AGENDA
Employee Assembly Meeting
2017-11-15
12:15 - 1:30pm
401 Physical Sciences Building

“An Active Voice for Cornell Staff”

We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

I. Call to Order - 12:15pm
II. Call for Late Additions to the Agenda
III. Approval of Minutes
IV. Committee Reports – 20min
   a. Communications Committee
   b. Employee Education & Development Committee
   c. Employee Welfare Committee
   d. Elections Committee
   e. Personnel Policy Committee
   f. Staff Recognition, Awards & Events
   g. Transportation Task Force
   h. Employee-Elected Trustee
   i. Cornell Retiree Association Liaison
   j. Executive Committee
V. Business of the Day – 45min
   a. Presentation: 2017 Cornell Climate & Sustainability Update (Sarah Brylinsky, Sustainability & Communications Integration Manager - 30min)
   b. EA R4: Approval of the 2017-2018 Operating Budget (K. Fitch – 5 min)
   c. EA R5: Clarification of Bylaws Section 1.9 (P. Thompson, K. Fitch - 10 min)
VI. Old Business
   a. EA R6: Condemning Violence and Hate (J. Kruser - 10 min)
VII. New Business
   a. EA R7: Advancing a Comprehensive Transportation Study (K. Mahoney, L. Johnson-Kelly - 5 min)
   b. EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (U. Smith, M. Carcella – 5 min)
VIII. Adjournment – 1:30pm
Future Guests:
  • Discussion with President Martha E. Pollack and VP Mary Opperman - November 29
Future Events:
I. Call to Order – U. Smith called the meeting to order at 12:15pm.
   b. **Members Absent:** B. Ayanfodun, M. Carcella, H. Depew, K. Fitch, A. Haenlin-Mott, M. Mosereiff, S. Vaccaro

II. Approval of October 18, 2017 minutes – Approved

III. Business of the Day
   a. Follow-up on 2016-17 EA Resolution 7 “LGBTQ Inclusion in University Benefits” (G. Barger, Senior Director of Benefits)
      i. G. Barger gave an overview of this resolution that was passed on December 21, 2016 by a vote of 17-0-0.
         1. It requested information on all university benefits programs and plans as related to gender-specific or gender benefits, focusing on any discrepancies or variations in coverage and benefits based on gender.
         2. This presentation was made to present its findings to the EA. It is not meant to be released to the public or present proposals.
      ii. G. Barger gave an overview of the Health Care grouping findings.
         1. G. Barger explained that for the Health Insurance grouping, the presentation lists plans, major source if worked with outside consultants, gender references (thorough reviews in which gender was used to determine benefits or offerings within the plan), and whether or not there were coverage/service variation with gender-specific ties.
         2. G. Barger said they examined Endowed Coverage programs (Cornell Program for Healthy Living, Weill/Cornell Medicine PPO, Aetna Health Savings Account) and Optum Rx.
            a. Both AETNA and Optum Rx followed nationwide standard communications with first person pronouns.
            b. For health care services in particular, there were gender specific healthcare coverage. Across the medical industry there are benefits coded for gender-specific services, and there is not much Cornell can do about it. G. Barger says this can be a potential challenge for transgender situations. For all healthcare providers, Cornell is the source of records and can help individuals transitioning with certain claims.
            c. On the whole, results did not show a challenge of comparability of benefits in endowed health care plans.
         3. G. Barger explained that Contract College (CC) – HMO Blue – CNY are insured products of New York state. There are certain places where they do have some
differing language, but Cornell is limited until they can get either the industry or the state to move them.

a. Found similar gender-specific standards in the HMOBlue systems. Again, Cornell can help out individuals with certain claims.
b. Examples of gender specific coverage include selecting OB/GYN, maternity care, and mammograms and pap smears, and prostate treatment. However, these are pretty standard across the industry.
c. There is no transsexual surgery coverage in a lot of the state HMO plans and this is a state decision. There are medical necessity clauses, so Cornell can assist those writing appeals, but cannot control the insured plan.

