn	Student Affairs
Yani Lopez-Souza	Student Affairs
Laura McCreedy	Picker Center for Executive Education
Quintin Sipp	Admissions/Financial Aid
Students	
Cierra Wells	SIPASA DEI Representative
Bhavana Bellamkonda	Second-Year/Advisory
Cameron Kaufmann	Second-Year/Advisory
Alex Alvarez	SPECTRUM
Abdullah Arafah	MENA Forum
Sadie Brownlee	Migration Working Group
Christina Chilimba	Gender Policy Working Group
Sara Gomez Horta	Latin American Student Association
Andy Gouanvic	MPA – Global Leadership Program
Janelle Gray	General Student Rep./Black Student Union
Abby Jordan	MPA – ESP Program
Shailesh Mishra	General Student Rep./South Asia Association
Talia Rosenberg	General Student Rep./SIPA Women in Leadership
Ruth Tekleab Mekbib	SIPA Pan-African Network
Karli Williams	General Student Rep.
Alumni	
Suha Gillani	MPA 2018
Damon Isiah Turner	MPA 2003