

## EA RX: 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, Employee Assembly

**Reviewed by:** Employee Welfare Committee, XX/XX/2017

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**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<sup>1</sup>; 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<sup>2</sup>; and

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

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

**Whereas,** On October 5, 2017, Attorney General Jeff Session 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; and

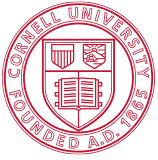
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<sup>1</sup> See Cornell Employee Survey 2016: <http://irp.dpb.cornell.edu/wp-content/uploads/2012/03/2016-Employee-Survey-tables.pdf>

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

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

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



Cornell University  
Employee Assembly

35 **Be it therefore resolved,** The Assembly urges the Division of Student & Campus Life and the Office  
36 of the Dean of Students to rescind the directive for the LGBTRC no longer to serve the ongoing  
37 support and educational needs of staff and faculty.

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39 **Be it further resolved,** The Divisions of Human Resources and Student & Campus Life shall  
40 identify the resources to fully fund and staff (3) additional full-time, long-term professional staff  
41 positions in the LGBTRC, with at least one position dedicated to supporting staff and faculty needs.

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

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

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52 **Be it further resolved,** The Division of Human Resources shall collaborate with other relevant  
53 university units to ensure that protections for LGBTQ employees working and traveling  
54 internationally on behalf of the university are present and communicated.

55  
56 **Be it further resolved,** The Provost's Capital Planning Group<sup>5</sup> shall include the conversion of all  
57 single-occupant facilities to universal facilities in its plan to address deferred maintenance across  
58 campus, noting inclusion and accessibility as a priority.

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

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

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68 **Adopted by Vote of the Assembly** (\_ - \_ -), \_\_\_\_\_, 2017,

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70 **Respectfully Submitted,**

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

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