

Cornell University
Educational Programs/Anti-Bigotry Initiatives
Summary Report, January 1999

The following initiatives have been launched by departments in response to the incidents reported to the administration during the fall of 1998. These projects and programs represent the initial actions that have been taken. Collaborations are underway to broaden planning to include wider segments of the university community to include administrators, faculty, students and staff. This summary is intended to serve as an information update. While a unit may be named as the lead organization on a project, several initiatives have university-wide implications and will involve representatives from many areas of the institution.

<u>University Unit</u>	<u>Program/Project Description</u>	<u>Scheduled Implementation</u>	<u>Person In-Charge</u>
Student and Academic Services	Development of a statement of Cornell University community values and expectations regarding diversity.	Fall 1999	Susan Murphy, Vice President
Student and Academic Services	Develop and deploy a Human Relations Incident Response Team to respond to and monitor future incidents related to bias, bigotry and related occurrences.	Fall 1999 or sooner	Susan Murphy, Vice President
University Health Services	Staff workshops to provide professional staff training on diversity to University Health Services staff members.	1/20/99	Phil Meilman, Ph.D., Director, Counseling and Psychological Services, Janet Corson-Rikert, Director, University Health Services
Campus Life Department	Management workshop to provide training on diversity and bias-related incidents to Campus Life senior staff and management in preparation for training of all Campus Life employees.	1/22/99	LeNorman Strong, Assistant Vice President Student and Academic Services
Community Development	Resident Assistant Program to orient RAs and provide training on bias-related incidents during professional staff training.	1/16/99 – 1/18/99	Don King, Associate Director
Campus Life Department	Implementation of an Incident Notification Form , to facilitate the gathering of information about bias-related incidents; requested information will be collected in a uniform manner to assist in timely investigation of incidents.	1/99	Ann Shumate, Associate Director Student Affairs Coordination Don King, Associate Director Community Development

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Student and Academic Services	Incident Information Repository To collect incident-related information for timely investigation and tracking.	1/99	Ann Shumate, Associate Director Student Affairs Coordination Don King, Associate Director Community Development
Facilities and Campus Services; Campus Life Facilities Campus Life Management Office	Campus Lighting Summaries, to collect information on and track the status of areas of Campus requiring upgraded or additional lighting, and/or lighting repairs to ensure the safety of students, faculty and staff.	Ongoing since 11/98	Art Stern, Manager Project Planning and Estimating, F&CS Chuck Sumner, General Manager, Building Maintenance Karen Brown, Office Manager, Campus Life
Campus Life	Development and implementation of a diversity education initiative to include training modules, a "diversity" theater performing group and related materials to be used by offices and organizations. This initiative will seek participation by existing campus units such as The Dean of Students Office and Peer Educators in Human Relations, the "Ordinary People" drama/discussion group and others.	Undetermined. Discussion will begin in February 1999	LeNorman Strong, Assistant Vice President Student and Academic Services