



Cornell University
Graduate and Professional
Student Assembly

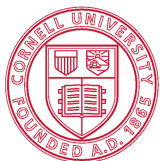
Cornell University Graduate and Professional Student Assembly

Agenda of the October 16th, 2017 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

- I. Call to Order
- II. Roll Call (3 minutes)
- III. Approval of the Minutes (2 Minutes)
 - a. Minutes from September 25th, 2017
- IV. Presentations (45 Minutes)
 - a. Gina Giambattista, Office of the Assemblies (10 Minutes)
 - b. Appropriations Committee Initial Student Activity Fee Recommendations, Tyler McCann (35 Minutes)
- V. Open Forum (5 Minutes)
- VI. New Business (20 Minutes)
 - a. Introduction to *Resolution 6: Calling for the Development of A Strategic Plan* (10 Minutes)
 - b. Introduction to *Resolution 7: On the need for an institutional commitment to deconstructing systems of oppression and inequity* (15 Minutes)
- VII. Old Business
 - a. Discussion on *Resolution 3: Approval of GPSA's Internal Budget for the 2017-2018 Term* (10 Minutes)
- VIII. Adjournment



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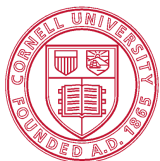
Cornell University Graduate and Professional Student Assembly

Minutes of the September 25th, 2017 Meeting

5:30 pm – 7:00 pm

Bache Auditorium, Malott Hall

- I. Call to Order
 - a. E. Winarto called the meeting to order at 5:30 pm.
 - b. *Members Present:* R. Adityavarman, K. Angierski, R. Boylan, C. Cannarozzo, A. Gagnon, J. Goldberg, R. Harrison, J. Hernandez, S. Hesse, M. Jodlowski, C. Little, A. Loiben, T. McCann, E. Michel, D. Moon, A. Schofield, C. Stambuk, W. Zhang.
 - c. *Members Absent:* None.
- II. Approval of the Minutes
 - a. A motion was made and passed to add approval of the August 28th, 2017 Minutes to the Agenda.
 - i. The minutes were approved by unanimous consent.
 - b. Minutes from the September 11th, 2017 Meeting.
 - i. A. Schofield motioned to amend by striking her name and C. Stambuk's name under Members Present and add them under Members Absent, there was no dissent.
 - ii. The minutes were approved by unanimous consent.
- III. Presentations
 - a. Black Graduate and Professional Student Association
 - i. T. Wheeler and M. Roberts, President and former President of the BGPSA respectively, read a statement on recent campus events. It is attached at the end of these minutes.
 - ii. Their net IDs are taw83 and lmr254.
 - b. Black Graduate Business Association
 - i. E. Etheridge, the President of the BGBA also read a statement on recent campus events, and stated support for Resolutions 4 & 5 and recent BSU demands. She called for bias training for the Cornell Community. The bias training needs to be as robust as possible; it can't be one event during orientation.



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- ii. Speaking on behalf of herself, she stated that she appreciates the effort to call certain things out and the creation of the task force, but it's not enough. Nothing changes, and she's sick of it.
- iii. E. Etheridge's netID is ele48

IV. Open Forum

- a. A. Gagnon read a statement on behalf of A. Natarajan about a hurricane Maria relief effort for Puerto Rico. There are drop off locations across campus for many items to help people in Puerto Rico. If you need more information contact mc2423 or A. Gagnon (amg458).

V. New Business

a. Resolution 4

- i. J. Goldberg introduced the resolution.
- ii. M Battaglia asked if Psi Upsilon has been found to be involved for sure.
- iii. J. Goldberg: Psi Upsilon denied that these students were involved in their fraternity, but then shut down their Cornell chapter and decided to offer the space for social justice groups to use. So read that as you will.
- iv. A motion was made to discuss and vote on Resolution 4 at today's meeting. The motion passed 14-0-4.
- v. T. McCann **motioned to amend** the final resolved clause by adding "subsection E" after Section A.
 - 1. A motion was made to call the question, there was no dissent. The amendment **passed** 16-0-2.
- vi. M. Battaglia was uncomfortable with punishing Psi Upsilon until the full facts were known. He **motioned to amend** line 72 by adding "should they be found to be involved in the incident on September 15, 2017"
 - 1. R. Boylan asked if by adding this clause this might be a loophole because Psi Upsilon wasn't a fraternity at the accused's pledging time.
 - 2. J. Goldberg was also worried about. The unofficial internet archives show that he was part of the fraternity.
 - 3. N. Rogers: this isn't a law, it's a recommendation. So it isn't unreasonable to have the original clause about Psi Upsilon.

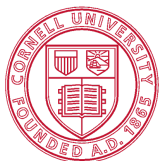


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4. A. Schofield: there need to be consequences when organizations fail to manage their members. We shouldn't give Psi Upsilon an easy out.
 5. E. Law stated that Psi Upsilon has a history of abuse. He would ask that they never be reinstated even without the September 15th incident.
 6. D. Brown: agrees Psi Upsilon should never return to this campus. The Greek Tri-Council statement agreed.
 7. M. Battaglia clarified that he doesn't want to act hastily. The wording of this is if they are involved, no matter unofficially or officially.
 8. J. Goldberg: activists are always told to wait. We shouldn't fall into this rhetoric of haste. We need to respond hastily to the mountain of events that preceded this moment.
 9. E. Law seconded J. Goldberg's statement.
 10. A motion was made to call the question on the amendment, there was no dissent. The amendment **failed** 0-14-4.
- vii. A motion was made to **call the question** on the resolution, there was no dissent. The Resolution **passed** 17-0-1.