4. G. Barger reviewed MVP Health Care – CNY.
   a. Gender specific coverage include Well-Women exams, sterilization procedures, prostate screening.
   b. MVP uses a birthday rule.
   c. This plan also does not cover sex change operations unless medically necessary.

5. G. Barger reviewed the Empire Plan - both In & Out of Network.
   a. Plan has very generic uses of communication.
   b. Civil service determines spouse and domestic partner rules. It is not gender-specific.
   c. There are certain gender specific services concerning women’s health and preventive screening.
   d. An exclusion that is very gender-specific in this plan is surrogacy. For both same-sex and opposite-sex partners, surrogacy is not covered in state or endowed plans. There is not much movement about this within the medical industry; it is determined by who the individual is covered by. G. Barger says Cornell does not have a solution right now, but there are some consulting firms talking about how to address this.
   e. There are services in Assisted Reproductive Technology for both genders, and it depends on what plans are covering. For this particular plan, it is gender-based. Looks at both gender and in-and-out of network.

6. G. Barger reviewed Artificially Assisted Fertilization (AAF) and Advanced Reproductive Technology (ART).
   a. AETNA is very similar in all its current health care coverage offerings.
   b. AAF and ART technology are covered members of the plan, but there has not been an opportunity to provide this coverage for members not on the plan. Correlated with same-sex males in particular who would need to use a surrogacy program, the program has not been covered.

iii. G. Barger gave an overview of the Dental Insurance grouping.
    1. Endowed plans have very generic communication. As far as gender-specific coverage, there is no discrepancies.
    2. Emblem Dental (state program) on domestic partner eligibility coverage mentions tax implications but there is no difference in how they handle taxes across them.
       a. Pertaining the coordination of benefits, it does look at gender of the parent to determine which coverage.

iv. G. Barger gave an overview of the Flexible Spending Accounts (FSAs) grouping.
1. No gender distinctions noted in review or coverage.
v. G. Barger gave an overview of the Life Insurance grouping.
   1. No gender distinctions noted in review or coverage.
vi. G. Barger gave an overview of the Disability Coverage (Short-Term Disability, Long-Term Disability) grouping.
   1. In leave coverage, gender is mentioned in parental leave, citing that if the “birth mother” is a Cornell employee then first Short-Term Disability likely applies before the parental leave kicks in. There are no other gender distinctions noted.
      a. In Voluntary Benefits, there are no gender distinctions noted in review or coverage.

   1. No gender distinctions noted in review or coverage.

   1. No gender distinctions noted in review or coverage.

ix. G. Barger gave an overview of the Long-Term Care grouping.
   1. No gender distinctions noted in review or coverage.

x. G. Barger gave an overview of the Education Programs grouping, which included the 529 New York State Plan.
   1. No gender distinctions noted in review or coverage.

   1. Child Care grant: no gender distinctions noted in reference review, but in coverage, any dependents have to be IRS-allowable dependent. We have to follow the IRS rules.
   2. Adoption assistance: no gender-specific language, but currently there is no Cornell provided adoption assistance payment. Not a program that was built into the program.
   3. Elder Care & Child Care: no gender distinctions noted in review or coverage.
   4. Cornell Child Care Center: no gender distinctions noted in review or coverage.

xii. G. Barger gave an overview of the Family Wellbeing & Perks grouping.
    1. No gender distinctions noted in review or coverage.

b. Opening mic to questions.
   i. G. Barger clarified that contract college employees only have access to contract college health benefits per the original arrangement of Cornell being a land-grant institution with contract colleges.
   ii. U. Smith said this is part of a larger initiative to bolster LGBT+ inclusion, pointing to surrogacy for same-sex male couples as the only option at some point, compared to same-sex female couples who could take advantage of that benefit due to their gender. Regarding adoption, U. Smith noted that G. Barger said helping your spouse adopt your child was never built into the program, and inquired if it was a simple policy change or if it would lead to an arduous process.
      1. G. Barger answered that it was a process that could be requested and the office would evaluate the expense. He clarified that at the time, adoption assistance programs were implemented to get someone health coverage, as having a relationship status to put onto a group plan helped people. That venue wasn’t needed in other areas. Surrogacy usually has a much higher price tag, and does not always result in a positive end result.
2. G. Barger brought up a list of concerns if Cornell does develop something a benefit for surrogacy assistance.
   a. If it is something only for same-sex male couples, another issue that may be brought up would be that it wouldn’t be available for opposite-gender couples.
   b. Would Cornell be pushing people towards surrogacy instead of adoption?
   c. Cornell has to consider the cost of the benefit, how many people the benefit can assist, and the value of it, without creating a discriminatory benefit.

