

Status of the Anti-Racism Initiatives

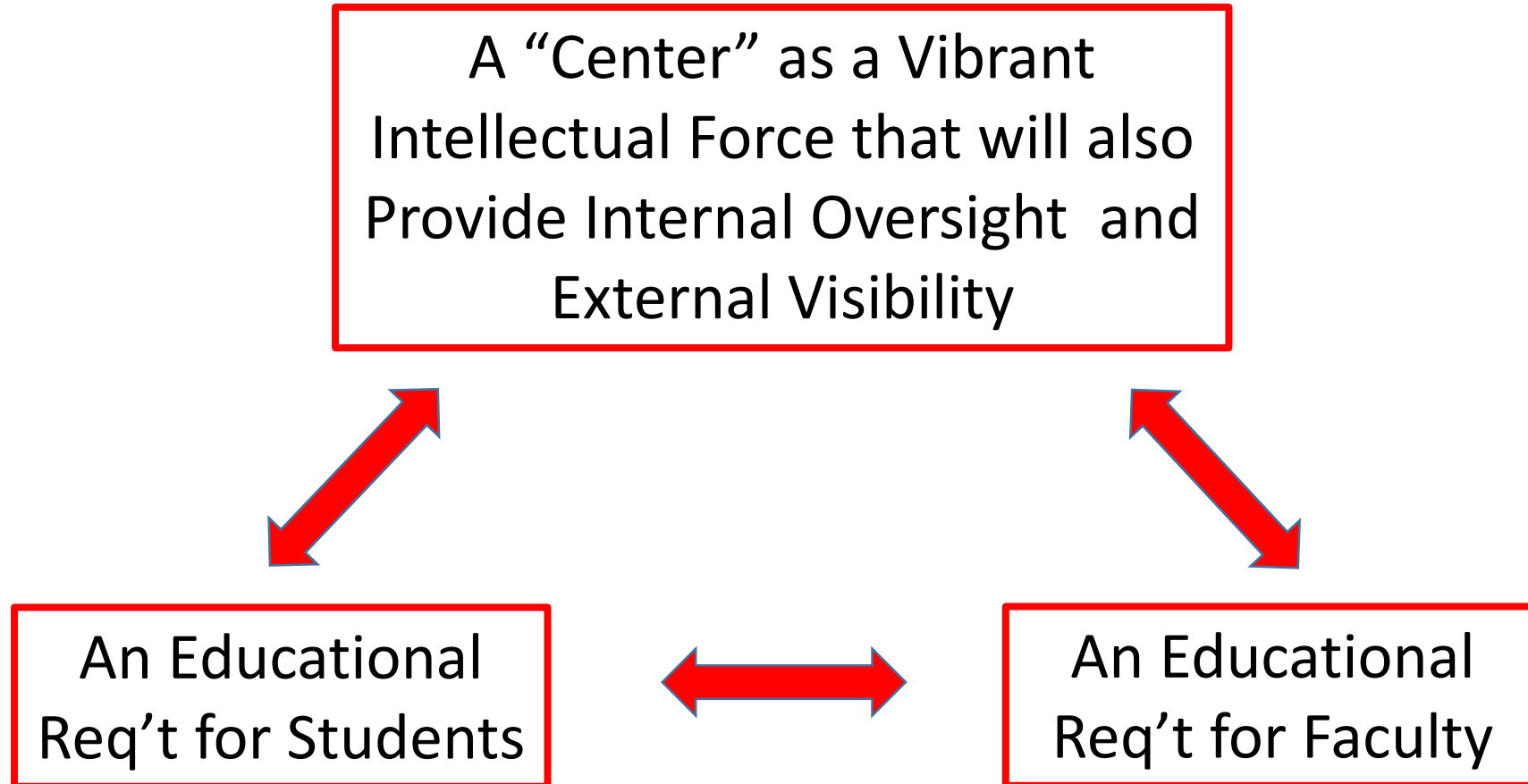
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For one historical perspective, see Chapter 5 (Race at Cornell) and Chapter 8 (Academic Identity Politics) in Altschuler and Kramnick's *Cornell, A History, 1940-2015*.

Three Interconnected Components



Everything is related. For example, the Faculty Educational Requirement might be to help deliver the Student Educational Requirement.

Perspectives on Committee Set-Up

Homework now implies greater productivity later.

Who is on a committee is important. But it becomes less important if there is total transparency.

We need to be relaxed about “charge” and “scope.”

A “Center” for “Anti-racism”

“Center” is a placeholder--a term that is to be refined as we discover what the entity should be doing. Could be an office with a staff and programs to administer. A post doctoral program that could provide an important pipeline for future faculty. Or it could be a low overhead “wrapper” of what we have now.

