

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 Policy*²; and

Whereas, On December 6, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R6: *LGBTQ Inclusion in Campus Records*³; and

Whereas, On December 20, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R7: *LGBTQ Inclusion in University Benefits*⁴; 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

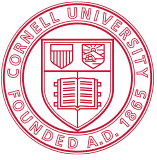
Whereas, The Cornell LGBT Resource Center (LGBTRC), founded in 1994, is the only center founded at Cornell specifically to support students, faculty, and staff across the LGBTQ+ spectrum.

¹ See Cornell Employee Survey 2016: <http://irp.dpb.cornell.edu/wp-content/uploads/2012/03/2016-Employee-Survey-tables.pdf>

² See: <https://www.assembly.cornell.edu/resolutions/ua-r3-adoption-inclusive-restroom-locker-room-and-gender-specific-facility-usage-policy>

³ See: <https://www.assembly.cornell.edu/resolutions/ea-r6-lgbtq-inclusion-campus-records>

⁴ See: <https://www.assembly.cornell.edu/resolutions/ea-r7-lgbtq-inclusion-university-benefits>



Cornell University
Employee Assembly

35 **Whereas**, in 2017 a directive was issued by the Dean of Students for the LGBTRC to no longer serve
36 staff and faculty due to being understaffed; and
37

38 **Be it therefore resolved**, The Assembly urges the Division of Student & Campus Life and the Office
39 of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing
40 support and educational needs of staff and faculty.
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42 **Be it further resolved**, The Divisions of Human Resources and Student & Campus Life shall
43 identify the resources to fully fund and staff (3) additional full-time, long-term professional staff
44 positions in the LGBTRC.
45

46 **Be it further resolved**, The Division of Human Resources, in collaboration with the LGBTRC, shall
47 create and maintain guidance for (trans)gender-related transitioning in the workplace, as well as
48 develop educational opportunities for supervisors to understand their role in supporting transitioning
49 employees.
50

51 **Be it further resolved**, The Division of Human Resources shall consider adding an optional
52 opportunity for prospective employees to self-identify voluntarily as LGBTQ+ in order to begin
53 tracking the progression of LGBTQ+ candidates through the talent acquisition process.
54

55 **Be it further resolved**, The Division of Human Resources shall collaborate with other relevant
56 university units to provide training around cultural norms and to ensure protection for all employees,
57 including those identifying as LGBTQ+, working and traveling internationally on behalf of the
58 university.
59

60 **Be it further resolved**, The Provost's Capital Planning Group⁵ shall include the conversion of all
61 single-occupant facilities to universal facilities in its plan to address deferred maintenance across
62 campus, noting inclusion and accessibility as a priority.
63

64 **Be it further resolved**, The Division of University Relations shall utilize both the Office of State
65 Government Relations and the Federal Government Relations office to lobby Congress and the NYS
66 Legislature to advance workplace protections for LGBTQ+ employees.
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68 **Be it finally resolved**, The University administration shall continue to engage meaningfully with the
69 LGBTQ Colleague Network Group (LGBTQ CNG) and provide regular updates to the LGBTQ CNG
70 on the progress of specific initiatives focused on LGBTQ+ inclusion.
71

72 **Adopted by Vote of the Assembly (21-0-0), November 29, 2017,**
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74 **Respectfully Submitted,**

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

76 Matt Carcella, *Alumni Affairs & Development Representative*

⁵ See: <http://dbp.cornell.edu/home/offices/capital-budget-integrated-planning/provosts-capital-planning-group/>