

Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
2018-01-17
12:15 -1:30pm
401 Physical Sciences Building

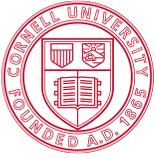
“An Active Voice for Cornell Staff”

We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order -12:15pm
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- IV. Committee Reports
 - a. Communications Committee
 - b. Employee Education & Development Committee
 - c. Employee Welfare Committee
 - d. Elections Committee
 - e. Personnel Policy Committee
 - f. Staff Recognition, Awards & Events
 - g. Transportation Task Force
 - h. Employee-Elected Trustee
 - i. Cornell Retiree Association Liaison
 - j. Executive Committee
- V. Business of the Day
- VI. Old Business
 - a. EA R6 Condemning Violence and Hate (Jeremy Kruser)
- VII. New Business
- VIII. Adjournment – 1:30pm

Future Guests:

Future Events:



EA R6: Condemning Violence and Hate

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

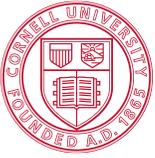
Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

Whereas, it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

Whereas, it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and



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41 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell
42 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any
43 person can find instruction in any study,” and

44
45 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;
46 and

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48 **Whereas**, these recent events place the onus on Cornell University to establish and justify its
49 members’ trust in our community.

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51 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other
52 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical
53 safety and the right to express themselves with the expectation of mutual respect from their peers and
54 colleagues; and

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56 **Be it further resolved**, the administration will:

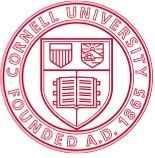
- 57 • review funding and staffing for the various resource centers, including support services for
58 staff and faculty of varying identities to ensure that they meet the increasing needs of our
59 community; and
- 60 • seek to include staff, in a meaningful way, in strategic diversity and inclusion planning
61 efforts across the university; and
- 62 • consider the creation of a central office focused on institutional equity and the hiring of an
63 executive to oversee initiatives for all populations; and
- 64 • define the roles of the University Diversity Officers, and more thorough accountability
65 measures for progress on initiatives under Cornell’s framework; and

66
67 **Be it finally resolved**, the administration and the University Assembly will consider revisions to the
68 Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to
69 be the same as the standard of evidence for sex/gender discrimination.

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71 **Adopted by Vote of the Assembly** (_-_-), _____, 2017,

72
73 **Respectfully Submitted,**

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75 Jeremy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



EA R6: Reducing Community Violence and Hate through Staff Involvement and Support

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition and calls on the administration to take specific actions to challenge institutional inequity.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

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Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 it was reported that students from Zeta Psi, a Cornell University fraternity, shouted "build a wall" and "let's build a wall around the LLC" at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

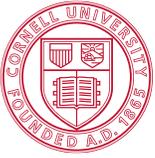
Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that "Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members"; and

Whereas, it is a violation of the Campus Code of Conduct to "harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;" and

Whereas, it is a violation of the Campus Code of Conduct to "assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;" and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes "do more than threaten the safety and welfare of all citizens" because they "inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society," "send a powerful message of



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54 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other
55 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical
56 safety and the right to express themselves with the expectation of mutual respect from their peers and
57 colleagues; and

58

59 **Be it further resolved**, the administration will include staff, in a regular and meaningful way, in
60 strategic diversity and inclusion planning efforts across the university.

61

62 **Be it further resolved**, the administration will develop a more effective institutional accountability
63 structure for diversity and inclusion efforts across the university by:

- 64 • considering the creation of a central office focused on institutional equity and the hiring of an
65 executive to oversee initiatives for all populations; and
- 66 • defining the roles of the University Diversity Officers, or implementing a more effective
67 administrative model and more thorough accountability measures for progress on initiatives
68 under Cornell’s framework.

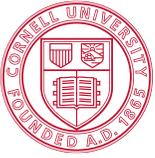
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70 **Be it further resolved**, the administration will bolster its investment in staff resources by:

- 71 • increasing investment in the staffing needs of the various resource centers and providing
72 long-term funding for additional full-time positions; and
- 73 • investing in staff to support employees and faculty of various identities in the workplace, and
74 forming strategic partnerships with local agencies to support employees and faculty living in
75 the Ithaca and surrounding areas.

76

77 **Be it further resolved**, the administration in collaboration with representative staff, will invest in the
78 ongoing education and development of staff and enhance initiatives that build interpersonal skills and
79 promote mutual understanding by:



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- 80 • developing, on an as-needed basis, programming that is responsive to current events and
81 provides a space for staff to engage in dialogue and collectively process and understand why
82 particular actions take place; and
- 83 • developing and implementing an ongoing, longitudinal education model for employees that
84 builds awareness of identities, examines the impact of identity on others in the workplace,
85 and provides opportunities for practical application of inclusive strategies in the workplace
86 for the entirety of the employee lifecycle; and
- 87 • increasing the frequency of intentional, informal interactions between staff to foster trust,
88 meaningful connections, and innovation.

89

90 **Be it finally resolved,** the administration will engage the staff community in discussing and defining
91 any changes to policies around freedom of speech, including:

- 92 • clarifying the limits of free speech in the context of the workplace, particularly the ability to
93 participate in faculty and student-led demonstrations or for staff to voice their own concerns
94 and opinions in the workplace; and
- 95 • working with the University Assembly to institute a consistent standard of evidence for bias-
96 related/hate crimes under the Campus Code of Conduct and Policy 6.4, and clearly
97 articulating the interaction with and role of HR in assisting in the resolution of these matters.

98

99 **Adopted by Vote of the Assembly** (_ - _), _____, **2017,**

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101 **Respectfully Submitted,**

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103 Jeremy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*