

Anti-Racism Discussion

- 16:28:13 From bethmilles : Thank you for this presentation!
- 16:28:24 From Elizabeth Lamb : Please consider including RTE faculty and staff in the DEI training
- 16:29:00 From Virginia Cole : +1 Elizabeth Lamb
- 16:29:54 From Amber Haywood : thank you, we will do that! @Elizabeth Lamb
- 16:30:03 From Amina Kilpatrick : Our email is: info@dobettercornell.com
- 16:30:25 From Yael Levitte : <https://cpb-us-e1.wpmucdn.com/blogs.cornell.edu/dist/8/6767/files/2019/08/Search-accountability-guidelines-with-logo.pdf>
- 16:30:26 From bethmilles : Would it be possible to add in the chat-the email address mentioned- to be included in the weekly email list?
- 16:30:36 From bethmilles : See it now thanks
- 16:30:40 From Yael Levitte : <http://facultydevelopment.cornell.edu/department-resources/recruitment/>
- 16:30:54 From Ken Birman : Very happy that Avery was able to raise this. I was involved in helping develop those policies and I think perhaps more should be done to publicize the many ways Cornell is proactive in these ways.
- 16:31:09 From neemakudva : @Amina posted the email address
- 16:31:10 From Chelsea Specht : Several of CALS faculty hires last year had undergraduates included on the search committees. It worked well; there were some confidentiality issues but nothing that couldn't be overcome.
- 16:31:24 From Yael Levitte : <http://facultydevelopment.cornell.edu/statement-of-contribution-to-diversity-equity-and-inclusion-for-faculty-applicants/>
- 16:32:20 From andrea simitch : Architecture department involves student reps (grad and undergrad) in all short-listed candidate interviews and presentations. Separate meetings are also scheduled for shortlisted candidates to meet with student reps (from all degree programs).
- 16:32:56 From andrea simitch : Student rep feedback is then formally presented back to the faculty prior to appointment recommendations.
- 16:35:23 From Rhonda Gilmore : Design students (undergrads / grads) are also included in the vetting process in the faculty hiring process. Their feedback is valued and incorporated in the decision-making process.
- 16:36:02 From Durba Ghosh : In addition to student evaluations of courses, we solicit letters from students when we review faculty for tenure review and promotion.
- 16:38:05 From Chelsea Specht : @Durba same mechanism for student input used in CALS.

16:39:26 From Chelsea Specht : Perhaps we can make these policies more explicit. Probably most students don't get asked to write letters for faculty, and its not clear that we ensure that diverse students are asked to write.

16:39:48 From David Delchamps : @Durba we get student letters for promotions in engineering.

16:39:49 From neemakudva : The point is that its not uniform ... right?

16:40:45 From Amber Haywood : correct, making student input uniform across colleges/departments is the goal.

16:41:18 From Amber Haywood : i agree making current policies more explicit to students is a great step!

16:41:25 From Carl Franck : In Physics, student letters are vital to reviews of faculty.

16:41:45 From Virginia Cole : Amina and Colin - love this approach!

16:43:06 From Shannon Gleeson : Thanks everyone for your perspective. I would encourage that another element of diversifying faculty is considering not only teaching pedagogy but research focus, and how canonical disciplinary foci can often be at odds with diversity aims. That is, revisiting what IS considered research excellence by decision makers, e.g. is race core to key theorizing and empirical methods in that discipline, and how are calls for new faculty worded accordingly. This is important for attracting diverse faculty to the applicant pool, and of course retention. When disciplines reinforce white supremacist approaches in their canon, this becomes very hard to then diversify the faculty and by extension the undergraduate and graduate student training. This is certainly the case in my own home departments on campus and beyond.

16:43:07 From Virginia Cole : +1 Mark

16:43:37 From Maria Gandolfo Nixon : Thank you Colin, Amina, Uchenna for your input!

16:44:11 From Mark Wysocki : If you want a required course, does it have to be only from Cornell or can a student petition a course from another institution?

16:44:19 From Chelsea Specht : +1 Shannon

16:44:50 From Durba Ghosh : I hope we can find a way to make student participation in review and promotion uniform. It's super-important. In the reviews and searches that I have been involved in, we learn things from students that we don't by other means.

16:45:16 From Chelsea Specht : @Mark - my feeling is that we should be offering these courses as an effort to decolonize our curriculum more broadly.

16:46:18 From Chris Schaffer : @Shannon Exactly. Emphasizing health disparities research in hiring for my department (BME), for example.

16:48:46 From Erik Born : +1 Mark

16:50:57 From Ken Birman : I support BLM and favor an anti-racist Cornell. Yet (and this isn't a negative or hostile question, but a genuine one) how do we reconcile some of these proposals with our commitment to freedom of speech, which does sometimes include speech some find offensive.

16:57:07 From Durba Ghosh : +1 Chiara

16:58:52 From Chelsea Specht : yes, Amber and Chiara. thank you. We demonstrate our values and commitment, and expectations, by building anti-racism into our curriculum. Both faculty and students learn, grow and benefit in the process.

17:01:13 From Ken Birman : +1 Harold

17:03:39 From Joanie Mackowski : regarding the earlier comments about student letters: in English, for reviews/promotions, all the instructor's students, former, alums, & current, are contacted, and asked/invited to submit letters about the candidate. Those students who had either really positive experiences or really negative experiences tend to respond.

17:04:02 From Mark Lewis : freedom of speech does not give you the right to use racially insensitive language in the classroom.

17:04:05 From Jim DelRosso (he/him) : Thank you, Uchenna!

17:04:17 From Kelly Hume : Thank you to all of the students for speaking today

17:04:17 From Noliwe Rooks : teaching anti-racism is not just speech but also about power and freedoms are not enacted in race neutral ways.

17:05:09 From Joanie Mackowski : freedom of speech is also complex on a university campus: freedom to teach that the world is flat? Intelligent design?

17:05:26 From Jim DelRosso (he/him) : We can embrace a vision of freedom of speech that does not force us to platform people who deny the humanity of others, and use that platform to cause harm.

17:05:35 From Chiara Formichi : I cannot believe someone in the Cornell community would call on "freedom of speech" to explain (justify?!) offensive, insensitive, racist expressions

17:06:00 From Uchenna Chukwukere : ^^^^

17:06:13 From Jim DelRosso (he/him) : Agreed.

17:06:28 From Marcie Farwell : Agreed.

17:06:43 From Virginia Cole : +1 Jim

17:06:48 From Elizabeth Lamb : Thank you DBC. You are an impressive group and I think will help us get to a place we would all like to be in terms of anti-racism and diversity

17:06:54 From Noliwe Rooks : the point is institutional racism is not about individual belief or speech.

17:06:58 From Phoebe Sengers : We are an educational institution and we should be able to educate community members about how to interact productively across different.

17:07:09 From Phoebe Sengers : difference

17:07:32 From Phoebe Sengers : +1 Noliwe

17:07:44 From Chiara Formichi : @Noiwe, if we had to choose one, yes, institutional. But we should strive to fight both

17:07:54 From Marcie Farwell : +1 Elizabeth

17:08:15 From Jim DelRosso (he/him) : +1 Elizabeth

17:08:25 From Chiara Formichi : +! Elizabeth

17:08:36 From bethmilles : Yes!

17:08:50 From Virginia Cole : +1 Elizabeth

17:09:19 From Joanie Mackowski : We are always curtailing speech based on what is or is not stupid and intellectually offensive. We need to help people understand what racist statements are and that they are stupid and intellectually offensive. Freedom is less the issue here than the difference between right and wrong.

17:09:34 From Doug Antczak : +1 Elizabeth!