

15:41:53 From Richard BenseL to Everyone : Hmm...Maybe it would be better to have faculty consultation before sending it to the central administration...otherwise we are just sending blank checks ("worthy consideration" is a very weak standard)...

15:42:25 From David Zax to Everyone : I'm still unclear about what the impact of our vote might be. If we vote, for example, no, does that mean that the report is not transferred? Or can whomsoever decide to do whatever they wish independent of the vote? How do we know what comes back to the faculty for discussion?

15:45:46 From Ken Birman to Everyone : Would the center also consider anti-Asian racism, or will it be limited to issues around the Black experience and racism directed to people because they are Black? (I have no preference but simply want to understand whether the proposed center is narrowly defined, or broadly defined)

15:46:07 From Neema Kudva to Everyone : Yes ken — all of this is in the report

15:47:17 From Tracy Stokol to Everyone : I recall that the senate voted no for the consensual relationship policy and it still went into effect, so the administration may still act on it

15:48:49 From Ailong Ke to Everyone : Thank you.

15:49:38 From Sherry Colb to Everyone : No, I don't think that is correct. The senate voted yes on the consent policy.

15:51:11 From Chris Schaffer to Everyone : @Tracy There were a series of votes on the consensual relations policy, many around choosing option A vs. option B. Some of those options were voted down, but there was a positive vote on the materials sent to the president and provost.

15:53:14 From Richard BenseL to Everyone : Making an equivalence between course evaluations and a required reeducation program is a bit of a stretch...

15:53:41 From Carole Boyce Davies to Everyone : The gender issue was one I raised, indicating that Black women experience racism in ways different from men and in which I used the university-sanctioned Black women's exclusion from Africana Studies leadership as an example. There is tacit understanding that it is included but is not explicitly written into the language in the way that was indicated in the question of Ailong. But given my orientation and my work, I needed to record my point of view to the gender question.

15:55:55 From Joanie Mackowski to Everyone : <https://www-chronicle-com.proxy.library.cornell.edu/article/5-donts-in-writing-your-dei-statement>

15:58:37 From Tracy Stokol to Everyone : @Chris: Thanks. My mistake.

16:02:02 From Ken Birman to Everyone : Charlie, the more common concerns I have heard in my department center on (1) The annual time commitment. 2.5 hours may make a lot of sense in the first year, but after nearly 40 years here, I'm asking myself whether 100 cumulative hours of seeing the same material presented by the same people makes sense. Many of my colleagues are asking this question too. (2) The proposed punishment for inadequately enthusiastic engagement. Many of my faculty colleagues, particularly those who might find themselves doing this year after year for decades, find it

odd that they would be punished the first time they might find this a bit repetitious and decide to opt out.

16:02:47 From Buz Barstow to Everyone : Ken, I'll agree with you. The time commitment is the biggest concern amongst my colleagues.

16:02:56 From Buz Barstow to Everyone : We get that this is really, really important.

16:03:51 From Buz Barstow to Everyone : But, we also think our primary responsibility is to our research, and it often can directly address big social problems.

16:04:14 From S.C. Pryor to Everyone : Neema - do you have perceptual data by gender?

16:04:46 From Buz Barstow to Everyone : Can we figure out a way to cut the wasteful time out of faculty time, leaving time for DEI activities like the educational component?

16:05:03 From Christine Balance to Everyone : @Ken: then perhaps the question is more about the content of the material that it should change more frequently, particularly to respond to changes in the our society and various fields.

16:05:21 From mary katzenstein to Everyone : Neema-these are incredibly important slides. Can you share them with us so we can take them to our 'home' constituencies?

16:05:48 From Jill Short to Everyone : These slides will be posted on the agenda page after the meeting.

16:06:38 From Martha Field to Everyone : I hear the arguments related to time required, but as someone with a laboratory-based research program, I spend a lot more than 2.5 hours per year on all kinds of somewhat redundant, compliance-related tasks to be able to carry out experiments. So, I guess this seems a reasonable commitment for something that is important. Though I like the idea that content would evolve.

16:08:11 From Joanie Mackowski to Everyone : I agree w/Martha-- I don't get the time complaints. For instance, all of us this semester are spending at least 12 hours in senate meetings, and that's just meetings...

16:08:12 From Beth Milles to Everyone : I agree with Christine---this is a moving and progressing space—and making space for consciousness/community and conversation -and we should not/ cannot assume every colleague is attuned to it.