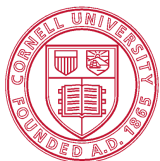
b. **Resolution 5**

- i. J. Goldberg introduced Resolution 5. It's a list of asks for President Pollack to implement in the formation of the task force.
- ii. E. Law: this issue can't be addressed with a task force. Issues of structural racism need to be consciously rejected everyday and in a continuous way.
- iii. D. Brown: the administration is struggling with how to constitute the task force (whether to have an electoral process or by appointments).
- iv. A. Waymack asked if it would make more sense for one of the GPSA's representatives to the UA to be an under represented seat instead of making a new seat on the UA.
- v. M. Munasinghe stated that later she will amend the bylaws to reflect that (once they are recommitted).
- vi. A motion was made to move into discussion and vote on Resolution 5 at today's meeting. The motion passed 16-0-2.



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- vii. E. Law **motioned to amend** the third to last be it resolved clause to add in line 73 “, including at least one Black graduate student representative and one Black professional student”
 - 1. M. Munasinghe **motioned to amend the amendment** “at the recommendation of Black Graduate and Professional Student Association, Black Law Student Association, Black Graduate Business Association, and Cornell Veterinary Students as One in Culture and Ethnicity”.
 - a. A motion was made to **pass** M. Munasinghe’s amendment to to the amendment with unanimous consent, there was no dissent.
 - 2. Point of information: how many graduate students are on this task force?
 - a. Answer: original intent was 10-12 members. Most students in the meeting with administrators thought this was inadequate.
 - b. D. Brown: President Pollack wants to limit it at 20.
 - 3. A motion was made to call the question on E. Law’s amendment, there was no dissent. The amendment **passed** 16-0-2.
- viii. J. Goldberg **motion to amend** line 20 to delete the brackets and “introduction”.
 - 1. The amendment **passed** by unanimous consent.
- ix. A. Loiben: we could add in a clause asking for at least X number of graduate/professional students on the task force if we want.
- x. D. Geisler wondered if we should add a Latino seat to the task force too, as the Latino community was also affected.
- xi. E. Law: we thought about including all the communities that need to be represented here, but we wanted to make it flexible for the limited number of seats, so we just stated that we want them to be diverse.
- xii. A. Schofield: we haven’t heard from these communities. We should give them a chance to respond.
- xiii. A. Waymack: if we make an amendment we should specify Black and Latinx.



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- xiv. J. Goldberg: this resolution is saying this task force must not be majority white and male, and that it must include historically underrepresented minorities.
- xv. D. Geisler: this task force is about race, not underrepresented issues as a whole.
- xvi. E. Law: this was brought about by racism, but this has been extended to structural inequalities in many different areas. We should raise our voice for all of these groups.
- xvii. J. Goldberg **motioned to amend** line 51 “each of the constituent assemblies of the University Assembly to commit to including at least one Marginalized Community Representative amongst their four representatives” and to strike everything else in that section after that.
 - 1. A motion was made to call the question on the amendment, there was no dissent. The amendment **passed** 16-02.
- xviii. D. Brown: if we specify Black, Latinx, and underrepresented minorities that would impact the people making this Task Force.
- xix. E. law **motioned to amend** lines 73-78 “one Black student representative, one Latinx representative, and one additional representative from another marginalized community” and to strike what comes after.
 - 1. A. Waymack the groups that we just heard from requested a black graduate student AND a Black professional student.
 - 2. M. Munasinghe: we shouldn’t be beholden to what the administration will give us, we should say what we want. We could separate amendments to retain the request from the Black Graduate and Professional organizations we just heard from.
 - 3. A. Loiben motioned to have division breakouts to take attendance and to add five minutes to the meeting. The motion passed 13-0-5.

VI. Division Breakouts

VII. New Business Continued

- 1. E. Law withdrew his original amendment and proposed a new amendment which was written in blue on the resolution roughly lines 75-84. (see Resolution/Resolution History on website).



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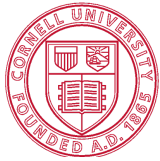
2. A motion was made to extend the meeting by five minutes, there was no dissent.
3. A. Waymack motioned to call the question, there was no dissent. E Law's new amendment passed 13-0-5.
- ii. A. Loiben motioned to call the question on the resolution, there was no dissent. Resolution 5 passed 13-0-5.

VIII. Old Business

- a. A motion was made to move Old Business ahead of Committee Updates, and to move section iii above sections i and ii, there was no dissent.
- b. **Resolution 3**
 - i. A motion was made to recommit Resolution 3 to the appropriations committee. The motion passed 13-0-5.
- c. **Resolution 1**
 - i. A motion was made to recommit Resolution 1 to committee. The motion passed 13-0-5.
- d. **Resolution 2**
 - i. A motion was made to recommit Resolution 2 to the operations and staffing committee. The motion passed 13-0-5.

IX. Reports of Officers and Committee Updates

- a. Executive: two seats are not filled for the Ivy+ Summit. The form to apply will open soon.
- b. Operations: there are many different opportunities to get involved. The committee will be discussing possible voting members for tier organizations.
- c. Communications: showcasing funded organizations on facebook.
- d. A motion was made to extend the meeting by ten minutes, there was no dissent.
- e. Appropriations: the Student Activity Fee process is going on. The committee is having public hearings this week. T. McCann encouraged all of the voting members to come to those. The October 16th GPSA meeting will be when they AC introduces their recommendations.
- f. Student Advocacy: still looking for members. Email dm793
- g. Diversity and International Students: get into contact with E. Law (epl49) if you want to get involved with the committee or other organizations/resources.



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- h. Programming: nothing to report.
- i. Faculty awards: nothing to report.
- j. General Committee: nothing to report.
- k. Graduate School: look in tonight's email for a list of resources on addressing racism and bias.
- l. A motion was made to adjourn, there was no dissent.

