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From: leonabarsky <leonabarsky@aol.com>

To: dawnlw <dawnlw@optonline.net>

Sent: Sun, Jun 12, 2016 8:26 pm

Subject: Cornell ILR Women's Network -- Resolution for Vote, Board of Directors, ILR Alumni Association, June 13, 2016 Meeting.

On behalf of the newly established Cornell ILR Women's Network ("Network"), Dawn Levy-Weinstein and I, **the Network Co-Chairs** are writing to request the Board of Directors, ILR Alumni Association approve the following resolution at the Board of Directors meeting on June 13, 2016. I have served four terms on the Board of Directors starting in 2003 and my current term ends on June 30, 2016. Dawn is a newly elected member of the Board of Directors.

RESOLVED:

The Board of Directors, ILR Alumni Association will provide financial support to the Cornell ILR Women's Network during the 2016-2017 fiscal year in the amount of \$2,500.

The Cornell ILR Women's Network is requesting that the Board of Directors representing the entire population of ILR alumni vote on the resolution for the following reasons and provides the following background for the resolution and the Board's vote:

1. **Executive Committee** -- The Executive Committee sent an email to Dawn and I on June 8, 2016 stating the following:

"As we understand it, you want the Network to be known as the Cornell ILR Women's Network and not the ILRAA Cornell ILR Women's Network. Thus, to be a separate organization and not part of the ILRAA. . . . Therefore as two distinct organizations, . . . the ILRAA will no longer financially support the Network."

The Network would like to be part of and partner and work with the ILR Alumni Association and Dawn and I contacted Esta this winter to accomplish this very purpose and have worked closely with Esta. The email presents an incomplete picture and misstates the issue, focusing narrowly on mandating that AA should be in the name of an already named and established well-received ILR alumnae grassroots affinity organization, Cornell ILR Women's Network.

2. **Cornell ILR Women's Network** -- The Network is a grassroots collective affinity effort for ILR alumnae, ILR women students (future alumnae) and ILR women faculty and academic staff and the Network is open, diverse and inclusive. For these reasons, the Network prefers not to charge fees for attendance at meetings and inadvertently **exclude** any participants. The ground rules for the meetings include respect for privacy and confidentiality and creating a safe place for ILR women to share their viewpoints without attribution on social media or other forums.

The Network has established the following at no cost: an email,

cornellilrwomensnetwork@gmail.com, conference call in number and a linkedin group.

The ILR Alumni Affairs and Development Office has provided administrative assistance and support at no cost and the Network would like to reiterate its appreciation.

The first meeting on May 16, 2016 was held on less than two weeks notice and was a terrific success, with over 50 ILR alumnae, women students and faculty participating in person and on the phone. The first meeting invitation was sent to ILR alumnae in the NYC metropolitan area, ILR women students through the ILR Women's Caucus and ILR women faculty and academic staff.

ILR alumnae at the meeting stated that they wanted to connect with each other and the ILR School, they were very interested in networking, mentoring and substantive programs of interest to women (particularly ILR women faculty speakers and ILR alumnae speakers) and they were attending this meeting for those purposes. Some ILR alumnae stated that the the ILR Alumni Association was not providing events of interest to them and the Network was a targeted affinity group for them to participate in and reconnect with the ILR School.

The first meeting invitation was emailed on May 4, 2016 and the banner stated "ILRAA Alumni Association/We Still Love to Read." At this meeting, Dawn and I presented the Network as part of the ILR Alumni Association and as a service to and support for ILR alumnae and Esta spoke as President, Board of Directors, ILR Alumni Association.

Many ILR women were unable to attend or participate by phone in the first meeting and have sent enthusiastic emails offering to be involved and asking to be included for future events.

The majority of the women participating in the first meeting were recent graduates from the classes of 2000 to 2016, a demographic group which the Board of Directors has been unable to reach in the past for the prior Alumni Association membership dues and events.

As far as we know, this is the first time that ILR alumnae, ILR women students, and ILR women faculty and academic staff participated in a meeting together other than the ILR Women's Caucus summits and programs held on campus for ILR women students.

The second meeting invitation was sent on June 6, 2016 and over 40 ILR alumnae have already registered for the event in response to the initial distribution, over one month prior to the meeting.