16:09:04 From Richard Bensele to Everyone : We should remember that these presentations are in support of a coercive requirement to attend a reeducation program or faculty will be punished...we have the right to be unpersuaded by these arguments...

16:09:25 From Saida Hodzic to Everyone : I would also hope that the content in F would be multi-faceted from the onset, so it can accommodate people with different kinds of expertise and experience.

16:09:59 From Ken Birman to Everyone : So in fact it is 2 hours per semester, not 2.5 per year?

16:10:08 From Ken Birman to Everyone : (Or did Neema misspeak?)

16:10:16 From Tracy Stokol to Everyone : Comments have been made to change this to an incentivized program versus a punitive program. There are no other committees that I am aware of that have a requirement for us to have attended training, e.g. View through a lens is a strong recommendation, versus you cannot serve on a committee

16:10:28 From TJ Hinrichs to Everyone : I have other issues with the requirement, but it need not be repetitive. There is plenty to learn.

16:10:57 From Joanie Mackowski to Everyone : "we recommend that the core educational requirement take between 1.5-2.0 hours per

semester, not including some parts that could be delivered during regular departmental meetings"

16:11:19 From Christine Balance to Everyone : For the record, it is worthy to note that the notion of "time commitment" lands differently for us faculty of color. That is to say, for us to hear that 2.5 hours a year is "too much" for some faculty colleagues sends a clear message about what we might experience every hour of our lives.

16:12:11 From Joanie Mackowski to Everyone : thanks for that important perspective, Christine

16:12:16 From Erik Born to Everyone : Great point, Christine!

16:12:18 From TJ Hinrichs to Everyone : How about incentives like an extra TAship, for TA and faculty participation in an ongoing DEI pedagogy workshop with colleagues from across the university? Not a one-shot workshop, but something regular and evolving as issues arise?

16:12:40 From Chris Schaffer to Everyone : Thank you, Christine. Excellent point.

16:12:54 From Martha Field to Everyone : Christine, well said!

16:13:02 From Beth Milles to Everyone : Yes-thank you, Christine.

16:13:56 From Joanie Mackowski to Everyone : Neema, thank you, for this presentation. Are you saying that understanding microaggressions will be part of the required faculty training?

16:16:13 From Seema Golestaneh to Everyone : Thank you Christine, well said. I have definitely spent more more than two hours a semester speaking with students - grad and undergrad - about their experiences as POC both in Cornell and in the world. The educational requirement has serious issues but the time commitment is not one of them

16:16:13 From Ariel Ortiz-Bobea to Everyone : Thank you Neema

16:16:21 From Ken Birman to Everyone : Christine, I am absolutely not minimizing the scope of the racism problem here or everything. Particularly in light of the latest event in Ohio. Without question work on this is needed.

16:16:28 From Joanie Mackowski to Everyone : great presentation, Neema

16:17:01 From Roxanne Marino to Everyone : Thank you for that presentation Neema

16:17:11 From Elizabeth Lamb to Everyone : Very useful to have these slides. Thanks Neema and Charlie

16:18:34 From Chris Schaffer to Everyone : @Eric It may be that there were sufficiently small numbers of Native Americans responding that there were concerns about preserving anonymity in the publicly reported results?

16:19:53 From Joanie Mackowski to Everyone : And here is the diversity dashboard link fyi:
<http://irp.dpb.cornell.edu/university-factbook/diversity/achievement>

16:20:16 From Tracy Stokol to Everyone : Why can't the recommendations go back to the committee to address the many comments that have been raised on S and F?

16:20:27 From Ken Birman to Everyone : @Christina: Finishing my thought, I'm Jewish, and in recent months we have seen gas-chamber references by white supremacists, there was the language around debates on the BDS issue, and then all those swastikas we saw on campus a few years ago. I was once physically assaulted for my religion, many years ago. My Asian colleagues would point to anti-Asian sentiment. And Eric is absolutely right about indigenous people. We dilute the effectiveness if the S- and F- teaching is generic, but we run into a selectivity bias if it addresses just one or another subgroup,

16:20:49 From K.E. von Wittelsbach to Everyone : Well put, Laurent — thank you!

