

Comments on the Working Group Report Drafts

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President Pollack's [July 16 letter](#) to the community charged the Faculty Senate to develop proposals for an antiracism center, a for-credit educational requirement for students, and a required educational program for faculty.

With help from [DoBetterCornell](#), [Cornell Students for Black Lives](#), and faculty colleagues who have expertise and interest in the issues we are discussing, three working groups ([WG-C](#), [WG-S](#), [WG-F](#)) were set up and have since been deliberating on these three components of the antiracism initiative.

Draft recommendations from WG-F and WG-S will be presented and discussed at the December 16 meeting of the Senate. Based on those discussions and other feedback obtained over the break, a final set of recommendations will be submitted to the Senate in time for discussion at its first meeting of the S21 semester, most likely January 20. Draft recommendations from WG-C will be presented at that time with a finished version informed by Senate discussion shortly thereafter.

During February and into March, the Senate will debate and possibly modify the recommendations before registering formal support through a vote or multiple votes. The Working Groups will be engaged during this process. The final approved recommendations will be passed along to the President and Provost, who then, in consultation with the deans, will consider academic implications and financial resources.

Message to readers of the draft reports:

1. Familiarity with this [terminology](#) is assumed.
2. If you have the time and would like to study issues further, these [references and resources](#) are available.
3. Anonymous online commenting is possible [here](#). Comments can also be submitted in confidence to deanoffaculty@cornell.edu.
4. We are fully aware that antiracism initiatives are underway in the [colleges](#), in the departments, and in multiple other units across campus. The Working Group recommendations are designed to complement and strengthen these outstanding efforts; the environmental impact of each and every recommendation has been front and center throughout the discussion.

We wish to thank the faculty and students who are serving on the Working Groups and to all who have taken time over the past few months to share their insights with us on these issues.