

Cornell University Employee Assembly

AGENDA
Employee Assembly Meeting
2017-11-29
12:15 -1:30pm
401 Physical Sciences Building

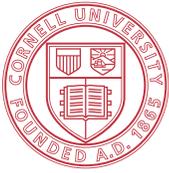
“An Active Voice for Cornell Staff”

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. Discussion with President Martha Pollack and VP Mary Opperman
 - b. EA R7: Advancing a Comprehensive Transportation Study (K. Mahoney, L. Johnson-Kelly - 5 min)
 - c. EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (U. Smith, M. Carcella – 5 min)
- VI. Old Business
 - a. EA R6: Condemning Violence and Hate (J. Kruser - 10 min)
- VII. New Business
- VIII. Adjournment – 1:30pm

Future Guests:

Future Events:



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the November 15, 2017 Meeting

12:15-1:30 PM

401 Physical Sciences Bldg.

- I. Call to Order – U. Smith called the meeting to order at 12:15pm.
 - a. *Members Present:* I. Allen, P. Ann Andersen, C. Dawson, H. Depew, K. Fitch, A. Haenlin-Mott, Daniela Harris, A. Hourigan, A. Howell, L. Johnson-Kelly, J. Kruser, K. Mahoney, M. Mosereiff, B. Nicholson, B. Roebal, C. Sanzone, K. Sheils, U. Smith, P. Thompson, S. Vaccaro, C. Wiggers, S. Willcox
 - b. *Members Absent:* B. Ayanfodun, M. Carcella, A. Darko, T. Grove, T. Shapiro, H. Sheldon
- II. U. Smith moved to approve C. Wiggers as the Veterans Representative-At-Large at the Employee Assembly – **approved** by a vote of 16-0-0.
- III. Committee Reports
 - a. Communications Committee
 - i. C. Sanzone thanked C. Dawson for running their Facebook. Yesterday, the group met and discussed engagement with new employees. They will be meeting with S. Brylinsky about how they can recognize some of their staff. She also just sent K. Mahoney a draft of the transportation mini-survey.
 - b. Employee Education & Development Committee
 - i. M. Mosereiff said the group met and is in the process of trying to figure out what the issues they need to address are. They want to create a culture of professional development across campus. If anyone wants to join, they still have room.
 - c. Employee Welfare Committee
 - i. L. Johnson-Kelly said she will welcome anyone who has any issues or resolutions regarding employee welfare. The group met last week and went over two resolutions.
 - d. Elections Committee
 - i. P. Thompson said they just finished bringing C. Wiggers. They have meetings planned in December to address the election in the new year.
 - e. Personnel Policy Committee
 - i. S. Willcox said the group met on November 26th and reviewed the New York State Family Leave Policy. The group is still open if anyone wants to join.
 - f. Staff Recognition, Awards & Events
 - i. T. Grove is absent.
 - g. Transportation Task Force
 - i. K. Mahoney said she has no updates, just the resolution they will discuss later.
 - h. Employee-Elected Trustee
 - i. C. Coates said the group met and President Martha Pollack gave an overview of what is happening. She did mention some of the incidents that occurred on campus and spoke to the importance of bringing the community together. She also went over what the Presidential Task Force meant in addressing these issues. Vice President for University Relations Joel M. Malina gave an update regarding staff participation for

running in public office. The policy and guidelines for that has been circulated earlier today. There was one call from a representative of the board that asks for more engagement in the process.

- i. Cornell Retiree Association Liaison
 - i. Nothing to report.
- j. Executive Committee
 - i. Group went over communication processes with the Office of Assemblies and C. Sanzone with the newsletter for optimal effectiveness and transparency.
 - ii. J. Kruser said they also covered procedures in training.

