

From Meeting 1 we concluded that the average faculty member needs to have terminology explained.

## Proposed Glossary

Minority

Underrepresented Minority

Race

BIPOC

Ethnicity

Colonization

White Privilege

Intersectionality

Gender

Anti-subordination

Bias

Implicit Bias

Systemic Racism

Structural Racism

Institutional Racism

Antiracist

Able-ism

Microaggression

From Meeting 1 we concluded that we need to understand the goal of the requirement at the start.

## What Martha Asked For

Development of a new set of programs focusing on the history of race, racism and colonialism in the United States, designed to ensure understanding of how inherited social and historical forces have shaped our society today, and how they affect interactions inside and outside of our classrooms, laboratories and studios. All faculty would be expected to participate in this programming and follow-on discussions in their departments. **The programs would complement our existing anti-bias programs for faculty, such as those from the Office of Faculty Development and Diversity, the Cornell Interactive Theatre Ensemble, Intergroup Dialogue Programs for Faculty, and the Faculty Institute for Diversity.**

# Free Speech Issues

## DRAFT OF A GOAL STATEMENT—PLEASE IMPROVE

**The goal of the requirement is to ensure that all faculty understand the implications of structural racism through its history on campus and within their disciplines and that they are sufficiently skilled to act on that knowledge as part of their responsibility to students.**

The green and red parts correspond to the green and red parts of Martha's message.

# The Tension with Free Speech- 1

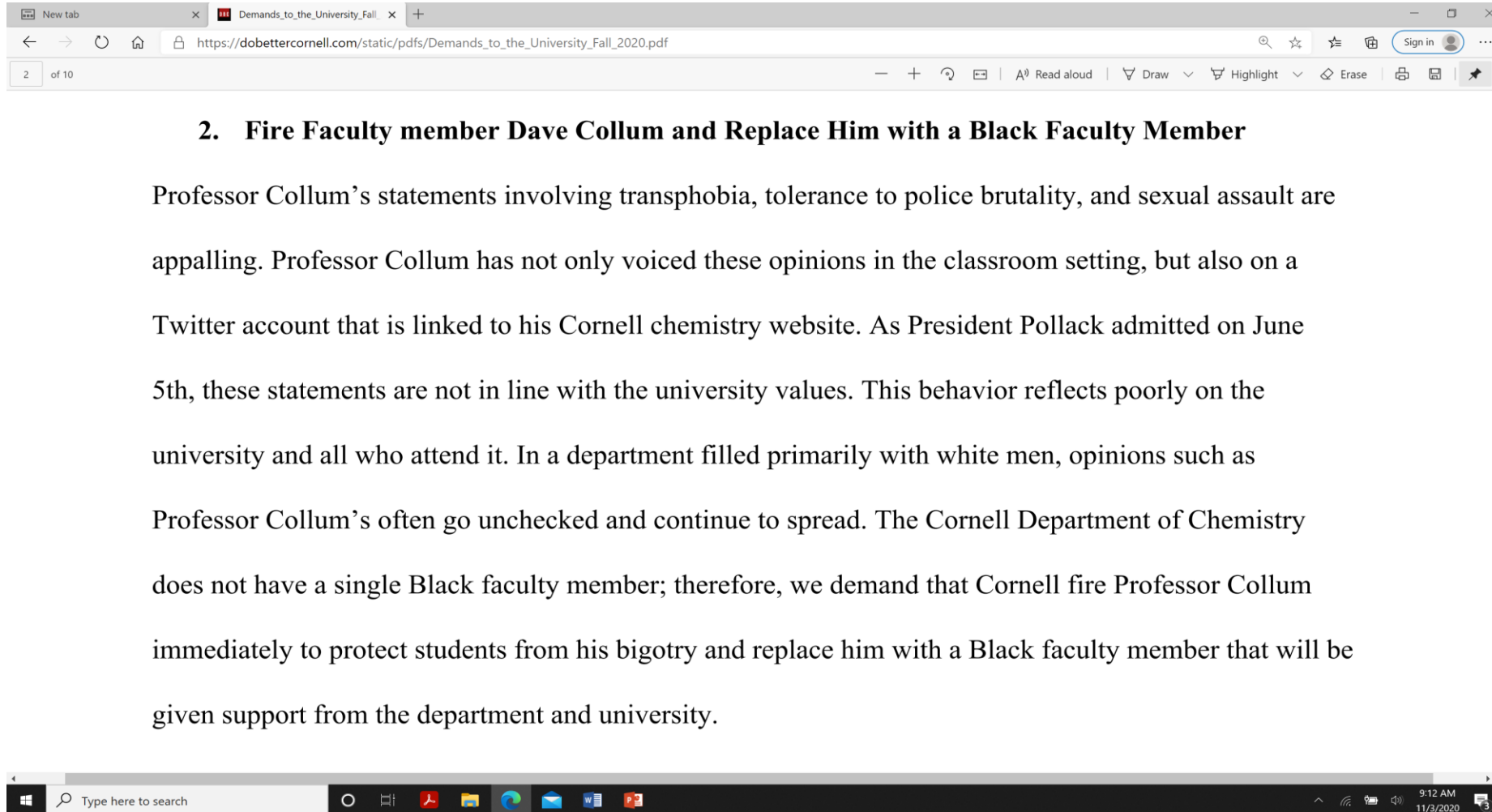
What is most troubling is the notion of "required programming" which, to my mind, calls up "Clockwork Orange". Mutual and free discussion on a topic is far preferable to a "top-down" imposition of thought control.

