



Cornell University Student Assembly

Originally Presented on:	04/28/16
Type of Action:	Recommendation
Status/Result:	New Business

S.A. Resolution #57

Towards a More Inclusive Learning Experience

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4 ABSTRACT: This resolution calls for the creation of a comprehensive training program to improve faculty
5 interactions within diverse and inclusive academic settings.

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7 Sponsored by: Samari Gilbert '17

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9 **Whereas**, Cornell University has stipulated through Towards New Destinations that the institution is
10 committed to inclusion and enhancing its culture to provide for the full participation of all members
11 of our community.

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13 **Whereas**, “Skills for Success,” skills Cornell employees are expected to demonstrate which are evaluated as
14 part of the Performance Management Process, includes an aspect of inclusiveness.

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16 **Whereas**, Cornell’s incoming classes consistently become more diverse; the Class of 2020 is the most diverse
17 in University history with 48% people of color, 53% women and includes 700 first generation college
18 students.

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20 **Whereas**, Cornell’s only mandatory faculty diversity training, “Building a Culture of Respect” does not
21 address the evolving demographics of students or best practices for teaching across difference.

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23 **Whereas**, additional trainings like “The Faculty Institute for Diversity” and “Inclusive Excellence Academy”
24 are available but not required.

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26 **Whereas**, the PULSE survey has revealed that. “Among those having the least positive assessments of
27 campus climate are students identifying as black; students identifying as transgendered or gender-
28 variant, queer, gay, lesbian or bisexual; and students from low-income backgrounds.”

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30 **Whereas**, the members of Black Students United wrote, “We want all employees of the university, academic
31 and otherwise (including tenured professors), to have appropriate, ongoing training (tied to
32 evaluations and payroll) that deals with issues of identity (such as race, class, religion, ability status,
33 sexual/romantic orientation, gender, citizenship status, etc.). We want this coursework to be
34 explicitly focused on systems of power and privilege in the United States and centering the voices of
35 oppressed people” in their list of demands that was presented to Vice President Lombardi and
36 President Garrett.

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38 **Be it therefore resolved**, this resolution be sent to the chair of the Academic Freedom and
39 Professional Status of the Faculty committee the as well as the dean of faculty and the
40 faculty senate.

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42 **Be it further resolved**, that the Student Assembly recommends that the Faculty Senate collaborate with
43 members of Black Students United and the Student Assembly to implement these changes.

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45 **Be it further resolved**, that individual colleges and departments consider best practices as they pertain to
46 diversity and how they can be better implemented.

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48 **Be it finally resolved that students**, employees and faculty collaborate to create a comprehensive diversity
49 training program to that promotes the best teaching practices as they pertain to racial, gender,
50 sexuality and ability identities in a teaching setting.

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52 Respectfully Submitted,

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54 Samari Gilbert '17
55 *Co-President, Black Students United*
56 *Minority Liaison at Large, Student Assembly*

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58 Emma Johnston '16
59 *Executive Vice President, Student Assembly*

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61 Traciann Celestin '19
62 *Incoming Minority Liaison at Large, Student Assembly*

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64 REVIEWED BY: *Executive Committee, 4/26/2016*