16:21:07 From Joanie Mackowski to Everyone : @Tracy-- maybe they will; i'm still getting a handle on my reservations and enthusiasms: and i'm finding the conversation productive

16:21:15 From David Zax to Everyone : then perhaps you need different working groups

16:21:59 From Ariel Ortiz-Bobea to Everyone : @Laurent: So black students not feeling part of Cornell is not something that could be addressed by a program targeted at students directly? Is that something that faculty have an influence on?

16:22:09 From Tracy Stokol to Everyone : @Joanie, thanks for the link on DEI statements. Helpful. Will pass on to trainees.

16:23:18 From Saida Hodzic to Everyone : @Ariel, Yes, how we act as faculty has a great bearing on student belonging. And faculty and staff belonging.

16:23:27 From Laurent Dubreuil to Everyone : @Ariel: there are dozens of classes in AS and Ag about black studies. As scholars, we can (and probably should) address those concerns.

16:23:39 From Carole Boyce Davies to Everyone : Designated anti-racist courses a good idea which seems to comport with what the various directors of interdisciplinary programs and departments prefer.

16:24:08 From Laurent Dubreuil to Everyone : Agreeing with Carole.

16:24:28 From Saida Hodzic to Everyone : Also agreeing with Carole.

16:24:37 From Ariel Ortiz-Bobea to Everyone : @Saida, my point is not that faculty don't have an impact. I'm saying that interactions between students are also important and contribute to climate on campus. So not only a faculty matter.

16:24:48 From Martha Field to Everyone : Do I understand correctly that whatever the vote is, the information that goes to the president/provost from the faculty senate would include a summary of the current discussion (and previous discussions)?

16:25:11 From K.E. von Wittelsbach to Everyone : Yes to Carole.

16:27:31 From Wendy Wilcox to Everyone : I didn't think these committees are faculty senate committees. Are they bound by the procedures of faculty senate?

16:27:50 From Beth Milles to Everyone : Yes-to Carole as well!

16:27:52 From TJ Hinrichs to Everyone : Also yes to Carole.

16:27:54 From Joanie Mackowski to Everyone : <https://theuniversityfaculty.cornell.edu/news/the-anti-racism-initiative/education-for-students/working-group-s-members/>

16:28:20 From Landon Schnabel to Everyone : I get the sense several people think a module might not be enough. Courses might be effective, and there are several courses already offered by some departments and centers (e.g., Center for the Study of Inequality). Perhaps we could expand these courses and/or add new ones and require that students take a DEI course.

16:28:27 From Joanie Mackowski to Everyone : <https://theuniversityfaculty.cornell.edu/news/the-anti-racism-initiative/education-for-faculty/working-group-f-members/>

16:28:55 From Itziar Rodriguez de Rivera to Everyone : Yes to Carole's proposal on designated anti-racist courses

16:29:52 From Wendy Wilcox to Everyone : Thanks for clarifying Joanie.

16:30:11 From Richard Bensele to Everyone : Resolutions can come before the Faculty Senate in basically two ways: (a) either they are sponsored by Senators; or (b) they are sponsored by a committee. Without a formal vote of approval of a report, it cannot legitimately come before the Senate. It seems clear to me that the Dean of Faculty wishes to avoid votes in the committee.

16:32:50 From Ken Birman to Everyone : I'm going to vote yes on S- and F-, not because I feel that the report and proposal is adequately perfected, but because I do think this represents a necessary step for Cornell. But I'll do that in the hope and belief that in fact the plan will evolve to be responsive to the various concerns people have raised, myself included.

16:33:28 From Peter Wolczanski to Everyone : We have the means to introduce DEI to UGs and faculty at once given the group advising now in place for freshmen. It is the perfect time to have expertise present in addition to the faculty advisor, and the small groups are perfect for discussion. As someone who ran an advising group this year, having a few more sessions dealing with DEI issues would help involve freshmen — who can be pretty silent — and as the advising duties roll through the respective faculty, everyone would eventually be exposed to the DEI issues of the day, with additional experts providing history.

16:36:29 From S.C. Pryor to Everyone : Here here to Risas point on the teaching evaluations.

16:36:37 From Carole Boyce Davies to Everyone : Just clarifying that I was on the Working Group C and collaborated on the final product but one of my Departments (Africana) sees the curricular model presented as needing more work. So perhaps that portion of the proposal needs to be re-examined and revised based on suggestions from this meeting.

16:37:28 From Joanie Mackowski to Everyone : Fyi, I have been opposed to the faculty requirement, but I've recently changed my mind and am seeing the sense of it. What changed my mind, in part, were online comments *against* the F report and its recommendations....