iii. U. Smith asked G. Barger what his top two priorities would be after looking at these results.
   1. G. Barger said looking at the only group of individual that glaringly comes out as not getting the same benefits would be same-sex male couples, but they have to consider the cost and benefits in a $200 million benefits pool.

iv. L. Johnson Kelly brought up that this problem doesn’t just affect same-sex couples. There are instances where women in opposite-sex relationships cannot maintain pregnancies, citing a broader issue.
   1. G. Barger says he sees the same-sex male partner grouping as having no other alternative while opposite-sex couples may have other options that do not result in surrogacy. However, he agreed that both groups could benefit from such benefit.

C. Employee Engagement Survey Team Report
   i. T. Grove said her group focused on the connection to the mission of the university, proposing more communication avenues and reaching out to other members of the university for more transparency as well.
   
   ii. EA member said the group was working on promotions and discussions on recognition, focusing on increased communication about recognition and emphasis on supervisor training to make supervisors aware of all the benefits and promotional opportunities for their staff. One concern was a lack of resources across units and colleges and they plan to create more central resources of financial support. They are advocating for a Career Development Center to facilitate planning and pathways.
   1. The group is planning on going before the Steering Committee on Nov. 14.

iii. Policy Fairness of Application also focused on communication and training of managers. They plan on being a more cautious in communications about what a policy, program, or perk is and utilizing a constituent policy brief in the Pawprint or career digest. The goal is to train managers on the difference between what a policy states, and the spirit of the policy, leaving room for discretion while uploading the spirit of the policy.

d. Cornell Retiree Bus Discounts Update (H. Sheldon and P. Anderson)
   i. P. Anderson says they need more information for retirees about the bus system for better use. They already have access to central campus if they utilize the bus system.
   
   ii. K. Mahoney said the Transportation Task Force is working to increase and target communication. Their Facebook page seems to not be so efficient, so the team is working on partnering with Pawprint. One of the concerns they have is that the work the task force is doing is often misunderstood or not communicated.

iii. J. Kruser said the email from H. Sheldon in regard to this was a concern that retired staff net-IDs are considered inactive, and thus cannot receive a discount for bus passes. This is something important for Transportation to look at. There is a real value to utilizing the huge body of knowledge that retirees bring to the table.
IV. Old Business: U. Smith clarified that these items are up for full debate, amendments, and motions.

a. EA R5: Clarification of Bylaws Section 1.9 (K. Fitch, P. Thompson)
   i. P. Thompson said she has not received any direct feedback, but the main lead on this resolution was one of the ex-EA members. K. Fitch requested, which she seconds, to move to table the resolution and bring it up next meeting. She encouraged members to review the documents in the box and provide us direct feedback.
   ii. U. Smith said the resolution deals with issues very specific to what they encountered earlier in the term. There is no provision for what happens if the number of extensions far exceeds the number in support, or not, of a resolution, and this resolution seeks to address that.
   iii. Motion to table – Tabled until meeting of November 15.