What does "educate" mean? In some societies, it means something quite awful..."reeducation camps" right now are training millions of people in China...I am not certain that this would not be much different...

It should be voluntary...What should the University do to me if I refused to participate?

Two things: I don't think democracy should be the device through which we infringe on freedom of thought. I am a political historian and can give you many examples. Second, I think that any program should be voluntary and have opportunities for open dissent, particularly with respect as to whether what people say will do what they presuppose it will.

# The Tension with Free Speech –2



**2. Fire Faculty member Dave Collum and Replace Him with a Black Faculty Member**

Professor Collum’s statements involving transphobia, tolerance to police brutality, and sexual assault are appalling. Professor Collum has not only voiced these opinions in the classroom setting, but also on a Twitter account that is linked to his Cornell chemistry website. As President Pollack admitted on June 5th, these statements are not in line with the university values. This behavior reflects poorly on the university and all who attend it. In a department filled primarily with white men, opinions such as Professor Collum’s often go unchecked and continue to spread. The Cornell Department of Chemistry does not have a single Black faculty member; therefore, we demand that Cornell fire Professor Collum immediately to protect students from his bigotry and replace him with a Black faculty member that will be given support from the department and university.



# Universal vs Flexible Content

**Universal content** - baseline trainings and discussions covering key skills, institutional information and knowledge.

Training to potential appropriate moments: (1) point of hire, (2) point of promotion , (3) point of tenure/move to long-term contract (with merged content for lateral hires), (4) administrative appointment, and (5) chair investiture. [*we already have required training for search committees*]

**Flexible content** – chosen by the individual without being easy to co-opt or subvert.

Borrow principles from continuing education in the professions: serving as a trainer or teaching a course focused on antiracism fulfils the mandate.

Trainers, trainings, and courses certified by the antiracism center. Here is an example of a course certification system:

[https://www1.villanova.edu/content/dam/villanova/artsci/main\\_artsci/core/DiversityRationale.pdf](https://www1.villanova.edu/content/dam/villanova/artsci/main_artsci/core/DiversityRationale.pdf)

In years where there is relevant mandatory HR content, it fulfils the requirement.

**Keeping ourselves accountable** by (a) linking training to work/tasks (b) considering training for teaching as accreditation that appears on course roster