

Working Group F

Meeting 4 Talking Points
November 17

Schedule

1. No meeting next week.
2. Homework over Thanksgiving break
3. Dec 1 Meeting
4. Dec 8 Meeting
5. Dec 16 Presentation of draft recommendation to Faculty Senate
6. Process feedback including that from the EA, SA and GPSA over the break.
7. Obtain endorsement from the [OFDD](#), the [AFPSF Committee](#), and the [FCPR](#)
8. Jan 18 Final Recommendation to Senate
9. Participate in Senate discussions

Glossary Discussion

White Privilege

Societal privilege that benefits white people over non-white people, particularly if they are otherwise under the same social, political, or economic circumstances.

or

Ethnic Privilege

Societal privilege that benefits one ethnicity over another, particularly if they are otherwise under the same social, political, or economic circumstances.

How do we foster a climate where can have conversations about hard realities and histories without repelling the very individuals who most need to learn about the same?

More on the Goal of the Requirement

A goal of the requirement is to foster a climate in the units that promotes knowledge of structural racism as it may exist both within the unit and on campus.

However, mere knowledge is not enough; there must be a willingness to act on that knowledge and an interest in sharing it with others.

The ultimate goal is to create a faculty that sees these ambitions as an integral part of the job, something that defines their interactions with other faculty, students, members of the staff and indeed the broader community.

Structural racism and colonized subject matter stand between what Cornell is and what it should be.

The ultimate goal of this requirement is to create a faculty that actively works to dismantle these barriers and by so doing inspire in its members the highest level of personal integrity and inclusive behavior.

Faculty must see equity as an essential part of the job; a framework for interacting with other faculty, with students, with members of the staff and the broader community.

Free Speech Issues
a.k.a.
Pushback on the “Mandatory” Part

Replies

This is Indoctrination!

While attendance is mandatory, you are free to think however you want during and after the training. What's critical is that you understand alternative views and are able to explain them professionally as you handle questions and concerns from students.

Replies

What can you do to me if I refuse to participate?

Think of training as accreditation. Must have classroom training if you teach. Must have bias training if you serve on a search committee or have authority to hire students/staff. Must have another kind of training if you serve as DUS, DGS, or chair. Etc.

No accreditation no work and no work implies a shirking of duty.

Action Items for the Working Group
That relate to
Accountability

Accountability

Is it possible to enhance accountability and a commitment to antiracism by embellishing the evaluative processes associated with course evaluations, promotions, annual reviews, and program reviews?

Course Evals: These are run by the colleges but there re is a move afoot to have university-wide questions show up. An opportunity?

Promotion and Annual Reviews: [Academic Freedom and Professional Status of the Faculty Committee](#)

Department Reviews: [Faculty Committee on Program Review](#)

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