IV. Business of the Day

- a. Presentation: 2017 Cornell Climate & Sustainability Update
 - i. Presenters
 - 1. Bert Bland, Co-Chair of President's Sustainable Campus Committee
 - 2. Sarah Zemanick, Campus Sustainability Office
 - 3. Brian Chabot, Professor Emeritus, PSCC Exec Member
 - ii. S. Zemanick said Cornell is the #1 Ivy League in terms of sustainability. This is the 6th year Cornell has achieved the STARS rating. Cornell is the only Ivy League that reports this data annually.
 - 1. S. Zemanick gave an overview of the new resources on campus.
 - a. Sustainability Campus & Community Map
 - b. Cornell Guide to Sustainable Living: updated version of the student guide
 - c. Sustainability Assessment Framework Tools: training, spreadsheets, and integration tools to help managers and staff
 - 2. B. Chabot said they want to focus on cross-campus communication and leadership. He was at the global climate change last week and noticed there were far fewer people from the U.S. than should have been there.
 - 3. B. Bland called for action from everyone on campus. He gave an update on the 7 priorities for Climate and Sustainability.
 - a. Campus Engagement: behavior change working group, budget request for website
 - b. Energy Efficient Buildings: standards and capital project
 - c. Mission-Linked Carbon Offsets: proposal under development
 - d. Greenhouse Gas Inventory: proposal under development
 - e. Electricity: 5 solar farms online producing 7% of total power, community solar under development
 - f. Heat: fundraising for Earth Source Heat
 - g. Transportation: CTECH collaboration launched Transportation camp for Dec 2017
 - 4. B. Bland showed a graph over time that tracked Cornell's carbon neutrality achievement. They are on track for carbon neutrality by 2035 with a 33% reduction to date.
 - 5. S. Zemanick gave an overview of the Energy Smackdown Competition, a 6-week competition challenging teams representing buildings to reduce energy use from October 14 to November 30. There will be weekly prizes. She asked the EA to connect with the Facebook event and sign up for the list-serv to receive updates.

- a. S. Zemanick encouraged SA members to check out the Green Office Certification and the Green Lab Certification.
- b. S. Zemanick said they are always open for nominations at the Cornell University Partners in Sustainability Award, or CUPSA. Nominations for this year are due by the middle of March and more information can be found on their website.
- 6. B. Chabot gave an update on drafting the next 5-year campus sustainability plan. They had an open house week where people came in for a discussion. There is a sustainability summit in December. Cornell is making a lot of progress, but they want to make more progress.
- 7. U. Smith said there has been a resolution that was put forward in the SA and UA regarding disclosing sustainable investments and inquired about what extent the sustainability office is coordinating with the investment office to get that information to the public.
 - a. G. Giambattista said the resolution was specific to the lowest element on the Cornell STARS reporting. The UA resolution asked the president to encourage the board to release that information publically, both for the campus but also in the interest of elevating the STARS reporting score.
 - b. S. Z said this is outside the scope of the sustainability office. They do not have other duties than to collect data.
 - c. B. Chabot said he was part of an initiative that started several years ago to get the university to elevate a sustainable investment policy. STARS provide an outline to what these might be. Cornell is very secretive about its investments and there may be a good reason, and they really pushed on the previous investment people and the previous president. They have not quite given up yet and Cornell does have a new president. These resolutions have some value, but we have to get to them personally to get them to buy into this.
- 8. C. Sanzone asked if the weather in Ithaca would affect the output of a solar farm. Cornell has two solar farms that producing 7 percent of the solar energy and was wondering if this percentage was anticipated when the solar farms were planned.
 - a. S. Z said the 7 percent is an average and it is what they expected. In Ithaca, a solar farm does not generate as much as it would in a sunnier place, but it still does generate an amount.
- 9. D. Harris asked about wind power development plans.
 - a. S. Z said for there is no specific project in mind right now for wind power, but that doesn't mean there will be other wind projects that will come up. There was a plan earlier that did not end up going through.
 - b. G. Giam added that the wind farm initiative was defeated at a local level. She urged EA members to get involved at the local level because that is where decisions are made that will have an impact at a larger level.
- b. EA R4: Approval of the 2017-2018 Operating Budget (K. Fitch)
 - i. U. Smith reminded the assembly that this resolution was tabled until today.
 - ii. K. Mahoney said the amendment listed is a compilation of comments.
 - 1. Motion to amend the budget to reflect the middle column.
 - 2. U. Smith said since there is a second on the motion, they will move to discussion about the amendment at large.