b. EA R6: Condemning Violence and Hate (J. Kruser)
   i. J. Kruser said there is a number of proposed amendments for this resolution, which was written following the acts of violence on campus. This resolution intends to put forth goals and actions to the statement that the EA made earlier. In the “Results” clauses, the EA is asking for action from the administration and the amendments were made to further clarify the roles and responsibilities.
      1. J. Kruser added one amendment, adding “it was reported that” on in line 14 after the date “Sept. 6, 2017.” He said this was in response to direct feedback from constituents.
   ii. U. Smith said when the decision for the Presidential Task Force came down, a group of staff was pulled together for a long discussion about the things to prioritize. At the time, the group didn’t know the composition of the staff force, so those recommendations make up the amendment being put forward. These are not things explicitly entered into the charter of the task force, such as actual investment in staff resources and education and development for this task force for staff.
      1. J. Kruser said this was not something he wrote himself, and the language came from conversations and collaborations from staff across campus.
      2. U. Smith said from the perspective of someone who has had to respond to resolutions, it is incredibly frustrating to see resolutions that do not include specific tasks for the administration. Staffers have almost been entirely left out of this conversation. In the email about the task force that went out regarding original times for open sessions, there was not a time slot reasonable for staff to attend. U. Smith feels the staff are being asked to do a lot with very little resources and this is a way to make sure staffers are firmly inserted into the conversation by giving a list of thing we would like to be considered by the task force.
      3. C. Sanzone, referring to line 69 of the marked-up version regarding adding full time positions for the resource centers, said the EA has not seen any concrete data. There is not information outline which resource centers are being referred to, what body of staff they serve, what is underserved, and by how much. C. Sanzone said it sounds as if they would be asking for a blank-check type of commitment to invest in resource centers that haven’t really been identified. She would like more information before asking the administration to invest in here rather than somewhere else.
a. U. Smith said this was not necessarily a blank-check. A year and a half ago, VP Ryan Lombardi was involved in adding full-time termed professional assistant director positions to each of the resource centers. Most of these staffs have actually left due to various reasons. If you look at LGBT, it is the only resource center founded explicitly for students, faculty, and staff. There was a directive in the LGBT resource center to stop supporting staff, and there would be no one for us to turn. There is no position in HR for this.

(i) J. Kruser said he wanted to add onto the history of the resource centers. The Women’s Resource center is still currently funded by the SA, so women using the resource center who are not students are not given priority. This is one of the things we need to change.

(ii) K. Mahoney said she would feel more comfortable if the language of the resolution listed specific priorities to be added into the dialogue. She feels uncomfortable as a member of the EA telling someone that they need to add staff to this space, and does not feel like she has the view into the operations to make that claim.

(iii) J. Kruser said he did reach out to the leadership of these organizations and trusted their expertise in what they need.

4. L. Johnson-Kelly brought up reframing the whole document to incorporate the priorities the EA feels the task force should address, and then present it to the president for incorporation into the presidential task force.

a. J. Kruser said because they do not know exactly what the task force’s objective will be, he does not want to make the task force the focus and instead wants to focus on the administration. Regardless of what the task force does, J. Kruser said this is important and should be what the administration is doing.

b. U. Smith said in the email from the president that went out addressing this task force, there was a line included that said the task force was going to consider the recommendations from the group of staff convened by this body. These recommendations are a result of that. He felt it was more appropriate for these recommendations to come from the EA, but wants the EA to know that these additions were made to the resolution after this task force charge became explicit. U. Smith says he fears they will not be meaningfully included and that even if they are, their voices will be stifled by the 40 or so students that wish to sit on this task force.

c. J. Kruser made a motion to extend the meeting by 5 minutes – 

5. T. Shapiro raised a concern about the language of the resolution. She said it sounds like the resolution is centralizing a lot of the decision making and wants to focus more on their voice at a more grassroots level. Many have been subjected to initiatives to educate us without a voice to what that should entail. T Shapiro says she needs more information on whether or not we want to advocate for such centralized decision making. She also said this resolution focuses very much so on the relationship of diversity, but there may be more complex issues of dignity and respect worth looking into instead of being simply reduced to a diversity-related problem. The EA could be making a broader statement.
a. J. Kruser brought up a question of whether the EA should lose this specific request in order to rework for a more general request, or whether it should include this specific request as a step to further improvement and look at further resolutions addressing other areas.

b. EA Member said the EA has not heard from the outside individuals involved in the writing of the resolution.

c. U. Smith said this resolution went up a month ago for public comment and the EA members were instructed to distribute it to their constituent groups for feedback.

d. U. Smith tabled the resolution until the next meeting of November 15. He asked the EA members to get feedback from their constituents.

