

Cornell University
Graduate and Professional
Student Assembly

1 **GPSA Resolution 9: In Support of E.A. R8: Institutional**
2 **Commitment to All LGBTQ+¹ Members of the Cornell Community**
3

4 **Sponsored by: out in Science, Technology, Engineering, and Mathematics (oSTEM); Elena**
5 **Michel, Biological Sciences Voting Member and Co-President of oSTEM; Manisha**
6 **Munasinghe, Executive Vice President and member of oSTEM; Joseph Anderson, Chair of**
7 **University Assembly Campus Welfare Committee; Eugene Law, Chair of GPSA Diversity**
8 **and International Students Committee, Breanne Kisselstein and Nicholas Carre, Co-Chairs**
9 **of GPSA Student Advocacy Committee on behalf of SAC**
10

11 **Whereas,** the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was
12 founded in 1994 and was originally run by two full-time staff members² to be “the central
13 hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff
14 across the LGBTQ+ spectrum³; and
15

16 **Whereas,** the LGBTRC provides a myriad of services to the LGBTQ+ community including
17 but not limited to the LGBTQ Mentorship Program, the First Year Queer Peer, and
18 Lavender Graduation⁴; and
19

20 **Whereas,** the LGBTRC also provides support and guidance for numerous LGBTQ+ student
21 organizations on campus such as Haven: The LGBTQ Student Union, MOSAIC, and Out
22 in STEM (oSTEM); and
23

24 **Whereas,** the LGBTRC supports the functions and inclusion of the LGBT Colleague Network
25 Group for all faculty and staff, which raises awareness about workplace issues faced by
26 LGBTQ+ faculty and staff, provides professional networking opportunities for LGBTQ+
27 faculty and staff, and supports recruitment and retentions efforts for LGBTQ+ faculty and
28 staff; and
29

30 **Whereas,** the LGBTRC supports the inclusion of LGBTQ+ issues in the academic setting by
31 providing resources for the incorporation of LGBTQ+ issues into the classroom, made
32 available to all faculty members; and
33

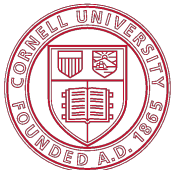
34 **Whereas,** the LGBTRC supports a set of general services to all LGBTQ+ faculty and staff,
35 including but not limited to: advocacy, advising, consultation and referrals, and

¹ For the ease of reading, the resolution will use the acronym LGBTQ+ to refer to the Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others, unless referring to a specific entity or being

² <http://cornellsun.com/2013/03/10/university-reflects-on-shift-in-lgbt-presence-on-campus/>

³ <http://dos.cornell.edu/lgbt-resource-center>

⁴ <https://dos.cornell.edu/lgbt-resource-center/signature-programs-annual-events>



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36 community development; and

37

38 **Whereas**, the LGBTRC is instrumental in advising and advocating for Cornell’s LGBTQ+
39 community, which includes students, faculty, and staff; and

40

41 **Whereas**, in 2017 the Dean of Students Vijay Pendakur issued a directive for the LGBT
42 Resource Center (LGBTRC) to no longer serve staff and faculty due to being
43 understaffed; and

44

45 **Whereas**, on November 30th, 2017, the Employee Assembly conveyed Resolution 8: Furthering
46 the Institutional Commitment to LGBTQ+ Inclusion (EA: R8) to Cornell University
47 President Martha Pollack⁵; and

48

49 **Whereas**, EA: R8 states “Be it therefore resolved, The Assembly urges the Division of Student
50 & Campus Life and the Office of the Dean of Students to rescind the directive for the
51 LGBTRC to no longer serve the ongoing support and educational needs of staff and
52 faculty”; and

53

54 **Whereas**, EA: R8 continues with “Be it further resolved, The Divisions of Human Resources
55 and Student & Campus Life shall identify the resources to fully fund and staff (3)
56 additional full-time, long-term professional staff positions in the LGBTRC”; and

57

58 **Whereas**, on January 2nd, 2018, President Pollack acknowledged EA:R8⁶; and

59

60 **Whereas**, President Pollack rejected the EA’s recommendation that the directive for the
61 LGBTRC to no longer serve the needs of staff and faculty be rescinded stating “to
62 provide the appropriate levels of service, separating educational and support services for
63 students from faculty and staff allows Cornell to meet the unique needs of our LGBTQ
64 students, as they pursue their degrees”; and

65

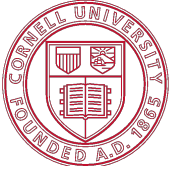
66 **Whereas**, President Pollack also rejected the EA’s recommendation that The Divisions of
67 Human Resources and Student & Campus Life should identify the resources to fully fund
68 and staff (3) additional full-time, long-term professional staff position in the LGBTRC
69 writing “At this time, there will not be any additional long-term professional positions
70 added to the center’s staffing”; and

71

72 **Whereas**, we strongly support all LGBTQ+ members of the Cornell Community, including staff
73 and faculty; and

⁵ <https://assembly.cornell.edu/resolutions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion>

⁶ <https://assembly.cornell.edu/resolution-actions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion-3>



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75 **Whereas**, we dismiss the notion that, in order to “provide the appropriate levels of service...[for]
76 our LGBTQ students”, the LGBTRC must no longer support faculty and staff;
77
78 **Whereas**, President Pollack states: “Further, the LGBTRC will continue to serve as resource to
79 the Division of Human Resources as it provides education and support for our LGBT
80 staff and faculty colleagues;” and
81
82 **Whereas**, this statement acknowledges the fact that the Division of Human Resources is not
83 fully equipped to provide support for LGBTQ+ staff and faculty; and
84
85 **Whereas**, this statement contradicts the purpose behind the directive issued to the LGBTRC to
86 stop providing support and education for LGBTQ+ staff and faculty as it indicates they
87 will still be doing so, just with the added burden of passing this support through the
88 Division of Human Resources before it gets to the staff and faculty; and
89
90 **Whereas**, we believe that finding additional resources to increase the number of full-time staff
91 members working at the LGBTRC to support all LGBTQ+ community members,
92 including faculty and staff, would be more effective in supporting the “unique needs of
93 LGBTQ+ students”; and
94
95 **Whereas**, all LGBTQ+ Cornell Community members, including faculty and staff, should be
96 served by the LGBTRC as it is the hub of LGBTQ+ life at Cornell; and
97
98 **Whereas**, the LGBTRC was founded to serve LGBTQ+ students, faculty, and staff, and we
99 reject any attempt to alter its initial founding purpose that would fracture the LGBTQ+
100 community at Cornell; and
101
102 **Whereas**, a refusal to rescind this directive negatively impacts the LGBTQ+ community and is
103 antithetical to Cornell’s “promise to support the LGTBQ+ community”; and
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105 **Be it therefore resolved**, that the Graduate and Professional Student Assembly reiterates the
106 recommendation from the Employee Assembly for the Division of Student & Campus
107 Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to
108 no longer serve the ongoing support and educational needs of staff and faculty;
109
110 **Be it finally resolved**, that The Divisions of Human Resources and Student & Campus Life
111 should identify the resources to fully fund and staff (3) additional full-time, long-term
112 professional staff position in the LGBTRC.