

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

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

4
5 **Whereas,** the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was
6 founded in 1994 and was originally run by two full-time staff members² to be “the central
7 hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff
8 across the LGBTQ+ spectrum³; and
9

10 **Whereas,** the LGBTRC provides a myriad of services to the LGBTQ+ community including
11 but not limited to the LGBTQ Mentorship Program, the First Year Queer Peer, and
12 Lavender Graduation⁴; and
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14 **Whereas,** the LGBTRC also provides support and guidance for numerous LGBTQ+ student
15 organizations on campus such as Haven: The LGBTQ Student Union, MOSAIC, and Out
16 in STEM (oSTEM); and
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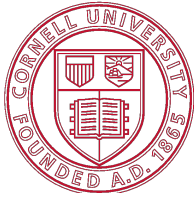
18 **Whereas,** the LGBTRC supports the functions and inclusion of the LGBT Colleague Network
19 Group for all faculty and staff, which raises awareness about workplace issues faced by
20 LGBTQ+ faculty and staff, provides professional networking opportunities for LGBTQ+
21 faculty and staff, and supports recruitment and retentions efforts for LGBTQ+ faculty and
22 staff; and
23

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>



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

27
28 **Whereas**, the LGBTRC supports a set of general services to all LGBTQ+ faculty and staff,
29 including but not limited to: advocacy, advising, consultation and referrals, and
30 community development; and

31
32 **Whereas**, the LGBTRC is instrumental in advising and advocating for Cornell’s LGBTQ+
33 community, which includes students, faculty, and staff; and

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

38
39 **Whereas**, on November 30th, 2017, the Employee Assembly conveyed Resolution 8: Furthering
40 the Institutional Commitment to LGBTQ+ Inclusion (EA:R8) to Cornell University
41 President Martha Pollack⁵; and

42
43 **Whereas**, EA:R8 states “Be it therefore resolved, The Assembly urges the Division of Student &
44 Campus Life and the Office of the Dean of Students to rescind the directive for the
45 LGBTRC to no longer serve the ongoing support and educational needs of staff and
46 faculty”; and

47
48 **Whereas**, EA:R8 continues with “Be it further resolved, The Divisions of Human Resources and
49 Student & Campus Life shall identify the resources to fully fund and staff (3) additional
50 full-time, long-term professional staff positions in the LGBTRC”; and

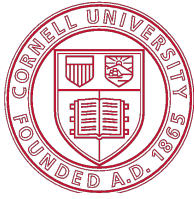
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52 **Whereas**, on January 2nd, 2018, President Pollack acknowledged EA:R8⁶; and

53
54 **Whereas**, President Pollack rejected the EA’s recommendation that the directive for the
55 LGBTRC to no longer serve the needs of staff and faculty be rescinded stating “to
56 provide the appropriate levels of service, separating educational and support services for
57 students from faculty and staff allows Cornell to meet the unique needs of our LGBTQ
58 students, as they pursue their degrees”; and

59

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>



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60 **Whereas**, President Pollack also rejected the EA’s recommendation that The Divisions of
61 Human Resources and Student & Campus Life should identify the resources to fully fund
62 and staff (3) additional full-time, long-term professional staff position in the LGBTRC
63 writing “At this time, there will not be any additional long-term professional positions
64 added to the center’s staffing”; and
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66 **Whereas**, we strongly support all LGBTQ+ members of the Cornell Community, including staff
67 and faculty; and
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69 **Whereas**, we dismiss the notion that, in order to “provide the appropriate levels of service...[for]
70 our LGBTQ students”, the LGBTRC must no longer support faculty and staff;
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72 **Whereas**, President Pollack states: “Further, the LGBTRC will continue to serve as a resource to
73 the Division of Human Resources as it provides education and support for our LGBT
74 staff and faculty colleagues;” and
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76 **Whereas**, this statement acknowledges the fact that the Division of Human Resources is not
77 fully equipped to provide support for LGBTQ+ staff and faculty; and
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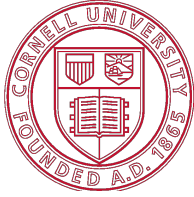
79 **Whereas**, this statement contradicts the purpose behind the directive issued to the LGBTRC to
80 stop providing support and education for LGBTQ+ staff and faculty as it indicates they
81 will still be doing so, just with the added burden of passing this support through the
82 Division of Human Resources before it gets to the staff and faculty; and
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84 **Whereas**, via discussions with LGBTQ+ students, we believe that finding additional resources
85 to increase the number of full-time staff members working at the LGBTRC to support all
86 LGBTQ+ community members, including faculty and staff, would be more effective in
87 supporting the “unique needs of LGBTQ+ students”; and
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89 **Whereas**, all LGBTQ+ Cornell Community members, including faculty and staff, should be
90 served by the LGBTRC as it is the hub of LGBTQ+ life at Cornell; and
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92 **Whereas**, the LGBTRC was founded to serve LGBTQ+ students, faculty, and staff, and we
93 reject any attempt to alter its initial founding purpose that would fracture the LGBTQ+
94 community at Cornell; and
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96 **Whereas**, this directive negatively impacts the LGBTQ+ community and is antithetical to
97 Cornell’s “promise to support the LGTBQ+ community”; and
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- 99 **Be it therefore resolved,** that the University Assembly reiterates the recommendation from the
100 Employee Assembly for the Division of Student & Campus Life and the Office of the
101 Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing
102 support and educational needs of staff and faculty; and
103
- 104 **Be it finally resolved,** that The Divisions of Human Resources and Student & Campus Life
105 should identify the resources to fully fund and staff (3) additional full-time, long-term
106 professional staff position in the LGBTRC; and