V. New Business: U. Smith clarified that items under “New Business” are only open for questions and comments not argumentative in nature. If an EA member wants to move it to “Business of the Day,” it has to be approved by a 2/3rds majority of members present.

a. EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus (K. Mahoney, L. Johnson-Kelly)
   i. Ran out of time.

VI. VII. U. Smith adjourned the meeting at 1:39 pm.

Future Guests:

- 2017 Cornell Climate & Sustainability Update (Sarah Brylinski, Sustainability and Communications Integration Manager) - November 15
- Discussion with President Martha E. Pollack and VP Mary Opperman – November

Respectfully Submitted,

Catherine Tran
Clerk of the Assembly
## Operating Budget

### FY 2018

#### Income Categories

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<th>Amount</th>
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<tr>
<td>Transfer from University Relations</td>
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**TOTAL Income** $9,650.00

#### Expense Categories

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<thead>
<tr>
<th>Account</th>
<th>Description</th>
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<tbody>
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**TOTAL Expenses** $9,650.00
# EA R4 Amendments

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<th>Change</th>
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EA R4: Approval of the 2017-2018 Operating Budget

Abstract: This is the Operating Budget for the EA 2017-2018 legislative session.

Sponsored by: Kevin Fitch, Vice Chair for Operations, Employee Assembly

Reviewed by: Executive Committee, 08/29/2017

Whereas, Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

Whereas, The Employee Assembly Vice Chair for Operations and Finance is charged with the responsibility of maintaining and updating the Employee Assembly’s Operating Budget each legislative session; and

Be it therefore resolved, the Employee Assembly approves and adopts the Operating Budget for the 2017-2018 legislative session attached as an appendix to this resolution.

Adopted by Vote of the Assembly (_-_), ________, 2017.

Respectfully Submitted,

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*
EA R5: Clarification of Section 1.9 in the Bylaws

Abstract: This resolution clarifies how abstention votes are counted in the EA Bylaws.

Sponsored by: Kevin Fitch, Health & Safety Representative; Pilar Thompson, International Representative

Reviewed by: Executive Committee, 09/06/2017

Whereas, Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

Whereas, Article I, Section 1.9 of the Bylaws states:

60 Section 1.9: Voting
61 A. The Chair may count any proxy vote that is received before the question to which it pertains is 62 called. Votes submitted by proxy do not count towards quorum.
63 B. Voting may be conducting by electronic means at the discretion of the Chair.

Whereas, this language does not specify how or if abstentions are counted in the vote total, or the effect of abstentions on a pending motion.

Be it therefore resolved, the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

60 Section 1.9: Voting
61 A. Collected/Recorded votes must me equal or greater than quorum for the resolution to carry.
62 B. The Assembly only recognizes ‘Yes’ or ‘No’ votes towards quorum.
63 C. Abstaining votes will not be counted towards quorum.
61 A. The Chair may count any proxy vote that is received before the question to which it pertains is 62 called. Votes submitted by proxy do not count towards quorum.
63 B. Voting may be conducting by electronic means at the discretion of the Chair.
64 C. EA members may abstain from voting at regularly scheduled or special meetings of the 65 Assembly. However, if the total number of abstentions is greater than the total number of votes in 66 favor of a resolution or motion, the resolution or motion fails.
67 D. Abstentions do not count toward quorum.

Adopted by Vote of the Assembly (_______), 2017.

Respectfully Submitted,

Kevin Fitch, Vice Chair for Operations and Health & Safety Representative
Pilar Thompson, Parliamentarian and International Representative
EA R5: Clarification of Section 1.9 in the Bylaws

Abstract: This resolution clarifies voting in the EA Bylaws Section 1.9

Sponsored by: Kevin Fitch, Health & Safety Representative and Pilar Thompson, International Representative

Reviewed by: Executive Committee, 09/06/2017

Whereas, existing Employee Assembly Bylaws Section 1.9 currently states:
Section 1.9: Voting
A. The Chair may count any proxy vote that is received before the question to which it pertains is called. Votes submitted by proxy do not count towards quorum.
B. Voting may be conducting by electronic means at the discretion of the Chair.