16:39:54 From Tracy Stokol to Everyone : The language did enter the report, Neema

16:40:59 From Ken Birman to Everyone : @Joanie, I agree -- "no" would seem to be a vote of support for comments that I absolutely do not want to support. As noted above, I think we may just have to trust that the ultimate form this takes will be thoughtful and worthwhile.

16:42:36 From Neema Kudva to Everyone : Thanks Tracy!

16:43:46 From Tracy Stokol to Everyone : My sense is that we would all feel more comfortable if the main problematic issues in recommendations S and F are modified before we vote. I prefer that route versus trusting that the right thing will be done.

16:43:49 From Landon Schnabel to Everyone : Could we have a vote that separates affirmation for DEI efforts and the specific form of those DEI efforts? E.g., maybe someone wants DEI education for students but doesn't want modules?

16:45:54 From Buz Barstow to Everyone : A few points from our internal discussion in BEE: faculty taking training sets the tone for everyone else.

16:46:28 From Buz Barstow to Everyone : Secondly: the faculty training is a little bit like responsible conduct of research training, it might not be great, but not doing it telegraphs that research misconduct is not unacceptable.

16:46:40 From Paul Ginsparg to Everyone : in response to the call for changes, here's my proposal:

whereas the F proposal explicitly threatens non-compliant faculty with loss of teaching privileges;

whereas faculty compensation depends on teaching activities;

whereas the proposal thus constitutes a frontal assault on the notion of tenure;

proposed: the punitive measures be stripped from the working group report

16:48:34 From S.C. Pryor to Everyone : I concur with Paul's proposal

16:49:17 From Wendy Wilcox to Everyone : I disagree with Paul's resolution. Accountability.

16:49:39 From Tracy Stokol to Everyone : Accountability does not need to be punitive but could be rewarded instead

16:50:18 From Ariel Ortiz-Bobea to Everyone : Thank you Saida

16:50:31 From Landon Schnabel to Everyone : The chart showing the faculty racial demographic highlights the need for hires. And strategic hires could be helpful for implementing more effective training and diversifying the faculty so that students feel more represented and supported.

16:50:52 From Saida Hodzic to Everyone : We can only do both if that's in the proposal.

16:51:00 From Buz Barstow to Everyone : Saida: I really loved your comment!

16:51:06 From Tracy Stokol to Everyone : Hiring should not only be at the faculty level but also at the administrative level across the university, which shows a striking lack of diversity

16:51:06 From Christine Balance to Everyone : Well said, Saida. Thanks so much for the reminder that we need to be proactive rather than reactive.

16:51:23 From Christine Balance to Everyone : @Landon: completely agree!

16:51:37 From Saida Hodzic to Everyone : @Landon, yes, absolutely!

16:51:53 From Itziar Rodriguez de Rivera to Everyone : Thanks, Saida

16:52:45 From Derek Chang to Everyone : Thank you, Saida. I agree completely. And, thank you, Landon, for that important observation.

16:52:55 From Laurent Dubreuil to Everyone : Agreeing with Buz.

16:53:11 From Seema Golestaneh to Everyone : Agree with Saida and Landon, thank you

16:53:24 From Laurent Dubreuil to Everyone : with Michael... sorry

16:53:34 From TJ Hinrichs to Everyone : Well said, Saida.

16:53:58 From Thomas Björkman to Everyone : The Through the Lens program is effective because it illustrates the mechanisms and manifestations of something people are curious about, implicit bias. The program is really informative, and ends up being persuasive to most because the data are convincing and there are some practical remedies offered for those who are so moved. Antiracism programming would be very effective and popular with the same framework. I suspect the opposition to the coercive and punitive aspects in the proposals would be substantially reduced if the proposed offerings took that form.

16:54:29 From Richard Dudley to Everyone : I believe that the phrase 'racial justice' unduly limits the scope of the problem we are trying to address. It tends to focus attention only on the very important US situation. As an internationally focused university the issue is related to the nature of prejudice itself and working to stamp it out everywhere. Ruwanda Biafra Kurdistan Chinese in Indonesia etc. It is not just about north America.

16:54:38 From Neema Kudva to Everyone : Thomas — that is exactly the program that the Working group was referring to for the faculty programming

16:56:57 From Joanie Mackowski to Everyone : I heard Michael's comments differently....