This invitation was initially sent to ILR alumnae in the NYC metropolitan area but it will be sent later in June and again in July to larger groups -- all ILR alumnae and all ILR women students -- and also to ILR women faculty and academic staff.

The meeting invitations are posted on ilr.cornell.edu.

The Network is evolving and developing through its members and is considering various programs including future presentations from ILR women professors, an educational/training program on mentoring, a mentoring network for ILR alumnae and an ILR alumnae student mentoring program.

3. Budget for 2016-2017 Year -- The Network has and will continue to recruit hosts from law firms, companies, labor unions, social justice and non-profit organizations and governmental agencies to provide complimentary venues for the meeting and/OR to provide light refreshments for the evening meetings (which help to create a social and engaging atmosphere).

The Network has and will continue to arrange with ILR women professors to speak at meetings when they are otherwise scheduled to be in the NYC metropolitan area to save on the cost of bus transportation from Cornell and overnight lodging.

In the event these cost savings measures are not achievable for a particular meeting, the Network requests the itemized 2016-2017 budget of \$2,500 attached to this email. This budget is based on approximate costs for holding three meetings at ILR Extension and one ILR woman professor traveling from Cornell on the Cornell bus and one night of lodging.

The requested \$2,500 is a small fraction -- 6.25% -- of the \$40,000 annual budget provided by the ILR School to the ILR Alumni Association. The ILR Alumni Association also has \$94,858 left in its treasury from previously paid lifetime and annual dues and unused monies.

According to the 2015-16 budget report for the Board meeting tomorrow, \$11,106 remains from the \$40,000 annual budget for 2015-2016 with total of \$30,356 spent - \$6,243 for chapter events (only ILR alumni programming ranging in attendance in 2016 from 10 to 17 ILR alumni), \$14,448 for Board meetings and \$6,800 for ILR senior graduation celebration.

The Network does not have any other source of funding for 2016-2017 year other than \$500 provided by the ILR Alumni Affairs and Development Office toward the costs of meeting room venue and light refreshments.

4. ILR Mission Statement, By-Laws and MOU with the ILR School --

The ILR Alumni Association has spent only a fraction -- 17% -- of its \$40,000 annual budget on alumni programming and activities. The Network with its mission, programming and activities for current ILR alumnae, ILR women students (future ILR alumnae) and ILR women faculty and academic staff satisfies the stated mission and purpose of the ILR Alumni Association as set forth in the Mission Statement and the By-Laws.

The MOU between the ILR School and the ILR Alumni Association states the following:

"This more inclusive environment may provide greater opportunity for engaging more alumni and encouraging them to more active participants in the life of the ILR School. . . . The ILR AA will have the authority to allocate these funds for . . . events and programs in support of the ILR School and its alumni, provided the funds will be allocated in a manner consistent with Cornell University's Policies. . . . The ILR AA will act to promote the interests and welfare of the ILR School and its alumni."

5. **History** -- We believe that the barriers to financial and related support **might be** related to the nature of this grassroots ILR women's affinity group as a women's group identifying by the affinity of gender and serve as an example of implicit bias and unconscious stereotyping that all of us have been reading and learning about.

I have been trying to establish the ILR Women's Network for many years and sent an email to the Board of Directors on January 6, 2009 for consideration at the Board of Directors meeting on that date. The Executive Committee determined that the proposed ILR Women's Network would not receive any support and some of these same decision-makers from 2009 are still members of the Executive Committee and **apparently** made the very same decision in 2016.

Dawn and I approached Esta this winter to work and partner with the ILR Alumni Association to establish the Cornell ILR Women's Network. We acquiesced to every request that was made of the Network including cancelling a scheduled meeting and holding the first meeting at ILR Extension on May 16 which resulted in expenditures for the venue room and refreshments.

We copied Esta on the draft meeting invitations and other emails sent to ILR Alumni Affairs and Development. Dawn and I were not informed at any time that the financial and related support previously agreed to by the Executive Committee was conditioned on AA in the name of the Network and that such support would be **withdrawn and withheld** if AA was not included in the name of the Network.

Esta sent an email to Jennifer, Sue, Dawn and I on May 11, 2016 -- five days before the first scheduled meeting on May 16 -- stating the following: "Everyone -- can we please get the name of the network correct - it is the ILRAA Women's Network. Please correct it on all documents, phone numbers, etc." This was the first time that Dawn and I were made aware that Esta and the Executive Committee wanted to rename the Cornell ILR Women's Network and after the Network was established and the first meeting invitation with the ILRAA Alumni Association banner was communicated.