Be it therefore resolved, the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:
Section 1.9: Voting
A. Collected/Recorded votes must be equal to or greater than quorum for the resolution to carry.
B. The Assembly only recognizes ‘Yes’ or ‘No’ votes towards quorum.
C. Abstaining votes will not be counted towards quorum.

Adopted by Vote of the Assembly _,_,_, __________, 2017.

Respectfully Submitted,

Kevin Fitch, Vice Chair for Operations and Health & Safety Representative
Pilar Thompson, Parliamentarian and International Representative At-Large
Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition and calls on the administration to take specific actions to challenge institutional inequity.

Sponsored by: jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell’s Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 it was reported that students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

Whereas, it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

Whereas, it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and
Whereas, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell community, prevent the fulfillment of Cornell’s motto “I would found an institution where any person can find instruction in any study,” and

Whereas, these acts are contrary to all that we, the representative employees of Cornell, stand for; and

Whereas, these recent events place the onus on Cornell University to establish and justify its members’ trust in our community.

Be it therefore resolved, the Cornell Employee Assembly unequivocally condemns these and other violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical safety and the right to express themselves with the expectation of mutual respect from their peers and colleagues; and

Be it further resolved, the administration will include staff, in a regular and meaningful way, in strategic diversity and inclusion planning efforts across the university.

Be it further resolved, the administration will develop a more effective institutional accountability structure for diversity and inclusion efforts across the university by:

- considering the creation of a central office focused on institutional equity and the hiring of an executive to oversee initiatives for all populations; and
- defining the roles of the University Diversity Officers, or implementing a more effective administrative model and more thorough accountability measures for progress on initiatives under Cornell’s framework.

Be it further resolved, the administration will bolster its investment in staff resources by:

- increasing investment in the staffing needs of the various resource centers and providing long-term funding for additional full-time positions; and
- investing in staff to support employees and faculty of various identities in the workplace, and forming strategic partnerships with local agencies to support employees and faculty living in the Ithaca and surrounding areas.

Be it further resolved, the administration, in collaboration with the Department of Inclusion and Workforce Diversity and representative staff, will invest in the ongoing education and development of staff and enhance initiatives that build interpersonal skills and promote mutual understanding by:

- developing, on an as-needed basis, programming that is responsive to current events and provides a space for staff to engage in dialogue and collectively process and understand why particular actions take place; and
• developing and implementing an ongoing, longitudinal education model for employees that builds awareness of identities, examines the impact of identity on others in the workplace, and provides opportunities for practical application of inclusive strategies in the workplace for the entirety of the employee lifecycle; and
• increasing the frequency of intentional, informal interactions between staff to foster trust, meaningful connections, and innovation.

Be it finally resolved, the administration will engage the staff community in discussing and defining any changes to policies around freedom of speech, including:
• clarifying the limits of free speech in the context of the workplace, particularly the ability to participate in faculty and student-led demonstrations or for staff to voice their own concerns and opinions in the workplace; and
• working with the University Assembly to institute a consistent standard of evidence for bias-related/hate crimes under the Campus Code of Conduct and Policy 6.4, and clearly articulating the interaction with and role of HR in assisting in the resolution of these matters.

Adopted by Vote of the Assembly (_-_-_), __________, 2017,

Respectfully Submitted,

Jeramy Kruser, Executive Vice Chair and Research, Tech Transfer & Information Technology Representative
EA R6: Condemning Violence and Hate

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

Whereas, it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

Whereas, it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and
Whereas, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell community, prevent the fulfillment of Cornell’s motto “I would found an institution where any person can find instruction in any study,” and

Whereas, these acts are contrary to all that we, the representative employees of Cornell, stand for; and

Whereas, these recent events place the onus on Cornell University to establish and justify its members’ trust in our community.