16:57:09 From Richard Bensele to Everyone : If this is an experiment, why does it have coercive element involving punishment of dissenters?

16:57:45 From Vilma Santiago-Irizarry to Everyone : Those of us in certain departments and units have been doing “things” for decades but from a marginalized position in the institution...

16:58:05 From Darlene Evans to Everyone : Will a senate vote in favor of the resolution essentially take it out of the senate’s hands. Who will determine who the “faculty” is who will be consulted in the

implementation phase? Will it be the senate, or will the administration decide who on the faculty they want to work with?

16:58:05 From Carl Franck to Everyone : I agree run experiments.

16:58:18 From Ariel Ortiz-Bobea to Everyone : The implementation has to be flexible and respond to faculty feedback.

16:58:23 From Mircea Grigoriu to Everyone : Next year .0001% may be something else

16:58:42 From Christine Balance to Everyone : @Richard: the term "racial justice" can be used/refer to in global context (the work that Einaudi has been doing this year points to that). Also, the US and global need not be seen as binary. Speaking as an Asian Americanist, I study & know the effects of US empire and colonialism globally and the ways those histories, policies, etc. impact the lives & livelihoods of Asian Americans domestically. I am sure the same could be said for other racialized groups in the US as well.

16:58:54 From Carl Franck to Everyone : I really like the box in the vote.

16:59:53 From Rhonda Gilmore to Everyone : Totally agree with Neema: a "working" model that can be modified over a short amount of time indicates that we are walking the talk of our commitment to a diverse learning environment

17:00:42 From Carl Franck to Everyone : I agree with Richard, remove the punishment aspect for F.

17:02:36 From Rhonda Gilmore to Everyone : Well-stated Wendy.

17:02:39 From Chris Schaffer to Everyone : @Wendy Very well said. Thank you.

17:02:40 From Shannon Gleeson to Everyone : yes, however, I would caution having "experimentation" as a goal, especially given that we have well established expertise in these arenas (research and pedagogy) on our campus and beyond. also important to distinguish this as not simply an HR program or student learning goal -- to reiterate, studies of race and ethnic studies are highly regarded arenas of academic inquiry, on par with any other research program on this campus, with similar investment needs.

17:03:12 From Carl Franck to Everyone : Agreed Charlie.

17:03:13 From Neema Kudva to Everyone : @Shannon — it CANNOT be a goal. But it is a way forwards

17:03:58 From Mark Wysocki to Everyone : CALS started its discussion on the issue of Human Diversity requirement in 2003 after a survey from graduating seniors indicated a lack of required "Diversity " courses in the distribution requirements, worked for four years to formulate a curriculum and implemented the requirement in 2008.

17:04:08 From David Zax to Everyone : has the title IX training been improved? You suggest that there is feedback which I don't see much of

17:04:37 From Joanie Mackowski to Everyone : pace Wendy, I do think that not being permitted to do one's job is a punishment....

17:04:53 From Laurent Dubreuil to Everyone : agreeing with Joanie...

17:05:04 From Richard Bensele to Everyone : Me, too...

17:05:46 From Thomas Björkman to Everyone : Joanie—historically, the Senate has considered that the ultimate punishment when we have discussed processes for faculty.

17:05:54 From Joanie Mackowski to Everyone : No, that's not what i meant, Paul

17:06:24 From Joanie Mackowski to Everyone : I meant that the act of trying to respond to those comments convinced me that some education was necessary

17:06:51 From Laurent Dubreuil to Everyone : Agreeing with Paul.

17:07:02 From Shannon Gleeson to Everyone : yes, thanks Neema, I agree forward movement is good. I'm just arguing for a change in how we talk about this arena of expertise (race and ethnic studies) that grounds it in decades of work on and off this campus.

17:07:16 From Chris Schaffer to Everyone : @Paul How about a large and significant incentive. Take 50% of the SIP pool and distribute it equally among all faculty who participate?

17:07:21 From Wendy Wilcox to Everyone : We are simply affirming that doing your job requires that you engage in 2 hours per semester reflecting on racism,. bias, and equity.

17:07:21 From Derek Chang to Everyone : @Shannon ... Thank you!

17:07:26 From Carl Franck to Everyone : Well said Paul!

17:07:35 From S.C. Pryor to Everyone : I concur with Paul

17:07:47 From Wendy Wilcox to Everyone : Agree Ken.