



Cornell University
Student Assembly

Student Assembly Diversity & Inclusion Plan
Presented with Resolution #21
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Presented by:

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Diversity & Inclusion Plan

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I. Overview

The University Diversity Council developed the comprehensive diversity plan *Toward New Destinations* in March 2012. Each unit of the University has been charged to develop five initiatives based on the four categories of menu items in the document. The SA has decided to follow in the footsteps of these units and lead student organizations in the charge to create diversity plans. The items presented in the document were chosen by the Vice President of Diversity & Inclusion and presented in a formal resolution to the SA. This plan serves to further align the Student Assembly with the initiatives of the University as well as its own mission of representing all undergraduate students, regardless of varying backgrounds.

II. Internal Goals:

These goals are for the purpose of aligning SA practices with the mission of the SA as outlined in our Charter.

1. Devise a set of standards by which to evaluate SA actions, decisions, and legislation for cultural inclusion.
2. Perform a gap analysis to determine the cause for the gap between desired performance and actual practice.
3. Create tailored action plans for each category of representatives.

III. Colleges and SADAC Goals:

These goals pertain to the vision for the successful coordination of the efforts of the individual diversity councils of the schools/colleges and the Student Assembly Diversity Affairs Coalition.

1. Push for the creation of some form of a diversity council in each college/school that includes students, staff, and faculty.
2. Use the SADAC to see through the successful implementation of the various diversity initiatives and selected menu items.
3. Create a social justice requirement in each college/school that not only discusses many of the key issues involved with diversity work, but also provides practical application.

IV. University Goals:

These goals are meant to enhance the SA's relationships with various offices across the University and maintain an engaged student voice.

1. Bring an effective student voice to the Diversity Community Meetings.
2. Devise strategies to engage the SA in broader University programs, particularly the Pre-freshmen Summer Program and Diversity Hosting Month

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3. Create standing meetings and relationships with the various diversity officers, including the Associate Vice Provost (OADI) and the Associate Deans of Students

V. Menu Items

These goals and initiatives are part of the SA's choice to take part in the selection of menu items from the four categories in the University Diversity Plan: *Toward New Destinations*.

COMPOSITION – Increase targeted pipelines

- Increase involvement of underrepresented minority students by examining the committee structure and introducing the participants of the Pre-freshmen Summer Program to the SA.

ENGAGEMENT – Develop administrative mechanisms to record, recognize, and motivate engagement in diversity efforts

- Create and further develop the Vice President of Diversity & Inclusion.
- Standardize practices and metrics for evaluating the cultural inclusiveness of SA actions, legislation, and decisions.

ENGAGEMENT – Strengthen academic, co-curricular, and professional development initiatives promoting engagement across difference

- Using the Student Assembly Diversity Affairs Coalition, push for the creation of a social justice, intercultural dialogue, or diversity requirement in each of the schools and colleges.

INCLUSION – Increase the effectiveness of communication around diversity

- Develop and implement a training program to be used in order to facilitate ongoing discussions of diversity.

ACHIEVEMENT – Support and increase educational, personal, academic, or professional achievement for a target area or constituency

- Create individual action plans for different categories of representatives in conjunction with the Vice Presidents of Internal Operations and Outreach.

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VI. Accountability and Evaluation

The implementation of this plan will be overseen by the SA Vice President of Diversity & Inclusion. This plan is to be communicated to the broader Cornell community through the media efforts of the Vice President of Public Relations and through organizational meetings coordinated by the Vice President of Outreach and the Vice President of Diversity & Inclusion. The plan is to be shared with each of the relevant committees of the SA, particularly SADAC and JAMIC/SACIDI.

The plan will be shared with key staff members, particularly the Vice President of Student Academic Services, the Associate Vice Provost OADI, and the Associate Dean of Students/Director of Intercultural Programs. The progress of this plan is to be included in both the mid-year and final reports of the Student Assembly Diversity Affairs Coalition. It is to also be included in the final report of the Student Assembly.