We were informed that the Executive Committee would consider the issues of continuing financial

and related support for the Network at its Executive Committee before the Board of Directors meeting on June 13. There was apparently a meeting held without notification to or opportunity for the Network to present its perspective and the conclusion appears to be that continued financial support will be withheld and withdrawn if the Network does not change its name.

We wanted to provide ample advance notice of the second meeting scheduled for July 20 and sent the email invitation on June 6.

If the Board approves financial and related support for the Network, all future meeting invitations and announcements including additional distributions for the second meeting invitation late in June and July will contain the same banner -- "ILRAA Alumni Association/We Still Love to Read" -- as the first meeting invitation and a separate statement thanking the ILR Alumni Association for its support.

6. Board of Directors Vote -- This is a fundamental issue with financial and policy implications that deserves to be voted upon by the entire Board of Directors in the same manner as other such issues.

The current Board members with terms expiring on June 30, 2016 should have an opportunity to vote since their terms are contiguous with the Cornell and ILR School fiscal year of July 1 to June 30 similar to the other alumni organizations that serve Cornell. This email has been sent to those Board members, four of them have been reelected to a second three year term.

7. Summary -- The Network serves ILR alumnae and ILR women students (future ILR alumnae) and fulfills the mission and purpose of the ILR Alumni Association and the ILR School which pays \$40,000 annually to the ILR Alumni Association for providing "life-long support to alumni and bring them closer to the School by furthering professional careers, satisfying intellectual curiosities, enhancing personal interests, providing social outlets, furnishing networking and mentoring opportunities, and engaging with current students."

If the Board of Directors decides to impose arbitrary requirements such as mandating the name of ILR alumni affinity groups as a precondition to allocating the funds provided by the ILR School for ILR alumni activities, then the Board could consider establishing and voting upon clearly articulated policies and communicate those to all ILR alumni.

This impacts the Network and any future grassroots ILR alumni affinity groups identifying by affinity such as LGBTQ, Latino and Hispanic, African American or any other type of affinity.

It is the Network's position that including AA in its name is irrelevant to the Network's grassroots collective efforts and its mission, purpose, membership and goals relating to and serving ILR alumnae (present and future).

The Network has already been established and in only two months

the enthusiastic ILR alumnae reaction demonstrates that the Network is a worthwhile ILR alumnae endeavor **serv**ing the needs of current and future ILR alumnae who are attending in numbers larger than the attendance at chapter events (the only other ILR alumni programming apparently offered at this time). The ILR alumnae enthusiasm and support will benefit the ILR Alumni Association.

Thank you for your time and consideration for the Cornell ILR Women's Network which **seeks** to serve ILR alumnae and the ILR School.

Best Wishes,

Leona L. Barsky, Esq.'80 M.S.'81

Dawn Levy-Weinstein, Esq.'88

Proposed Budget for Cornell ILR Women's Network (July 1, 2016-June 30, 2017)

Estimated expenses for meetings at ILR Extension:

Room charge: \$340.00

Conference Call: \$0 (freeconference.com number will be used)

Refreshments: \$360.00

Estimated total: \$700 per meeting at ILR Extension

Estimated total expenses for 3 meetings per year at ILR Extension: \$2100

Estimated expenses for ILR woman professor guest speaker:

\$150 R/T Cornell bus to NYC

\$250 NYC hotel allowance

\$400 per ILR professor guest speaker

**Estimated 2016-17 annual expenses for Cornell ILR Women's
Network:**

\$2500 budget to be used for meetings including speakers

Proposed Mission Statement

9/26/15

The ILR AA is dedicated to serving the ILR School, and its alumni and students. The ILR AA's goal is to provide life-long support to alumni and bring them closer to the School by furthering professional careers, satisfying intellectual curiosities, enhancing personal interests, providing social outlets, furnishing networking and mentoring opportunities, and engaging with current students.

For purposes of comparison I have pasted the purpose clause from the By-laws.

Section 2. **PURPOSE**

The purpose of the Association is to promote the interests and welfare of the New York State School of Industrial and Labor Relations, Cornell University, and its alumni, faculty and students.