

15:38:02 From Linda Mizer : the overview was extremely interesting and informative

15:43:03 From parisa : thank you for addressing this.

15:43:30 From Bruce Lewenstein : Thank you, Avery.

15:45:12 From Ken Birman : Well it froze on exactly the right sentiment. Many of us do feel very badly (I am no longer on her committee, but I was, and I feel terrible watching the news right now...)

15:45:28 From Chris Schaffer : Thank you for sharing this, Avery.

15:47:10 From kar79-admin : Thank you, Avery

15:47:50 From Elke Siegel : Thank you, Avery

15:48:04 From Jamila Michener : Thank you Avery

15:48:05 From Durba Ghosh : thank you, Avery

15:48:12 From Sarah Murray : Thank you, Avery

15:48:25 From Paul Soloway : The silver lining is a rich vein of gold, Avery!

15:48:28 From Sherry Colb : Thank you Avery.

15:48:54 From Deborah Starr : Thank you, Avery

15:49:15 From Doug Antczak : We are fortunate to have you here at Cornell, Avery. Thank you.

15:52:07 From Sandra Greene : As an African American woman, the fear is not just encounters with the police, but any random white person. Not only have I had bad experiences with the police, but encounters with whites who decide that must police my presence is equally impactful/hurtful. I am a kayaker, and have for some time, especially after the election of Trump, felt that I cannot go into the outdoors by myself. I need a white person to provide some degree of support of safety just to go out kayaking at more remote lakes and rivers. It goes well beyond encounters with the police.

15:53:23 From Shorna Allred : Many thanks for the courageous sharing your story Avery

15:53:47 From Deb Grantham : I echo that, Avery.

15:53:59 From kar79-admin : I'm so sorry, Sandra. You deserve much better. Thank you for sharing.

15:54:29 From Bruce Lewenstein : Thank you, Sandra.

15:55:35 From Risa Lieberwitz : Thanks, Sandra, for talking about the broad and extended ways that racism occurs -- including here in Ithaca.

16:00:38 From jameslassoie : As a liberal old white guy this helped me see the importance of being not just no being a racist but becoming anti-ra

16:00:44 From Jamila Michener : I want to echo Sandra Greene's sentiments. I have been stopped by the police 5 times in just the last few years. But that is just one facet of the problem. I have also been threatened with a weapon when I accidentally took my kids to the wrong house for a birthday

party, been given harsh directives in public places by complete strangers, have been ordered to explain why Black people don't support Trump, and have experienced a wide range of other aggressions—micro and macro. Black faculty navigate and cope with these kinds of experiences ALL the time. And we do it even as we are accomplish all of the same (and sometimes more) work as colleagues. Most often, talking about it is not an option because it only invites further harm (intended or not). It is exhausting on a regular day. On days like those we've had this past week, it can be overwhelming.

16:02:17 From jameslassoie : Sorry...heres the link

16:02:23 From Yael Levitte : Thanks for sharing your voices. I definitely do not want to be the only one heard here. Wanted to make sure people are not burdened. I welcome colleagues' voices in this space..

16:02:35 From jameslassoie : here's the link:  
[https://www.nytimes.com/2020/06/02/arts/television/late-night-george-floyd-protests.html?campaign\\_id=9&emc=edit\\_nn\\_20200602&instance\\_id=19010&nl=the-morning&regi\\_id=50170779&segment\\_id=29853&te=1&user\\_id=c1d08f6f3e06c3b63392ee1e8d655018](https://www.nytimes.com/2020/06/02/arts/television/late-night-george-floyd-protests.html?campaign_id=9&emc=edit_nn_20200602&instance_id=19010&nl=the-morning&regi_id=50170779&segment_id=29853&te=1&user_id=c1d08f6f3e06c3b63392ee1e8d655018)

16:03:02 From kar79-admin : Thank you for sharing, Jamila.

16:03:20 From Bruce Lewenstein : Jamila, thank you for the details (as with Sandra's and Avery's). This helps me begin to imagine -- I won't say understand - what you experience daily.

16:03:25 From Durba Ghosh : thank you for sharing, Sandra and Jamila. I can imagine how exhausting it feels. you deserve better.

16:04:29 From jameslassoie : Thanks to all!

16:04:55 From bethmilles : Thank you for sharing. I am so sorry for your experiences-I cannot imagine —and will reflect on what you have shared-thank you for your honesty.

16:05:51 From Deborah Starr : Thank you Sandra and Jamila for sharing your experiences.

16:06:48 From Rhonda Gilmore : Very grateful for your voices, sharing the sense of frustration and anxiety so rampant... very, very hopeful to see Cornell be brave and begin an action plan moving forward

16:10:03 From Estelle McKee : I like Joanie's idea of reaching out to police. I would suggest starting with CUPD, which has close connections to both Ithaca Police and the Tompkins County Sheriffs. We started this with issues surrounding detention and immigrants, and found that CUPD was the best starting point.