3. EA member asked if \$2200 was enough to provide lunches.
 - a. G. Giambattista said this amount pretty close in line to previous budgets and the assembly will adapt. However, the assembly has grown and she thinks the proposal is a little low if they want to maintain this level of lunches. \$3,000 maybe more in line.
 - b. U. Smith said it seemed to him that most of the communication was in favor of reducing the lunches at the assembly meetings overall.
 - (i) K. Mahoney said as she read the emails and did not see anybody else supporting reducing lunches. It is a nice gesture to have a lunch and she thinks most of us are in favor of keeping the lunches.
 - (ii) C. Sanzone said she was also hearing that people appreciated the lunches, but it is fine to consider other options, such as alternating or lower-cost lunches.
 1. EA member said according to policy 3.14 business expenses policy there is a prohibition on meals when providing to a select group of people at a frequently recurring basis. However, the catch is the meetings could be held at different times, but this meeting is at lunchtime.
 - (iii) G. Giambattista said volunteers on behalf of the university taking a staff lunch time and taking a meal is well within that policy.
 - (iv) J. Kruser said he was contacted by a constituent and would appreciate if they could find out if whether this is appropriate or not, so he could respond back.
 - c. EA member said to spend 30% of our budget on food seems way out of line. It isn't the most important thing.
 - (i) K. Fitch said he wanted to know if there was a request by C. Sanzone of an increase of \$300 for Communications?
 1. C. Sanzone said she did not make that request, but she thought it made sense. The budget is all purpose and they could easily use that money for elections. Anytime they record and stream, the cost for that is way more than allocated.
 - d. C. Dawson said the assembly should not have come up with these numbers until they have asked the chairs what and how much they need.
 - e. G. Giambattista said the budget for EA historically has been operational support for food and recognition. The budget does not carry over. EA members do not get anything for their participation, and the least the administration can do is give you a free lunch. She cautioned against spending too much time on each allocation because these are subject to change until the committee actually needs these funds.
 1. P. Thompson said they have already knit picked the food budget to what they could. The EA does have guests and speakers often and since it is during the lunch hour, this meal has always been the core.
 2. J. Kruser made a call for the question on the amendment.
 - a. Amendment rejected by a vote of 9-11-0.
 - b. U. Smith said they will move back into discussion to the amendment as it was originally proposed.

- iii. J. Kruser made a call for the question on Resolution 4 – approved by a vote of 20-0-0.
- c. EA R5: Clarification of Bylaws Section 1.9 (P. Thompson, K. Fitch)
 - i. P. Thompson said there were a couple concerns about having too many abstentions. This resolution wants to simplify the process of what happens when this happens.
 - ii. U. Smith moves to amend Resolution 5 to the red line amendments.
 - 1. U. Smith said the originally proposed resolution moved to strike a couple of sections that the assembly has used a few times, particularly electronic voting. He prefers keeping those provisions, as well as the ones for a proxy voting procedure.
 - 2. P. Thompson said they struck it because they have had instances where some members feel email discussions have been pushed through quickly without a lot of detail or processing time. By taking it out, it would allow members to be more vocal during meetings, and it would take into consideration employees who are not on their phones or emails all the time.
 - 3. U. Smith said they have only used electronic voting means but to discuss things that have already be proposed, due to time limits or constraints by rules.
 - 4. J. Kruser supported keeping electronic voting in the bylaws as an option.
 - iii. J. Kruser made an amendment to the amendment to strike “the chair” on line 26 and replace it with “the executive committee” – amended by unanimous consent
 - 1. C. Sanzone said she was hopeful to keep the focus on the abstention.
 - iv. J. Kruser made a call to the question on the amendment.
 - 1. Amendment amended by a vote of 19-0-0.
 - v. C. Sanzone made a call to the question on Resolution 5.
 - 1. Resolution passed by a vote of 19-0-0.
- V. Old Business
 - a. EA R6: Condemning Violence and Hate (J. Kruser)
 - i. Assembly ran out of time.
- VI. New Business
 - a. EA R7: Advancing a Comprehensive Transportation Study (K. Mahoney, L. Johnson-Kelly)
 - i. Assembly ran out of time.
 - b. EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (U. Smith, M. Carcella)
 - i. Assembly ran out of time.
- VII. VII. U. Smith adjourned the meeting at 1:30pm.

