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Status/Result:	New Business

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S.A. Resolution #26  
Encouraging Diversity in Professional Organizations

ABSTRACT: The purpose of this resolution is to get the Student Assembly and the University to encourage professional organizations to admit more diverse applicants in future application cycles.

**Sponsored by: Harry Ducrepin '24, Maia Lee '24, Selam Woldai '23**

**Whereas**, Cornell prides itself on its “any person, any study” mantra, emphasizing the space of inclusivity.

**Whereas**, the demographics of Cornell do not represent the demographics of this country, and the demographics of professional organizations on campus do not either

**Whereas**, systemic barriers limit access to opportunities, such as admission into professional organizations and key prerequisites for these organizations

**Whereas**, modern discrimination in organizations is often covert and more present during recruitment processes

**Whereas**, it is important for people of color to see themselves represented in all spaces on campus to prevent feelings of imposter syndrome.

**Whereas**, in a 2016 study, it was found that 21% of African-American people and 16% of Hispanic people felt they had been treated unfairly in hiring processes as opposed to only 4% of White people

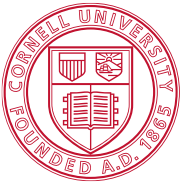
**Whereas**, organizations stand to benefit from increased diversity in the long run as organizations would otherwise overlook and miss out on talented recruits because of discriminatory policies

**Whereas**, some ways in which organizations can reduce bias and discrimination in recruitment processes include hiding demographic characteristics, establishing transparency and being cognizant of first impressions

**Whereas**, professional organizations can self-regulate how inclusive they are via a Diversity Chair on their executive boards

**Be it therefore resolved**, that the Student Assembly and the University urge professional organizations to strive for greater diversity in their recruitment cycles.

**Be it therefore resolved**, that the Student Assembly require all professional organizations to create a Diversity Chair on their Executive Boards.



## Cornell University Student Assembly

43 **Be it further resolved,** this resolution is sent to all presidents of the pre professional organizations  
44 on campus and the executive board of the Professional Fraternity Council.

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46 **Respectfully Submitted,**

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48 Harry Ducrepin '24  
49 *Diversity and Inclusion Committee Member, Student Assembly*

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51 Maia Lee '24  
52 *Diversity and Inclusion Committee Member, Student Assembly*

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54 Selam Woldai '23  
55 *Vice President of Diversity and Inclusion Committee, Student Assembly*  
56 *(Reviewed by: Executive Committee, 6-0-1, 12/08/2020)*

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