The meeting was adjourned at 7:15 PM.

Respectfully Submitted,
Matthew Ferraro
Clerk of the Assembly



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**GPSA Resolution #6: Calling for the Development of a Strategic
Plan**

October 16th, 2017

Abstract: This resolution confirms the Graduate and Professional Student Assembly's support for AY 2017 - 2018 University Assembly Resolution 3: Calling for the Development of a Strategic Plan. Furthermore, the Graduate and Professional Student Assembly calls on the administration to engage with not only all assemblies but also the larger Cornell community when crafting the Strategic Plan.

Sponsored by: Elena Michel, Graduate and Professional Student Assembly Biological Sciences Voting Member and University Assembly Representative

Whereas, senior leadership recognizes the critical need to address issues of injustice, racism and bigotry, in the wake of separate incidents on or near campus this semester, and to develop and/or enhance programs and services that support **diversity** and inclusion on our campuses; and

Whereas, many in our campus community are dealing with questions and concerns about recent U.S. executive actions on immigration travel bans, and DACA and undocumented students—and the current and future implications for student, faculty, and staff activities and our **international** programs; and

Whereas, the Senior Leaders Climate Action Group is working to integrate **sustainability** and climate action strategies into the campus culture and strategic planning process; and

Whereas, the opening of the tech campus in New York City marks the beginning of a new era of unprecedented opportunity for Cornell, which hinges upon our ability to take advantage of cross-college synergies and develop institutional capacity to act as “**One Cornell**” and create more connections among the distinct parts; and

Whereas, there is an ongoing tension between our ambitious aspirations to enhance diversity, sustainability, connectivity between colleges and campuses, and global impact, and the limited availability of new resources to fund these aspirations; and

Whereas, the most recent strategic plan was completed in May 2010 and set forth specific objectives and actions for the university for the period of 2010-2015; and

Whereas, this plan has not been updated to reflect the changing environment for higher education in general and for Cornell in particular; and



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1 **Whereas**, on October 3rd, 2017, the University Assembly Campus Welfare Committee introduced
2 Resolution 3: Calling for the Development of a Strategic Plan; and
3

4 **Whereas**, a strategic plan will guide institutional decisions about where to invest resources (i.e.,
5 time, effort, and money); therefore
6

7 **Be it therefore resolved**, that the Graduate and Professional Student Assembly formally requests
8 that the president and provost of Cornell University initiate a strategic planning process to begin in
9 fall 2017 and to be completed in 2018; and
10

11 **Be it Further Resolved**, that the university administration should partner with all assemblies
12 and ensure that faculty, students, and staff share in the strategic planning process and have a
13 meaningful role in shaping the final strategic plan; and
14

15 **Be it Further Resolved**, that all assemblies will have the ability to appoint members to the strategic
16 planning advisory council in the process of crafting the new strategic plan; and
17

18 **Be it Further Resolved**, that the strategic planning advisory council should hold town halls
19 throughout this process to inform and solicit feedback from the larger Cornell community before
20 submitting a final draft; and
21

22 **Be it Further Resolved**, that the university administration should formally present a status update on
23 the strategic plan to all assemblies by the end of fall 2018; and
24

25 **Be it Finally Resolved**, that all assemblies must endorse the strategic plan in the form of a formal
26 Resolution before the strategic plan is adopted by the University.



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**GPSA Resolution #6: Calling for the Development of a Strategic
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Whereas, this plan has not been updated to reflect the changing environment for higher education in general and for Cornell in particular; and



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10

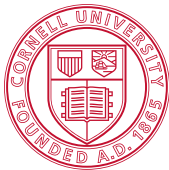
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20 submitting a final draft; and
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23 update on the strategic plan to all assemblies by the end of fall 2018. ~~the University Assembly by~~
24 ~~October 2018~~; and
25

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27 Resolution before the strategic plan is adopted by the University.



GPSA Resolution #7: On the need for an institutional commitment to deconstructing systems of oppression and inequity

Sponsored by: The OISE Student Leadership Council

Whereas, on September 28th, 2017, the OISE Student Leadership Council (OISE LC), consisting of graduate and professional student leaders from the Black Graduate and Professional Student Association (BGPSA), the Cornell Latin American Student Society (CLASS), Graduate Women in Science (GWIS), the GPSA Diversity and International Student Committee (DISC), the Indigenous Graduate Student Association (IGSA), the Latino/a Graduate Student Coalition (LGSC), the Society for Asian American Graduate Affairs (SAAGA), the Multicultural Academic Council (MAC), and Out in STEM (oSTEM), submitted a letter to Cornell University President Martha Pollack and associated senior leadership outlining thirteen demands for action to improve campus climate in the areas of graduate and professional student community, research, teaching and learning, safety, and physical and mental health;¹ and,

Whereas, on October 2nd, 2017, the OISE LC made an initial press release publicizing their demands and emphasizing the need to name and address issues contributing to a campus climate that is often unwelcoming and even hostile to students who identify as members of marginalized communities;² and,

Whereas, on October 3rd, 2017, Provost Michael I. Kotlikoff, Deputy Provost John A. Siliciano, and Vice President for Student and Campus Life Ryan T. Lombardi responded to the letter via email, thanking the OISE LC for “your commitment to assisting us with this most important work”, and stating that, “Your ideas have been critical thus far in the process and will help inform the task force’s charge and responsibilities. We hope to be able to provide more detailed information on the task force in the near future.”;³ and,

Whereas, since that email there has been limited further communication from the University’s senior leadership, specifically regarding the OISE LC’s demands that included the need for the forthcoming Presidential Task Force on Campus Climate to include voices of marginalized graduate and professional students representatives nominated by their peers; and,

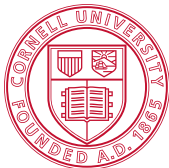
Whereas, on October 5th, 2017, the OISE LC made a second press release calling for a meeting between senior leadership and the OISE LC to address the demands laid out in the September 28th letter;⁴ and,

¹ See OISE LC Demands, attached.