16:10:17 From Elke Siegel : <https://tompkinscountysurj.com/>

16:10:26 From Noliwe Rooks : Ruth Simmons who was the president at Brown is now at Prairie view has released a number of proactive steps from courses on the history of racism, and an institute to study racism and injustice. there are things we can do.

16:11:34 From Kelly Hume : thank you Jamila

16:11:37 From kar79-admin : Excellent points, Jamila. Thank you.

16:11:41 From Lindsay Goodale : Excellent points, Jamila

16:11:43 From Sarah Murray : Thank you Jamila

16:11:54 From parisa : thank you, Jamila.

16:11:58 From Rhonda Gilmore : Might the Intergroup Dialogue Project be a Cornell organization that could help facilitate some of this work that Jamila is talking about?

16:12:28 From Curtis Lyons : How can Cornell incorporate this into the curricula to equip students with the tools that they can use to change things as future leaders?

16:13:20 From kar79-admin : Thanks Yael

16:13:44 From David Delchamps : CITE modules on racism in recruiting are excellent. Can CITE do some more general racism-related modules?

16:13:44 From Tracy Carrick : Choosing to speak is exhausting emotional labor. I am grateful to/for you.

16:13:49 From Wendy Wilcox : Thank you to the panelists. I appreciate you being willing to be called upon to share your personal story as education for your white colleagues. I imagine it is exhausting to fill that role over and over but I hope this is the critical juncture to effect change.

16:14:18 From Robert Howarth : Yes, thanks to all for this.

16:14:36 From Ken Birman : Thank you all so much for sharing your personal stories!

16:14:46 From Elke Siegel : Thank you all for speaking!

16:15:33 From drschang : Thank you all for sharing

16:16:35 From Catherine Appert : I would like to know how TCAT transportation will be handled when we bring students back to campus. The busses between Central and North campus are usually packed, to the point where students, staff, and faculty who are unable to walk are often unable to even get on the bus, depending on the time of day. So this is a multi-layered issue.

16:17:12 From bethmilles : A question arose in my department today-how will we will we be able to offer access to students who might have to undertake a hybridized schedule (in terms of supporting their scheduling) to get from live class to internet capacity following class or while in transit and safely —so not in a crowd? Or in a quiet private place— if they cannot make it home afterwards?

16:17:13 From Brenda Dietrich : Is there a replay of the webinar available?

16:17:21 From Ken Birman : Yes, but I don't know the URL

16:17:50 From Paul Soloway : I'm deeply appreciative of all the remarks - spoken and written in chat! The many stark, horrific, repeated instances of hateful violence are so demoralizing. It is hard, but vital to learn of my colleagues' experiences in our community - and even in kayaks on the water.

16:18:02 From Jill Short : I would imagine the PProvost's office will make the url of the recording of the webinar available. Charlie can include it in his Monday message if it is available to our office.

16:18:06 From bethmilles : The webinar was fantastic-honest and clear

16:18:52 From Jonathan Boyarin : One issue that didn't come up in the webinar was fraternity and general off-campus student life for the fall.

16:20:40 From Cynthia Bowman : She also said there would be NO big parties.

16:22:15 From Douglas Brent McBride : How big or small is large?

16:22:35 From Carl Franck : I'm concerned about trusting students. We are getting hammered by AI cases. Any plan that depends fundamentally on responsibility of students is a bad idea IMO.

16:22:36 From Ken Birman : @Douglas I think the number is 10

16:23:01 From Heather Kolakowski : So with no big parties, I am making the assumption that Homecoming will not occur in the way it has in the past, and maybe it would go to virtual events like reunion?

16:23:12 From Courtney Roby : June 15 is not the decision deadline, it's when the committees report in.

16:24:49 From Douglas Brent McBride : Parties limited to 10 would eliminate fraternity and sorority life as we know it. Would it not?

16:25:00 From David Delchamps : Another Webinar tidbit: Martha said athletics is up to the Ivy League. I guess that means whether matches occur; not sure whether it's about whether spectators can attend. That would make for some "large parties."

16:27:25 From Jonathan Boyarin : Please post (again) the URL for the website being referred to now.

16:27:45 From Shorna Allred : Yes, social activities will look very different for fall semester....the recommendation is that they will be de-densified, socially distanced, no shared food, Greeks and clubs would require registration

16:28:00 From Shorna Allred : Etc.

16:28:01 From neemakudva : <https://theuniversityfaculty.cornell.edu/faculty-senate/online-senate-meeting-june-3/>

16:28:01 From Maria Gandolfo Nixon : Thank you so much for organizing this zoom meeting.

16:28:05 From Jonathan Russell-Anelli : RTE faculty are kept up to date by Betsy Lamb

16:28:12 From bethmilles : Thank you

16:28:17 From drschang : Thank you

16:28:30 From kar79-admin : thank you!

16:28:34 From Elizabeth Lamb : CALS RTE faculty get information from me

16:28:54 From Elizabeth Lamb : CALS created an RTE list serve for me