

Cornell University
University Assembly

U.A. Resolution # 10

**In Support of E.A. R. 8:
Furthering the Institutional Commitment to
All LGBTQ+¹ Members of the Cornell Community**

February 13th, 2018

Sponsored by: Joseph Anderson, Chair of Campus Welfare Committee; University Assembly, Elena Michel, Graduate; University Assembly, Manisha Munasinghe, Executive Vice President; Graduate and Professional Student Assembly

Whereas, the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was founded in 1994 and was originally run by two full-time staff members² to be “the central hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff across the LGBTQ+ spectrum³; and

Whereas, the LGBTRC provides a myriad of services to the LGBTQ+ community including but not limited to the LGBTQ Mentorship Program, the First Year Queer Peer, and Lavender Graduation⁴; and

Whereas, the LGBTRC also provides support and guidance for numerous LGBTQ+ student organizations on campus such as Haven: The LGBTQ Student Union, MOSAIC, and Out in STEM (oSTEM); and

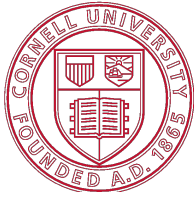
Whereas, the LGBTRC supports the functions and inclusion of the LGBT Colleague Network Group for all faculty and staff, which raises awareness about workplace issues faced by LGBTQ+ faculty and staff, provides professional networking opportunities for LGBTQ+ faculty and staff, and supports recruitment and retentions efforts for LGBTQ+ faculty and staff; and

¹ For the ease of reading, the resolution will use the acronym LGBTQ+ to refer to the Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others, unless referring to a specific entity or directly quoted by an individual or previous document

² <http://cornellsun.com/2013/03/10/university-reflects-on-shift-in-lgbt-presence-on-campus/>

³ <http://dos.cornell.edu/lgbt-resource-center>

⁴ <https://dos.cornell.edu/lgbt-resource-center/signature-programs-annual-events>



Cornell University University Assembly

Whereas, the LGBTRC supports the inclusion of LGBTQ+ issues in the academic setting by providing resources for the incorporation of LGBTQ+ issues into the classroom, made available to all faculty members; and

Whereas, the LGBTRC supports a set of general services to all LGBTQ+ faculty and staff, including but not limited to: advocacy, advising, consultation and referrals, and community development; and

Whereas, the LGBTRC is instrumental in advising and advocating for Cornell's LGBTQ+ community, which includes students, faculty, and staff; and

Whereas, in 2017 the Dean of Students Vijay Pendakur issued a directive for the LGBT Resource Center (LGBTRC) to no longer serve staff and faculty due to being understaffed; and

Whereas, on November 30th, 2017, the Employee Assembly conveyed Resolution 8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (EA:R8) to Cornell University President Martha Pollack⁵; and

Whereas, EA:R8 states "Be it therefore resolved, The Assembly urges the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty"; and

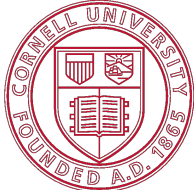
Whereas, EA:R8 continues with "Be it further resolved, The Divisions of Human Resources and Student & Campus Life shall identify the resources to fully fund and staff (3) additional full-time, long-term professional staff positions in the LGBTRC"; and

Whereas, on January 2nd, 2018, President Pollack acknowledged EA:R8⁶; and

Whereas, President Pollack rejected the EA's recommendation that the directive for the LGBTRC to no longer serve the needs of staff and faculty be rescinded stating "to provide the appropriate levels of service, separating educational and support services for students from faculty and staff allows Cornell to meet the unique needs of our LGBTQ students, as they pursue their degrees"; and

⁵ <https://assembly.cornell.edu/resolutions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion>

⁶ <https://assembly.cornell.edu/resolution-actions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion-3>



Cornell University University Assembly

Whereas, President Pollack also rejected the EA’s recommendation that The Divisions of Human Resources and Student & Campus Life should identify the resources to fully fund and staff (3) additional full-time, long-term professional staff position in the LGBTRC writing “At this time, there will not be any additional long-term professional positions added to the center’s staffing”; and

Whereas, we strongly support all LGBTQ+ members of the Cornell Community, including staff and faculty; and

Whereas, we dismiss the notion that, in order to “provide the appropriate levels of service...[for] our LGBTQ students”, the LGBTRC must no longer support faculty and staff;

Whereas, President Pollack states: “Further, the LGBTRC will continue to serve as a resource to the Division of Human Resources as it provides education and support for our LGBT staff and faculty colleagues;” and

Whereas, this statement acknowledges the fact that the Division of Human Resources is not fully equipped to provide support for LGBTQ+ staff and faculty; and

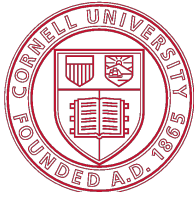
Whereas, this statement contradicts the purpose behind the directive issued to the LGBTRC to stop providing support and education for LGBTQ+ staff and faculty as it indicates they will still be doing so, just with the added burden of passing this support through the Division of Human Resources before it gets to the staff and faculty; and

Whereas, via discussions with LGBTQ+ students, we believe that finding additional resources to increase the number of full-time staff members working at the LGBTRC to support all LGBTQ+ community members, including faculty and staff, would be more effective in supporting the “unique needs of LGBTQ+ students”; and

Whereas, all LGBTQ+ Cornell Community members, including faculty and staff, should be served by the LGBTRC as it is the hub of LGBTQ+ life at Cornell; and

Whereas, the LGBTRC was founded to serve LGBTQ+ students, faculty, and staff, and we reject any attempt to alter its initial founding purpose that would fracture the LGBTQ+ community at Cornell; and

Whereas, this directive negatively impacts the LGBTQ+ community and is antithetical to Cornell’s “promise to support the LGTBQ+ community”; and



Cornell University University Assembly

Be it therefore resolved, that the University Assembly reiterates the recommendation from the Employee Assembly for the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty; and

Be it finally resolved, that The Divisions of Human Resources and Student & Campus Life should identify the resources to fully fund and staff (3) additional full-time, long-term professional staff position in the LGBTRC; and