² See OISE LC 1st Press Release, attached.

³ See Response from Kotlikoff et al., attached.

⁴ See OISE LC 2nd Press Release, attached.



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Whereas, on October 9, 2017, the OISE LC responded to Provost Michael I. Kotlikoff, Deputy Provost John A. Siliciano, and Vice President for Student and Campus Life Ryan T. Lombardi with a letter that reiterated the call for a meeting between Cornell senior leadership and the OISE LC contained in the second press release; and,

Whereas, in both this second press release and the October 9th letter to senior leadership the OISE LC also stated that it would be soliciting internal nominations for graduate and professional students to serve on the Presidential Task Force, to be vetted by the council and forwarded to President Pollack; and,

Whereas, on October 11th, 2017 President Pollack sent an update on the Presidential Task Force to the entire campus community, in which she announced the official charge of the Task Force to address issues in the three areas of Campus Experience, Regulation of Hate Speech and Harassment, and Campus Response to future incidents of racism or other overt forms of discrimination and bias;^{5, 6} and,

Whereas, the official charge of the Task Force fails to explicitly acknowledge structural and institutional oppression and inequity at Cornell, thereby focusing its work on addressing the symptoms rather than the root causes of these issues, as is highlighted by the statement, “the goal is to move us forward as a community, recognizing that our campus is a reflection of our society, and that we cannot entirely eliminate attitudes and expressions of intolerance and bias, but that we can and must redouble our efforts to respond to them in a way that reaffirms Cornell’s founding principles.”; and,

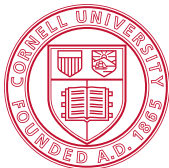
Whereas, in her October 11th message President Pollack also appointed three co-chairs to lead three sub-committees of the Task Force charged with making recommendations on how to address the three areas listed above, and stated that she would be relying on the Scheinman Institute of Conflict Resolution to recommend the composition of the Task Force, after which she will personally appoint individuals to serve as task force members; and,

Whereas, in this same message President Pollack states that the Task Force Charge “has been carefully developed with the input of faculty, staff and students”; and,

Whereas, while the graduate and professional student community, and the OISE Leadership Council in particular, has been exceptionally vocal in stating our collective stance on how to address issues of structural and systemic systems of oppression and inequity at Cornell, including making recommendations on how to populate the Task Force, university administration has not made us aware of any opportunity for graduate and professional students to provide feedback on the appointment of Task Force co-chairs, on the mechanism by which task force members would be selected, or on the charge itself,

⁵ <http://news.cornell.edu/stories/2017/10/pollack-updates-cornell-community-presidential-task-force>

⁶ <http://president.cornell.edu/task-force/presidential-task-force-on-campus-climate/>



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Therefore be it resolved, that the GPSA reiterates its position that the Presidential Task Force be charged with addressing structural and systemic oppression and inequity at Cornell,

Be it further resolved, that the GPSA calls for an institutional commitment to the deconstruction and elimination of systems of oppression and inequity on our campus and more broadly in our society, believing that Cornell should be an international leader and role model in this work and that anything short of a goal of complete elimination is a failure to live up to Cornell's founding commitment to diversity and inclusion and its land grant legacy of public engagement ; and,

Be it further resolved, that the GPSA unequivocally supports the demands made by the OISE LC; and,

Be it further resolved, that the GPSA calls for President Pollack to immediately respond to those demands, detailing a course of action towards their fulfillment; and,

Be it further resolved, that the GPSA reiterates its position that graduate and professional students appointed to the Presidential Task Force be representative of the marginalized groups in our community, and that these representatives should be selected by their own constituencies; and,

Be it further resolved, that the GPSA fully endorses any nominations of graduate and professional students to serve on the Presidential Task Force made by the OISE LC and urges President Pollack to respect the autonomy of graduate and professional students in addressing the issues that so deeply affect our communities by appointing said nominees to the Task Force without question; and,

Be it further resolved, that future development and work of the Presidential Task Force be completely transparent and responsive, while striving to engage the entire campus community; and,

Be it finally resolved, that all reasonable efforts be made to ensure that graduate and professional students are continuously engaged as stakeholders in any institutional efforts to address issues of bias, discrimination, and other forms of oppression. Such engagement must be public, transparent, and collected in one shared digital location so that the various stakeholders can be collectively accountable to past, present, and future actions.

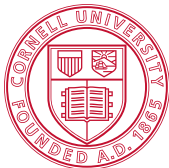
Respectfully Submitted,

Eugene Law

Chair, GPSA Diversity and International Students Committee (DISC)

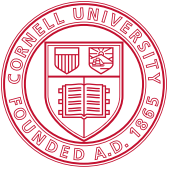
Theresa Rocha Beardall

Member, DISC; Latino/a Graduate Student Coalition (LGSC); Indigenous Graduate Student Association (IGSA)



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- 130 Monet Roberts
131 *President Emeritus, Black Graduate & Professional Student Association (BGPSA)*
132
133 Hao Shi
134 *Co-President, Out in Science, Technology, Engineering, and Mathematics*
135
136 Elena Michel
137 *GPSA Biological Science Voting Member; Co-President, Out in Science, Technology,*
138 *Engineering and Mathematics*
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140
141



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GPSA Resolution 3:

Resolution Approving the GPSA Internal Budget
for the 2017-2018 Term

Sponsored by: Tyler McCann, on behalf of the GPSA Appropriations Committee.