Future Guests:

- Discussion with President Martha E. Pollack and VP Mary Opperman – November 29

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly



Cornell University Employee Assembly

30 **Be it finally resolved**, the results of the study will be shared initially with the Employee Assembly
31 and then publically with the employee community in 2020, and any subsequent recommendations
32 reviewed by the Employee Assembly.

33 **Adopted by Vote of the Assembly** (_ - _), _____, **2017.**

34

35 Respectfully Submitted,

36 Kristie Mahoney, *Transportation Taskforce Chair and College of Human Ecology Representative*

37 Laura Johnson-Kelly, *Employee Welfare Committee Chair and Library, Museum & Continuing Education Rep.*

38 **Transportation Taskforce Members**

39 Kristie Mahoney, *Chair*

40 Dustin Darnell, *Director of Facilities, CALS*

41 Kevin Fitch, *Vice Chair for Operations & Finance and Health & Safety Representative*

42 Laura Johnson-Kelly, *Library, Museum & Continuing Education Representative*

43 Kathy Sheils, *Financial Affairs, Budget & Planning, Audit & Investment Representative*

44 Sue Wilcox, *Exempt Employees Representative At-Large*

45 Joey Gates, *Administrative Assistant, Clinical Programs, Cornell Law School*

46 Terry Mingle, *Undergraduate Student Services Assistant, Human Ecology*

47 Hei Hei Depew, *Less than Five Years of Service Representative At-Large*

48 Laurie Miller, *Service Learning Coordinator, CIPA*

49 Kathy Carpenter, *Human Resources Assistant, Human Ecology*

50 Travis Stelick, *Pharmacy Technician, Cornell Health*

51 Hurf Sheldon, *Retiree Representative At-Large*

52 Bridgette Brady, *Senior Director of Transportation and Mail Services*

53 Gary Cremeens, *Project Associate, Transportation and Mail Services*

54 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 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

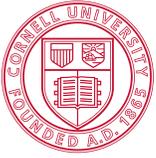
Whereas, The Cornell LGBT Resource Center (LGBTRC), founded in 1994, is the only center founded at Cornell specifically to support students, faculty, and staff across the LGBTQ+ spectrum.

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 **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 to no longer serve the ongoing
37 support and educational needs of staff and faculty.

38
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.

42
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.

47
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.

51
52 **Be it further resolved,** The Division of Human Resources shall collaborate with other relevant
53 university units to provide training around cultural norms and to ensure protection for all employees,
54 including those identifying as LGBTQ+, working and traveling internationally on behalf of the
55 university.

56
57 **Be it further resolved,** The Provost's Capital Planning Group⁵ shall include the conversion of all
58 single-occupant facilities to universal facilities in its plan to address deferred maintenance across
59 campus, noting inclusion and accessibility as a priority.

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

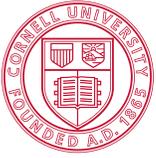
64
65 **Be it finally resolved,** The University administration shall continue to engage meaningfully with the
66 LGBTQ Colleague Network Group (LGBTQ CNG) and provide regular updates to the LGBTQ CNG
67 on the progress of specific initiatives focused on LGBTQ+ inclusion.

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

70
71 **Respectfully Submitted,**

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73 Ulysses Smith, *Chair and LGBTQ Representative At-Large*
74 Matt Carcella, *Alumni Affairs & Development Representative*

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



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



Cornell University
Employee Assembly

41 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell
42 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any
43 person can find instruction in any study,” and
44

45 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;
46 and
47

48 **Whereas**, these recent events place the onus on Cornell University to establish and justify its
49 members’ trust in our community.
50

51 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other
52 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical
53 safety and the right to express themselves with the expectation of mutual respect from their peers and
54 colleagues; and
55

56 **Be it further resolved**, the administration will:

- 57 • review funding and staffing for the various resource centers, including support services for
58 staff and faculty of varying identities to ensure that they meet the increasing needs of our
59 community; and
- 60 • seek to include staff, in a meaningful way, in strategic diversity and inclusion planning
61 efforts across the university; and
- 62 • consider the creation of a central office focused on institutional equity and the hiring of an
63 executive to oversee initiatives for all populations; and
- 64 • define the roles of the University Diversity Officers, and more thorough accountability
65 measures for progress on initiatives under Cornell’s framework; and
66

