

Cornell University Employee Assembly

E.A. Resolution # XXX

Modification of Application for Employment EEO Supplement

Sponsored by:

On Behalf of: Ulysses Smith (DIWD) and Brian Patchcoski (LGBT Resource Center)

WHEREAS, The University's Equal Education and Employment Statement declares that no person shall be discriminated against based on "sex, sexual orientation, gender identity or expression";

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.

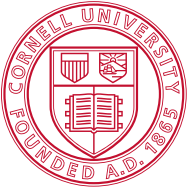
WHEREAS, The Final Rule neither requires, nor prohibits contractors from asking applicants and employees to voluntarily provide information about their sexual orientation or gender identity;

WHEREAS, The 2011 Employee Survey showed that 8.2% of current staff respondents identified as gay, lesbian, bisexual, questioning, or not specified;

WHEREAS, The university is unable to gauge important demographic information including, but not limited to job group movement, persistence, retention, attrition, presence in applicant pools, and movement through the stages of hiring;

THEREFORE, BE IT SO RESOLVED, The University, led by the Division of Human Resources, add an optional question to the EEO supplement on the application for employment that asks for the applicant's gender identity, using either a blank, fill-in box or a drop-down with the following options:

- Agender
- Androgyne
- Demigender
- Genderqueer or gender fluid
- Man



Cornell University Employee Assembly

- 35 • Questioning or unsure
- 36 • Trans man
- 37 • Trans woman
- 38 • Woman
- 39 • An identity not listed
- 40 • Prefer not to disclose

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42 **THEREFORE, BE IT SO RESOLVED**, The University, led by the Division of Human
43 Resources, add an optional question to the EEO supplement on the application for employment
44 that asks for the applicant's sexual orientation, using either a blank, fill-in box option or a drop-
45 down with the following options:

- 46 • Asexual
- 47 • Bisexual
- 48 • Gay
- 49 • Straight (Heterosexual)
- 50 • Lesbian
- 51 • Pansexual
- 52 • Queer
- 53 • Questioning or unsure
- 54 • Same-gender loving
- 55 • An identity not listed
- 56 • Prefer not to disclose

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58 **THEREFORE, BE IT SO RESOLVED**, The University, in collaboration with the Division of
59 Human Resources and the LGBT Resource Center,...;

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61 **THEREFORE BE IT FINALLY RESOLVED**,.

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63 **Respectfully submitted**,

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Employee Assembly New Structure Proposal

How can the Employee Assembly serve the community?

- Bringing light to issues facing the staff community
- Want to make sure the staff knows what's out there in terms of resources
- Raising awareness for available resources
- To ensure staff are treated fairly and with respect
- Expand staff viewpoint and understanding of Cornell
- Create an environment that promotes success
- Build bridges between all campus constituencies (blend the curricular and co-curricular aspects of Cornell)

Why are we reviewing our current structure?

- Better identify our constituents (who, what, where)
- Clarify how we communicate to our constituents

The Employee Assembly is undergoing a restructuring of its representation, to better represent staff members across the university. By combining academic colleges, units, and affinity-based representative models, we believe this structure proposal encompasses a multifaceted approach to give voice to the different staff communities of the university.

In the proposal, the academic colleges and units are represented by 9 seats (AAP, A&S, CALS, ENG and CIS, SHA, HumEc, ILR, GradSchool/Law/Johnson, Vet). The staff units are represented by 11 seats (AAD, Student Campus Life, Health and Safety, UnivRelations, HR, Library/Museum, Facilities, Research/Tech Transfer, Division of Financial Affairs, Administrators, Geneva Campus). Affinity based seats are represented by 8 seats based on existing colleague networking groups and federally identified protected classes (international, diversity, women, LGBTQ, Veterans, <5 years of service, exempt, non-exempt), for a total of 28 elected seats on the Employee Assembly. Though this is an increase from our current 19-member assembly, we are certain this model will better represent the breadth of staff who make up our community.

The EA sees this as a launching point to broader engagement and involvement of the staff in campus governance and how to affect changes important to the staff community. This proposal is meant to spark conversations about the importance of shared governance at Cornell, how to support those staff members who would like to be involved, and ensure your constituency is represented at the table.