WHEREAS, The GPSA Bylaws require that the Appropriations Committee recommend an internal budget in the form of a resolution (3.05(D)(vii); and

WHEREAS, The GPSA decided in 2015 to financially support the subsidized student-run and operated Anabel's Grocery¹ through an annual contribution of \$20,000 for a maximum of four years (totaling \$80,000)² in exchange for the ability of graduate and professional students to shop at the store; and

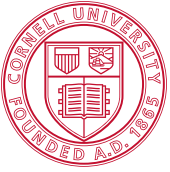
WHEREAS, This short-term contribution was decided at that time to come through the GPSA directly as a line item in the internal budget; and

WHEREAS, The chair of the GPSA Finance Commission and chair of the GPSA Appropriations Committee met with the executive team of Anabel's Grocery in spring 2017 to formalize this relationship; and

WHEREAS, This discussion resulted in the formal agreement among all parties that 50% of the GPSA's contribution to Anabel's Grocery would be used for capital depreciation, and the remaining 50% be added to the subsidy fund; and

¹ <http://anabelsgrocery.org/>

² GPSA Resolution 3 in 2015-16 Supporting Document



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WHEREAS, The subsidy fund is an account used by Anabel's Grocery to subsidize the cost of food items to customers with demonstrated financial need; and

WHEREAS, The first \$20,000 contribution of the GPSA was contributed to Anabel's Grocery in late spring 2017 and 100% was used for capital depreciation in consideration to the store's soft opening in late spring 2017;

BE IT THEREFORE RESOLVED, that the GPSA will contribute \$20,000 for the 2017-2018 academic year to Anabel's Grocery, of which 100% will be put towards the subsidy fund;

BE IT FURTHER RESOLVED, that remaining years' contributions by the GPSA to Anabel's Grocery will be used by Anabel's Grocery in a ratio of 50% towards capital depreciation and 50% towards the subsidy fund;

BE IT FURTHER RESOLVED, the current and remaining contributions of the original \$80,000 decided on by the GPSA to Anabel's Grocery will be designated as line items in the GPSA internal budget;

BE IT FINALLY RESOLVED, that the GPSA adopts the "Recommended Allocation" in the attached budget;

RESPECTFULLY SUBMITTED,

TYLER MCCANN

GPSA Appropriations Committee Chair

KERRY MULLINS

Anabel's Grocery Co-Director

**FY 2018 Graduate & Professional Student Assembly Operating Budget
G943704**

Income/Expense

Summary	
Total Income	\$41,407.03
Total Expenses	\$1,489.49
Current Balance	\$39,917.54

Income Categories

FY2017 "True Up"	\$188.31
Beginning Cash Balance (rollover)	\$8,067.22
Transfers	\$0.00
Income from GPSAF (\$4.50/student)*	\$33,151.50
TOTAL Income	\$41,407.03

FY 2018

Expense Categories	2017 -18Budget	% of Total Budget
10000Administrative	\$6,000.00	16.62%
10001Executive	\$0.00	0.00%
10002Communications	\$900.00	2.49%
10003Operations & Staffing	\$500.00	1.39%
10004Appropriations	\$900.00	2.49%
10005Finance Commission	\$1,200.00	3.32%
20001Student Advocacy	\$1,200.00	3.32%
30001Ivy Summit**	\$1,094.14	3.03%
30002NAGPS**	\$1,000.00	2.77%
30003Faculty Awards	\$600.00	1.66%
30004Diversity Committee	\$2,300.00	6.37%
Travel	\$405.86	1.12%
Anabel's Grocery	\$20,000.00	55.40%
TOTAL Expenses	\$36,100.00	100.00%

* Based on 7,367 students (from Business Services enrollment estimate)

** Must include opportunity for one non-executive member of the Assembly to join.

Breakdown of GPSA Spending Categories

Administrative – Cost of GPSA meetings, incl. food and printed materials.

Executive – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Communications – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Operations and Staffing – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Appropriations – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Finance Commission – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Student Advocacy – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Ivy Summit – Cost of accommodations to attend annual Ivy Summit conference

NAGPS – Cost of travel to two conferences (Fall/Spring) of the National Association of Graduate-Professional Students

Faculty Awards – Cost to fulfill obligations of the committee as defined in the GPSA Bylaws.

Diversity Committee – Cost to fulfill obligations of DISC as defined in the GPSA Bylaws.

Travel – New category that covers the cost of any travel for trips to/from Cornell Tech.

Anabel's Grocery – Cost of annual financial support to Anabel's Grocery

September 28, 2017

Dear President Martha Pollack, Provost Michael Kotlikoff, Vice President for Student & Campus Life Ryan Lombardi, Interim Vice Provost for Undergraduate Education & Deputy Provost John Siliciano:

We write to you as representatives of underrepresented graduate student groups regarding several recent social injustices on and off the Cornell campus. We begin first by acknowledging that we stand in agreement and solidarity with the list of demands presented to President Martha Pollack by Black Students United on September 20, 2017. We also recognize and appreciate the commitments from Provost Kotlikoff and Vice President Lombardi outlined in an email to the Ithaca campus on September 25, 2017. While both documents recognize the important role and function of graduate students within our shared campus community, neither sufficiently account for the unique experiences of underrepresented graduate student groups or graduate and professional students more broadly. As a result, we are promptly advocating for resources designed to improve campus climate in the areas of community, research, teaching and learning, safety, and physical and mental health for graduate and professional students.