67 **Be it finally resolved**, the administration and the University Assembly will consider revisions to the
68 Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to
69 be the same as the standard of evidence for sex/gender discrimination.
70

71 **Adopted by Vote of the Assembly** (_ - _ -), _____, 2017,
72

73 **Respectfully Submitted**,
74

75 Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



1 **EA R6: Reducing Community Violence and Hate through**
2 **Staff Involvement and Support**

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Comment [JAK1]: More accurately reflects the purpose

3 **Abstract:** In response to recent cases of violence and discrimination on campus, the EA makes this
4 statement in opposition and calls on the administration to take specific actions to challenge
5 institutional inequity.

6 **Sponsored by:** Jeremy Kruser, Executive Vice Chair, Research, Tech Transfer & Information
7 Technology Representative

8 **Reviewed by:** Executive Committee, 09/18/2017

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

11
12 **Whereas,** the data collected by Cornell's Department of Inclusion and Workforce Diversity shows
13 that Cornell has experienced a similarly steep increase in reports of bias; and

14
15 **Whereas,** on September 6, 2017 it was reported that students from Zeta Psi, a Cornell University
16 fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living
17 Center; and

Comment [JAK2]: My apologies for failing to add this amendment in a timely fashion. I will propose this amendment during the meeting today based on feedback from a constituent.

18
19 **Whereas,** on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no
20 longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student
21 and violently assaulted him; and

22
23 **Whereas,** later that same day on September 15, 2017, two or more Cornell students were captured on
24 video using racial slurs against another student; and

25
26 **Whereas,** Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and
27 respectful learning, living, and working environment for its students, faculty, and staff members”;
28 and

29
30 **Whereas,** it is a violation of the Campus Code of Conduct to “harass another person...by acting
31 toward that person in a manner that is by objective measure threatening, abusive, or severely
32 annoying and that is beyond the scope of free speech;” and

33
34 **Whereas,** it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to
35 another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual
36 orientation or affectional preference;” and

37
38 **Whereas,** pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten
39 the safety and welfare of all citizens” because they “inflict on victims incalculable physical and
40 emotional damage and tear at the very fabric of free society,” “send a powerful message of



42 intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is
43 essential to healthy democratic processes;” and
44

45 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell
46 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any
47 person can find instruction in any study,” and
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49 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;
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52 **Whereas**, these recent events place the onus on Cornell University to establish and justify its
53 members’ trust in our community.
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55 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other
56 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical
57 safety and the right to express themselves with the expectation of mutual respect from their peers and
58 colleagues; and
59

60 **Be it further resolved**, the administration will include staff, in a regular and meaningful way, in
61 strategic diversity and inclusion planning efforts across the university.
62

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

- 65 • considering the creation of a central office focused on institutional equity and the hiring of an
66 executive to oversee initiatives for all populations; and
- 67 • defining the roles of the University Diversity Officers, or implementing a more effective
68 administrative model and more thorough accountability measures for progress on initiatives
69 under Cornell’s framework.
70

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

- 72 • increasing investment in the staffing needs of the various resource centers and providing
73 long-term funding for additional full-time positions; and
- 74 • investing in staff to support employees and faculty of various identities in the workplace, and
75 forming strategic partnerships with local agencies to support employees and faculty living in
76 the Ithaca and surrounding areas.
77

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

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Deleted: seek to include staff, in a meaningful way, in strategic diversity and inclusion planning efforts across the university; and - (... [1])

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

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100 **Be it finally resolved, the administration will engage the staff community in discussing and defining**
101 **any changes to policies around freedom of speech, including:**

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- 102 • clarifying the limits of free speech in the context of the workplace, particularly the ability to
103 participate in faculty and student-led demonstrations or for staff to voice their own concerns
104 and opinions in the workplace; and
- 105 • working with the University Assembly to institute a consistent standard of evidence for bias-
106 related/hate crimes under the Campus Code of Conduct and Policy 6.4, and clearly
107 articulating the interaction with and role of HR in assisting in the resolution of these matters.

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109 **Adopted by Vote of the Assembly (_-_-), _____, 2017,**

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111 **Respectfully Submitted,**

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113 Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*