‘Anti-racism’ is also a placeholder—a term that is to be refined as we get clearer on scope. Final name might involve the terms “decolonization”, “systemic” , “research”, “teaching”, etc.

Build on the Work of Others

2020	<u>Several Ongoing Initiatives</u>
2018	Presidential Task Force Reports on Campus Climate
2018	Provost's Task Force to Enhance Faculty Diversity
2013	Hurtado Qualitative Study of Climate for Diversity at Cornell: Student Experiences. A quantitative Study of Student Engagement and Inclusion
2011	Warhaft report on faculty diversity
2006	Faculty Committee Report on a Center for the Comparative Study of Race and Ethnicity
2003	Task Force on Ethnic Studies Report
1998	Report on the State of the Humanities at Cornell
1987 & 1975	(working with University Archives to get reports)

Build on Current Strengths

Africana Studies and Research Center
American Indian and Indigenous Studies Program
Center for the Study of Inequality
Cornell Center for Health Equity
FGSS Program
LGBT Studies
Einaudi Center + Programs
Atkinson Center for Sustainability
Community and Rural Development Institute
Community Learning and Service Institute
Cornell Worker Institute
Cornell Prison Program
Program in Ethics and Public Life
Center for Comparative Modernities

American Studies
Asian American Studies
Jewish Studies
Latino/a Studies
China and Asia Pacific Studies
Near Eastern Studies
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Certainly More

Build on Data

IRP maintains a Diversity Dashboard where information is organized according to diversity and inclusion framework.

The Dashboard includes information from various surveys.

Cornell Diversity & Inclusion Framework					Cornell Surveys																	
(The New Directions, TND)					(IRP 2005-2020, Graduate School, GS 2013-2020, HR 2020)																	
	A. Demographic / Compositional	B. Achievement	C. Belonging / Inclusion	D. Engagement		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
STUDENTS					1. Senior Survey																	
UG					2. PULSE/CUE Surveys																	
Masters					3. Graduate Exit Survey (GS)																	
PhD					4. PhD Student Exp Survey (GS)																	
STAFF																						
Academic					5. Belonging Survey (HR)																	
Regular																						
FACULTY																						
Tenure-track					5. Belonging Survey (HR)																	
Visitor-long-term					6. Faculty Work-Life Survey																	
Visitor-short-term																						
**Post-Doc																						

Publicly available information is limited.

The Office of Faculty Development and Diversity (OFDD) also maintains data on faculty hiring and retention efforts

Now Let's Talk About Required
Educational Programs

Educational Req't for Students

Propose to the Faculty Senate by December 1, 2020 the design of a for-credit, university-wide educational requirement for all undergraduates that is concerned with decolonization and systemic racism.

The design must take into account the fact that both students and faculty are typically booked solid—the former with course requirements and the latter with broad commitments to research, teaching, and service.

There must be an examination of the [Intergroup Dialog Project](#), the [Freshman Writing Seminar](#), [Engaged Cornell](#), and various [college requirements](#) all with an eye towards how they might relate to the University Requirement

Educational Req't for Students

If the requirement involves selection from a menu of options or if each college is allowed to have its own specific implementation, then a well-defined low-overhead approval mechanism needs to be specified that will ensure consistency across campus.

It is understood that some version of the requirement would also apply to graduate and professional students. However, the “delivery system” would have to be totally different.

Educational Req't for Faculty

An absolute ton of great [programs and resources](#) currently available through the Office of Faculty Development and Diversity.

The catch here is to implement the “required training part” in a way that does not trigger blow back from faculty.

Plus, it is widely accepted that instead of breaking down bias required training tends to solidify it.

Required programs for staff are about to be rolled out. Let's learn from that.

Educational Req't for Faculty

Want to work on the “accountability” side of things by engaging two standing committees of the Senate with a pair of questions:

Is there a way to hold faculty accountable for unethical behavior at promotion time? The **AFPSF Committee** will weigh in on this.

Is there a way to hold departments accountable for their climate shortcomings? The **Faculty Committee on Program Review** will weigh in on this.

What We Are Doing Now

On the verge of setting up an ad hoc committee to work on the educational requirement for students.

Working with the AFPSF Committee and the FCPR on accountability mechanisms and with OFDD and HR on matters that relate to faculty education.

Talking with groups whose teaching and research could be enhanced through a carefully designed center. We need to ascertain what the center should do and how it should do it. Planning a “Teach In” session at the Sept 30 Senate.