As graduate and professional student leaders, we value diversity in all forms, not only because of the positive effects diversity has on our community, but because a diverse community is a hallmark of an equitable system. We feel it is our obligation to bring attention to the shortcomings that we have witnessed and experienced while at Cornell University and directly contribute to campus-wide discussion and change. We are wholeheartedly committed to building a better Cornell - one that supports students along all axes of diversity, including but not limited to: race; ethnicity; nationality; religion or creed; sexual orientation; gender identity; age; physical, mental and psychological ability; and socioeconomic status and/or background.

Students who possess marginalized identities face, at times, insurmountable challenges on our campus due to conscious and unconscious manifestations of structural and interpersonal oppression. ***This is not acceptable, and we submit that it will require more than the recommended actions of any one task force to resolve.*** To this end, we wish to publicly communicate our collective commitment to the long, important work that building a better Cornell requires:

We are committed to proactively, consciously, and consistently rejecting and deconstructing systems of oppression. We are committed to pushing Cornell to direct its academic, financial, and political resources toward promoting equity, particularly in the enactment and enforcement of a code of conduct that holds all community members accountable for their words and actions. We are committed to reminding our peers that whether or not they identify as members of marginalized groups, all members of our community suffer when bias, bigotry, and racism are allowed to persist. We are committed to promoting dignity and mutual respect for the intersectionality of multiple social identities. We are committed to demanding your action on behalf of these efforts when we believe you have faltered, and ***this*** is a time when the University has faltered.

True change can only occur in a space of shared, equitable governance and accountability of all members in our campus community. Organized thematically, we present the following demands for immediate implementation that will directly benefit current graduate students and those that will follow:

GRADUATE COMMUNITY

- **We demand that the University allocate more resources and funding towards programs for recruitment and retention of graduate and professional students from underrepresented backgrounds.** To do so, we request that by March 1, 2018 all departments, including Cornell locations in Geneva and New York City, have a [public action plan](#) documenting their efforts to recruit, *retain*, advance, and protect graduate students from underrepresented backgrounds. This plan must be designed for implementation in the academic year 2018-2019. Departments that do not meet this demand by the March 1, 2018 deadline should be subject to immediate review by President Pollack's proposed University task force to determine how best to support each department's public action plan. We also request a 50% increase in 2017-2018 funding to the Graduate School to directly support and expand pre-admission diversity recruitment initiatives, such as two (2) diversity preview weekends per college, per year. We also request funding for Graduate Student Ambassadors to recruit students marginalized populations, and fellowships in support of diversity [offered through the Office of Inclusion and Student Engagement and Diversity Programs in Engineering].
- **We demand a larger University task force for proper representation of interest groups from across campus to address the issue of structural oppression.** Adequate representation from students from a variety of identity groups is critical for the success of the proposed University task force. We are wary of the proposed "ten to twelve members" mentioned by President Pollack. We believe that it would be impossible to achieve adequate representation while also presumably needing to include: undergraduate students, graduate students, professional students, postdoctoral associates, faculty, staff, and administrators. As such, we request that the task force be expanded to 20 members. In addition, we require an opportunity for the Cornell graduate student community to weigh in and nominate our own representatives rather than allowing the University to make this decision on our behalf. The call for nominations must be issued by October 4, 2017 and the task force should be fully staffed no later than October 16, 2017.
- **We demand a restructuring of the Graduate School grievance process beginning with an increase in protections provided to aggrieved graduate students throughout the process.** The process designed to facilitate resolving student grievances is severely flawed. It does not protect students, and far too many students cannot complete the process of filing grievances due to intimidation and other forms of oppression. There has been one student to make it to the Graduate Grievance Review Board (GGRB) in several decades, though far more students have been aggrieved in their work environments. We request that five (5) graduate students, with two (2) representatives from marginalized graduate groups, be involved in the process of restructuring the grievance process in order to provide a more empathetic perspective to this flawed procedure.
- **We demand action that engages and supports students from all backgrounds and identity groups, and explicitly acknowledges the intersectionality of social identities.** While we recognize that Black and Latinx students were the targets of recent racist acts and emphasizing support for their communities was extremely timely and appropriate, we demand that all task forces should have representation that involves graduate and professional students from organizations supporting the LGBTQ+ community, students with disabilities, gender equity, and other marginalized identities moving forward.

GRADUATE RESEARCH

- **We demand that the University create a "Research Methods Collective" designed to promote awareness and introductory instruction on a diverse set of interdisciplinary research methods.** We

recognize that each department creates and requires a curriculum that facilitates disciplinary research, and envision this collective serving as an intellectual bridge across Cornell that promotes innovative graduate research. The Collective is not a library of resources or links to interesting research opportunities on campus. Instead, the Collective must be a physical location housed within an expanded OISE office space -- operating as an intellectual hub where graduate students are invited to collaborate across departments, receive introductory training on new research methods by a full-time staff person, and schedule group meetings where projects receive active feedback. A more inclusive, innovative Cornell requires a more collaborative approach to the research we conduct and the methods we employ.

- **We demand that the University permanently increase the number of [Provost's Diversity Fellowship for Continuing Students](#) from 13 to 20 beginning in the 2018-2019 academic year, and that this fellowship be expanded from one-semester of support to up to two semesters of support.** In combination with our efforts to secure increased funding to recruit and retain a more diverse graduate student body that is new to Cornell, we simultaneously require a concerted effort to expand the fellowship opportunities for continuing students that are historically underrepresented and/or first generation in the academy. This funding communicates a public investment in the research goals of current graduate students as they approach the completion of their doctoral program and actively prepare for positive social change post-graduation.
- **We demand that the University permanently increase [Conference Grant](#) funding by doubling both the number of grants funded per student and the amount of each award, beginning in the 2018-2019 academic year.** Though conference travel is a fundamental part of our professional training, it is not properly subsidized by Cornell. This serves as a disadvantage for students who cannot afford to pay for conference travel from their personal finances. Currently, only one award will be considered per student, per year. This requirement must be amended and expanded so that two (2) awards will be considered per year. These changes promote our ongoing support as future leaders within our fields and expands the academic networks and relationships that are key to strengthening our professional development.

