

**Working Group on Hate Speech and Harassment
Codes and Judicial Committee
University Assembly**

For discussion at Public Forum #2

Potential changes not specifically related to the Campus Code of Conduct, based on themes and issues raised at Public Forum #1:

- (1) ADR and Restorative Justice for some types of behaviors that do not “rise to the level” of a Code violation, but fall in the “gray area” between violations of the Code and violations of “community values.” The use of ADR and Restorative Justice could help move the Code toward being genuinely educational rather than only punitive.
- (2) Need for ongoing transparency and reporting of information to the community, e.g. through a public forum each semester. At this forum, the public could also be asked for ideas about what can be done to improve campus climate, transparency, etc. This would be helpful to make the process of information gathering, ideas, and improvements ongoing, rather than having the process carried out only by an *ad hoc* working group.
- (3) Education and training of faculty, teaching assistants, resident advisors, and students concerning issues of power, bias, and inequalities, including those based on race, gender, and disability. Such education and training could include ways to address such issues in the classroom, residence halls, and interpersonal interactions.
- (4) Making governance bodies more representative and meaningful by increasing the presence of people of color in positions on these governance bodies.
- (5) Having the Cornell Bias Assessment Response Team (BART): provide more information to the public on bias-related incidents (including follow ups on how many bias-related incidents have been resolved); link more closely to the Code (e.g. through references to BART in the Code); and link to ADR and Restorative Justice processes.
<https://hr.cornell.edu/our-culture-diversity/diversity-inclusion/harassment-discrimination-and-bias-reporting/bias>
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- (6) Cornell should provide adequate financing and other resources to academic programs that address systemic inequalities, including Africana Studies & Research Center; American Indian Program; and Feminism, Gender, and Sexuality Studies. Providing adequate financial and institutional support for these programs will be part of Cornell going beyond public relations measures to address issues of bias and systemic inequalities.