Be it therefore resolved, the Cornell Employee Assembly unequivocally condemns these and other violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical safety and the right to express themselves with the expectation of mutual respect from their peers and colleagues; and

Be it further resolved, the administration will:

- review funding and staffing for the various resource centers, including support services for staff and faculty of varying identities to ensure that they meet the increasing needs of our community; and
- seek to include staff, in a meaningful way, in strategic diversity and inclusion planning efforts across the university; and
- consider the creation of a central office focused on institutional equity and the hiring of an executive to oversee initiatives for all populations; and
- define the roles of the University Diversity Officers, and more thorough accountability measures for progress on initiatives under Cornell’s framework; and

Be it finally resolved, the administration and the University Assembly will consider revisions to the Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to be the same as the standard of evidence for sex/gender discrimination.

Adopted by Vote of the Assembly (___-___-___), 2017,

Respectfully Submitted,

Jeramy Kruser, Executive Vice Chair and Research, Tech Transfer & Information Technology Representative
EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus

Abstract: This resolution calls upon Transportation Services to advance a Comprehensive Transportation Planning Study.

Sponsored by: Kristie Mahoney, College of Human Ecology Representative; and, Laura Johnson-Kelly, Employee Welfare Committee Chair and Library and Museum Representative

Reviewed by: Employee Welfare Committee, November 9, 2017

Whereas, the 2008 Cornell Master Plan for the Ithaca Campus articulated 10 key objectives related to Transportation and Circulation and detailed several enhancements to campus streets; and

Whereas, many of the objectives set forth in the 2008 Cornell Master Plan have not been advanced in total while the campus population is increasing and available parking is decreasing; and

Whereas, the last comprehensive transportation study occurred in 2008 (t-GEIS); and

Whereas, in 2013 the GPSA adopted Resolution 20: A resolution regarding housing, transportation, and family services; and

Whereas, in 2015 the SA adopted Resolution 55: Improving Bicycle and Pedestrian Strategy at Cornell; and

Whereas, in September 2017, Transportation Services released an RFP for a Parking Optimization Study to be completed by Fall 2018; and

Whereas, due to vehicle/pedestrian/bicycle crash data, a number of campus intersections have been identified as high conflict zones; and

Whereas, staff and retirees continue to voice transportation, parking, and campus access concerns to, from, and around the Ithaca campus.

Be it therefore resolved, the Employee Assembly calls upon Transportation Services to advance a Comprehensive Transportation Planning Study beginning in Spring 2019 for the Ithaca campus, including the city of Ithaca and neighboring counties within the employee commuting range, that holistically approaches transportation, circulation, parking, safety and campus access.

Be it further resolved, the Employee Assembly will partner with Transportation Services through the Transportation Taskforce to actively support the study and encourage employee and retiree engagement and feedback to ensure a thorough assessment of employee concerns.
Be it finally resolved, the results of the study will be shared initially with the Employee Assembly and then publicly with the employee community in 2020, and any subsequent recommendations reviewed by the Employee Assembly.

Adopted by Vote of the Assembly (______, ____), 2017.

Respectfully Submitted,

Kristie Mahoney, Transportation Taskforce Chair and College of Human Ecology Representative
Laura Johnson-Kelly, Employee Welfare Committee Chair and Library, Museum & Continuing Education Rep.

Transportation Taskforce Members

Kristie Mahoney, Chair
Dustin Darnell, Director of Facilities, CALS
Kevin Fitch, Vice Chair for Operations & Finance and Health & Safety Representative
Laura Johnson-Kelly, Library, Museum & Continuing Education Representative
Kathy Sheils, Financial Affairs, Budget & Planning, Audit & Investment Representative
Sue Wilcox, Exempt Employees Representative At-Large
Joey Gates, Administrative Assistant, Clinical Programs, Cornell Law School
Terry Mingle, Undergraduate Student Services Assistant, Human Ecology
Hei Hei Depew, Less than Five Years of Service Representative At-Large
Laurie Miller, Service Learning Coordinator, CIPA
Kathy Carpenter, Human Resources Assistant, Human Ecology
Travis Stelick, Pharmacy Technician, Cornell Health
Hurf Sheldon, Retiree Representative At-Large
Bridgette Brady, Senior Director of Transportation and Mail Services
Gary Cremeens, Project Associate, Transportation and Mail Services
Reed Heugerich, Senior Planner, IPP
EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion

Abstract: This resolution recommends specific actions and strategies to advance workplace protections and to promote LGBTQ+ inclusion.