GRADUATE TEACHING AND LEARNING

- **We demand representation of diverse graduate and undergraduate students on the proposed faculty task force led by Professor Mark Lewis.** We request that at least two graduate student representatives, selected by the OISE Student Leadership Council, to be appointed to the faculty task force aimed at improving diverse faculty recruitment and retention both on a University level and specific colleges and/or departmental level. We demand that the proposed task force provides updates every semester to the wider Cornell community to ensure this process is transparent and can solicit feedback.
- **We demand each department have their own committee to ensure that faculty, staff, graduate students and undergraduate students in the department are held accountable to the recommendations of the University task force.** We request that all department task forces form by the end of November 2017, and individual departments outline how they will meet the recommendations of the University task force by the end of December 2017.
- **We demand a policy that standardizes and requires all Teaching Assistants, Research Assistants, Graduate Mentors, and Postdoctoral Associates of Cornell University to go through bias**

and sensitivity training. It is imperative to build a community where all graduate students who work for Cornell as researchers and educators begin to dismantle their internalized bias towards marginalized groups. This policy should be instituted as soon as possible, but no later than the beginning of the academic year 2018-2019. We recommend that this policy be implemented leveraging tools from the [Intergroup Dialogue Project](#) (IDP) and [My Voice, My Story](#) in diverse, face-to-face group settings. We also advocate for additional resources dedicated to OISE and IDP. Specifically, we demand a 100% increase in funding, in space, and in staff of both offices so that the OISE and IDP teams have the capacity to provide more resources for students in the face of current events. These are the offices that require expansion of resources and space, so they can continue their prolific, supportive programming for marginalized graduate student communities. We demand that **all** of these resources be permanently available at the beginning of the academic 2018-2019 school year.

GRADUATE SAFETY AND PHYSICAL/MENTAL HEALTH

- **We demand a continued commitment to graduate student mental health, specifically to hiring more diverse CAPS counselors, particularly counselors of color and those with multilingual capacity.**

The OISE Student Leadership Council acknowledges the recent report of the addition of three new hires for CAPS which will “bring added diversity to CAPS and Cornell” by the start of the academic year of 2018. Because graduate students from all backgrounds disproportionately suffer from mental illnesses like depression and anxiety, we request that Cornell continues to increase the number of mental health counselors from diverse backgrounds in CAPS. These counselors should be present throughout the campus and easily accessible to students of all colleges. Additionally, we recognize that retention of counselors of color has been a challenge for Cornell Health so any additional hires should yield a net gain in counselors from diverse backgrounds, and not simply replace those who have left the university.

- **We demand that the University uphold the Title IX policy guidance of 2011 and 2014, despite the recent decision by the US Department of Education to rescind the policy guidelines.** Nationally, Cornell University lags in its ability to address sexual assault on campus. The recent decision by the Department of Education to rescind Obama-era Title IX guidelines is a national step backwards in dealing with sexual assault. Cornell must choose to continue to follow these now-rescinded guidelines, and affirm that it will not allow assault to occur with impunity, immediately.

Finally, we demand there be clear avenue for recourse included in any policies written to address bias, harassment, and oppression on campus. The University has many unenforced, under-enforced, or unenforceable policies that are not designed to protect graduate students. Instead, these policies seek acquiescence from us while working at Cornell; this is unsatisfactory because there are no consequences for bad actions on campus. We demand that any policies, codes, or rules written in response to on-campus bias, harassment, and discrimination outline crystal clear avenues of enforcement. This includes, but is not limited to, responsive action to incidents reported through the university's Bias Reporting System.

We will continue to advocate for the increase of inclusion, equity, and diversity at this university at all levels. Our demands are aimed at lifting the daily burden of discrimination that all of us shoulder at Cornell. By meeting these demands, the administration of the University will show that it stands in solidarity with us, protects and advocates alongside historically marginalized populations on campus, and is truly leading this community to correct injustices that have already occurred and set an example for universities globally.

We want to recognize all the hard work each organization contributed to make sure our voices were heard considering the oppression and supremacy that is spread throughout this university, our nation, and world. If you have any questions, please reach out to our designated points of contact, Ph.D. candidates Theresa Rocha Beardall (tyr5@cornell.edu) and Monet Roberts (lmr254@cornell.edu).

Sincerely,

The Graduate School Office of Inclusion and Student Engagement (OISE)
Student Leadership Council:

Black Graduate & Professional Student Association (BGPSA)
Cornell Latin American Student Society (CLASS)
Graduate Women in Science (GWIS)
GPSA Diversity & International Student Committee (DISC)
Indigenous Graduate Student Association (IGSA)
Latino/a Graduate Student Coalition (LGSC)
Society for Asian American Graduate Affairs (SAAGA)
Multicultural Academic Council (MAC)
Out in STEM (oSTEM)

Cc: Senior Vice Provost & Dean of the Graduate School Barbara A. Knuth, Vice Provost for Academic Innovation Julia Thom-Levy, Vice President & Chief Human Resources Officer Mary Opperman, Associate Dean for Inclusion & Student Engagement Sara Xayarath Hernandez, Senior Associate Dean for Diversity and Faculty Development Mark Lewis, Graduate & Professional Student Association (GPSA) Executive Leadership, Black Students United (BSU) Executive Leadership, Chairman of the Board of Trustees Robert S. Harrison, Trustee and Chair of Board of Trustees Taskforce on Diversity Laura Wilkinson, Graduate & Professional Student-Elected Trustee Dara Brown, Dean of Students Vijay Pendakur, Associate Vice Provost for Faculty Development & Diversity Yael Levitte, Director of Inclusion & Workforce Diversity Angela Winfield, Director of Diversity Alumni Programs (DAP) Matt Carcella

For Immediate Release

Contact information:

Monet Roberts, PhD candidate
Field of Biomedical Engineering

lmr254@cornell.edu

Theresa Rocha Beardall, PhD candidate
Field of Sociology, Cornell University
tyr5@cornell.edu

Cornell Graduate & Professional Students Demand Action from Administration to Address Structural and Interpersonal Oppression

On Thursday, September 28, 2017, graduate and professional student leaders from the nine organizations of the Cornell Graduate School Office of Inclusion and Student Engagement (OISE) Student Leadership Council responded to recent incidents of social injustice on Cornell's campus. Student leaders submitted a letter to Cornell's senior leadership outlining thirteen demands for action in areas of: Graduate Community, Graduate Research, Graduate Teaching & Learning, and Graduate Safety & Physical/Mental Health.

These demands are intended to improve the current climate at Cornell in two key ways: 1) voice empathy against recent acts of violence and racial bigotry that have occurred on and around the Ithaca campus, and; 2) thoughtfully share the experiences that members of underrepresented graduate and professional student communities endure during their time at Cornell with tangible remedies. In addition to outlining current issues observed at Cornell, this letter provides deadlines and details on how the Cornell administration can improve current campus-wide diversity and inclusion initiatives. The nine OISE student organizations listed below stand in solidarity with undergraduate organizations, Black Students United in particular, who submitted their demands to Cornell's administration on Wednesday, September 20, 2017. Their powerful contribution created a space for the OISE Leadership Council to articulate both the vital role that graduate and professional students have in the academic and research success of Cornell, and the unique perspectives on how to improve campus experiences for undergraduate and historically marginalized populations at Cornell.

The student leaders who came together to write this letter are from the following organizations:

Black Graduate & Professional Student Association (BGPISA)

Cornell Latin American Student Society (CLASS)

Graduate Women in Science (GWIS)

GPSA Diversity & International Student Committee (DISC)

Indigenous Graduate Student Association (IGSA)

Latino/a Graduate Student Coalition (LGSC)

Society for Asian American Graduate Affairs (SAAGA)

Multicultural Academic Council (MAC)

Out in STEM (oSTEM)

FOR IMMEDIATE RELEASE

Monet Roberts, PhD candidate
Field of Biomedical Engineering
lmr254@cornell.edu

Theresa Rocha Beardall, PhD candidate
Field of Sociology, Cornell University
tyr5@cornell.edu

PRESS RELEASE 2:

Cornell Graduate & Professional Students Demand Action from Administration to Address Structural and Interpersonal Oppression

On Tuesday, October 3, 2017, one of our graduate points of contact received an email from Cornell administration in response to our collective demands sent on Thursday, September 28, 2017. The exact email is pasted here for public reference.

From: "Michael I. Kotlikoff, Office of the Provost" <provost@cornell.edu>
Date: Oct 3, 2017 9:05 AM
Subject: message to Grad Students
Cc: "Ryan Timothy Lombardi" <ryan.lombardi@cornell.edu>, "John Siliciano" <jas83@cornell.edu>

Dear Graduate and Professional Student Representatives,

On behalf of all of us in senior leadership, thank you for your September 28 letter and for your commitment to assisting us with this most important work. We have spent much of the last week working to establish a process for appointing members to the Presidential Task Force that will examine and address persistent problems of bigotry and intolerance at Cornell. We are committed to ensuring that the task force is structured to maximize broad input from our campus community, including representatives from our graduate/professional student community. Your ideas have been critical thus far in the process and will help inform the task force's charge and responsibilities.

We hope to be able to provide more detailed information on the task force in the near future.

Sincerely,

Michael I. Kotlikoff, Provost
John A. Siliciano, Deputy Provost
Ryan T. Lombardi, Vice President for Student and Campus Life

The OISE Leadership Council has not been invited to meet with the administration to discuss next steps forward in addressing any of our clearly stated demands made in our letter issued on

September 28, 2017. We are confident that such a meeting is in the best interest of all Cornellians and we encourage the administration to respond promptly and professionally.

Racism and bigotry persists on our campus, and in service of the health and well-being of underrepresented graduate and professional students, we have no time to wait for administrative politics. Our collective push for change continues. As such, we have mobilized our respective organizations and their partner organizations in the professional schools to submit internal nominations to serve on the Presidential Task Force to eliminate racism and other forms of oppression at Cornell. We plan to submit our internal nominations to President Pollack shortly.

Prejudice is built into the foundation of Cornell; it was here before our tenure here and will likely continue long after we are gone. Thankfully, this prejudice need not continue. Our demands are drawn from our own experiences and experiences of our peers and colleagues; if implemented, they will significantly improve the university's climate and community. As graduate student leaders of Cornell's OISE Leadership Council, we are dedicated to relieving the burden of prejudice we and our colleagues experience every day. We proudly represent our members in this mission and look forward to doing whatever is necessary in creating a just Cornell.

The student leaders who came together to write this letter are from the following organizations:

Black Graduate & Professional Student Association (BGPSA)
Cornell Latin American Student Society (CLASS)
Graduate Women in Science (GWIS)
GPSA Diversity & International Student Committee (DISC)
Indigenous Graduate Student Association (IGSA)
Latino/a Graduate Student Coalition (LGSC)
Society for Asian American Graduate Affairs (SAAGA)
Multicultural Academic Council (MAC)
Out in STEM (oSTEM)

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Michael I. Kotlikoff, Provost
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