Sponsored by: Ulysses Smith, Chair and LGBTQ+ Representative; Matt Carcella, Alumni Affairs & Development Representative, Employee Assembly

Reviewed by: Employee Welfare Committee, 11/09/2017

Whereas, Cornell University employs over 8,000 non-academic, union, and non-professorial academic staff on the Ithaca and Geneva Campuses, with 6 percent of the staff population identifying as LGBTQ+1; and

Whereas, On July 1, 2014, President Obama signed Executive Order 13672, On LGBT Workplace Discrimination, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015; and

Whereas, On November 30, 2015, the University Assembly passed and President Garrett accepted, UA R3: Adoption of an Inclusive Restroom, Locker Room, and Gender-Specific Facility Usage Policy2; and

Whereas, On December 6, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R6: LGBTQ Inclusion in Campus Records3; and

Whereas, On December 20, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R7: LGBTQ Inclusion in University Benefits4; and

Whereas, On October 4, 2017, Attorney General Jeff Sessions issued a memo stating that the prohibition on sex discrimination in Title VII of the Civil Rights Act of 1965, “encompasses discrimination between men and women but does not encompass discrimination based on gender identity, per se, including transgender status,” departing from the Department of Justice’s position on the matter issued in 2014; and

Whereas, The Cornell LGBT Resource Center (LGBTRC), founded in 1994, is the only center founded at Cornell specifically to support students, faculty, and staff across the LGBTQ+ spectrum.

3 See: https://www.assembly.cornell.edu/resolutions/ea-r6-lgbtx-inclusion-campus-records
4 See: https://www.assembly.cornell.edu/resolutions/ea-r7-lgbtx-inclusion-university-benefits
Be it therefore resolved, The Assembly urges the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty.

Be it further resolved, The Divisions of Human Resources and Student & Campus Life shall identify the resources to fully fund and staff (3) additional full-time, long-term professional staff positions in the LGBTRC.

Be it further resolved, The Division of Human Resources, in collaboration with the LGBTRC, shall create and maintain guidance for (trans)gender-related transitioning in the workplace, as well as develop educational opportunities for supervisors to understand their role in supporting transitioning employees.

Be it further resolved, The Division of Human Resources shall consider adding an optional opportunity for prospective employees to self-identify voluntarily as LGBTQ+ in order to begin tracking the progression of LGBTQ+ candidates through the talent acquisition process.

Be it further resolved, The Division of Human Resources shall collaborate with other relevant university units to provide training around cultural norms and to ensure protection for all employees, including those identifying as LGBTQ+, working and traveling internationally on behalf of the university.

Be it further resolved, The Provost’s Capital Planning Group\(^5\) shall include the conversion of all single-occupant facilities to universal facilities in its plan to address deferred maintenance across campus, noting inclusion and accessibility as a priority.

Be it further resolved, The Division of University Relations shall utilize both the Office of State Government Relations and the Federal Government Relations office to lobby Congress and the NYS Legislature to advance workplace protections for LGBTQ+ employees.

Be it finally resolved, The University administration shall continue to engage meaningfully with the LGBTQ Colleague Network Group (LGBTQ CNG) and provide regular updates to the LGBTQ CNG on the progress of specific initiatives focused on LGBTQ+ inclusion.

Adopted by Vote of the Assembly (__, __), ______, 2017,

Respectfully Submitted,

Ulysses Smith, *Chair and LGBTQ Representative At-Large*

Matt Carcella, *Alumni Affairs & Development Representative*