



## The Latest in Pawprint: August 26, 2016

Also available online at [www.pawprint.cornell.edu](http://www.pawprint.cornell.edu)

### CALS continues the Summer Scoop tradition



A steady stream of staff, faculty and students from the College of Agriculture and Life Sciences visited the atrium of Stocking Hall July 27 to sample ice cream at the annual Summer Scoop.

Kathryn Boor, the Ronald P. Lynch Dean of the College of Agriculture and Life Sciences, thanked the Roberts Hall office staff, the Dairy Processing Plant, other CALS staff members – and, of course, the cows – for contributing to the day’s success. She listed the eight flavors of ice cream offered and urged those attending to “try every one”: mango sorbet, Big Red Bear Tracks, cookie dough dream, mint chocolate cookie, Bavarian raspberry fudge, vanilla, Kahlua fudge, and her favorite, BOORange chip.

---

### Forum opens Black Lives Matter, Blue Lives Matter dialogue



About 150 staff members attended an employee forum Aug. 16 to share their perspectives about the Black Lives Matter and Blue Lives Matter movements, and the All Lives Matter hashtag that arose in response to them.

The forum was co-hosted by the Department of Inclusion and Workforce Diversity (DIWD) and the Employee Assembly (EA) and led by staff from DIWD. Ulysses Smith, EA chair and lead diversity and inclusion strategist for DIWD, set the tone by saying the purpose of the forum was not to rehash national events that led to the two movements, but to respectfully explore participants' experiences and perspectives that inform their responses to these activist movements and to All Lives Matter.

Before participants broke into small groups, Angela Winfield, director of DIWD, described the origins and meanings of the three hashtags. She said #BlackLivesMatter was founded by three black women in response to the acquittal of George Zimmerman in the shooting of black teenager Trayvon Martin in 2013, to affirm the validity and contributions of black lives in America. Its mission includes promoting the values of restorative justice, inclusion of all identities within the black community and empathy for those who feel marginalized.

#BlueLivesMatter formed after the shooting of New York City police officers Rafael Ramos and Wenjan Liu to honor the work of the nation's law enforcement officers. Winfield distinguished between the New York City Blue Lives movement – which enlists public aid for police officers and their families – and the national movement, a media company organized by active and retired officers who honor other officers by celebrating their lives and service, but stand in opposition to the Black Lives Matter movement.

#AllLives Matter is not a formal organization, but originally was meant as an ideal to strive for, Winfield said. However, just as the statement "all men are created equal" in the Declaration of Independence was written during a time when all men were not actually treated equally, so "All Lives Matter" subsumes and detracts from the messages underlying the "black lives" and "blue lives" movements, she said.

Sherron Brown, administrative assistant for diversity and inclusion programs, drew the audience's attention to Cornell's commitment to diversity and inclusion, described in its [Open Doors, Open Hearts, and Open Minds](#) statement, which was adopted by the university's assemblies and Faculty Senate in 2000.

Following small group discussions, participants reported to the larger group. They shared that they were initially uncomfortable talking about these topics, but said other venues are needed to continue these conversations, especially for those who work with students.

"I don't know how to talk about these terms or the events that prompted them at work," was a common refrain. Many agreed that, "It's difficult but necessary that we continue these conversations."

Groups agreed that, to make these important conversations easier, "we all individually have a responsibility to listen, engage

and be inclusive.” Winfield noted individual and collective responsibility.

“How do we contribute to the climate and create space for others to have this conversation?” she asked.

Smith noted that a similar forum on police and community relations will be held at the communitywide Breaking Bread Sept. 21, 6-8 p.m.

“I feel validated as a staff member, and validated as a person of color, to see so many members of the staff community come out to take part in this dialogue, even with such short notice,” Smith said of the event. “By offering these spaces as well as other opportunities to develop understandings of our own identities, we really are encouraging a caring community where we all can bring our ‘whole self’ into the workplace.”

---

## **BEAR Walk Community Fair, August 30**

The third annual BEAR (Being Engaged And Responsible) Community Fair comes to Collegetown Aug. 30 from 6 to 8 p.m.

The Community Fair kicks off at Sheldon Court (next to the Schwartz Center) with the Big Red Band at 6:15 p.m. and remarks by Mayor Svante Myrick '09, Student Assembly President Jordan Berger '17 and Vice President for University Relations Joel Malina, followed by a cappella performances at 7 p.m.

The event on the 400 block of College Avenue features free ice cream and live music, Cornell mascot Touchdown the Bear, and tables featuring campus and community resources, with health and safety information and tips on being a good neighbor and member of the community.

The annual BEAR Walk and Community Fair events bring together students, neighbors, city officials, Cornell staff and local businesses to promote a greater sense of community and connection in the Collegetown neighborhood, building positive relationships between Cornell and its students and Collegetown residents.

---

## **Apply in September for 2017 Child Care Grant**

Applications for Cornell’s 2017 Child Care Grant will be accepted beginning Sept. 1. Grants of up to \$5,000 per year are awarded, tax free, to eligible faculty and staff for child care expenses.

If you are pregnant or planning to adopt and expect to have child care expenses in 2017, you must apply by Sept. 30.

The grant – one of many programs offered through the Division of Human Resources to address the work/life balance needs of faculty and staff – covers infant and toddler care, preschool programs, school-age summer day camps and before/after school care for dependent children. Funds can be used for formal care (center-based) or informal care (for example, babysitters or nannies). Informal care providers must provide a Social Security number and claim the income on their taxes. Read more in the online [FAQs](#).

To receive grant funds tax free, faculty and staff must be eligible to participate in the dependent care flexible spending account. See complete eligibility requirements in the online [FAQs](#). Cornell Cooperative Extension County Association employees are not eligible to apply for the grant program.

Detailed information on the program, the application and eligibility requirements are available on the [Human Resources](#)

[website](#). If you do not find an answer to your question, call Benefit Services at 607-255-3936 or email [childcare@cornell.edu](mailto:childcare@cornell.edu).

Undergraduate and graduate/professional students are not eligible for this program, but can find child care grant information, guidelines and applications on the Cornell [Students with Families website](#).

*Ashley Fazio is the director of human resources communications in the Division of Human Resources.*

---

## **New Cornell parking meters offer convenience**

Cornell's Department of Transportation Services is moving to Pay-by-License Plate (PBL) parking pay stations, part of a suite of technologies using a vehicle's license plate as the key identifier. PBL provides significant operational benefits for the institution and far greater convenience for parkers.

Using PBL, parkers enter their license plate numbers at the pay station when paying for a parking session and walk away. They do not need to remember a space number or return to their cars to place a receipt on the dash. When parking enforcement officers enter the license plate numbers on their handheld devices, the real-time paid/unpaid status will be displayed.

The city of Ithaca recently deployed the same PBL technology, removing curbside coin-operated meters from several city streets.

The new campus pay stations will replace all existing Cornell multi-space meters, except in B Lot near the College of Veterinary Medicine, where the meter will be removed due to low use. The units feature a full keypad, easy-to-read LCD screens and the option to add a phone number. When combined with technologies such as Parkmobile Pay-by-Cell, parkers will be able to access services from a mobile device, including receiving alerts when their parking sessions are about to expire and adding additional time to their parking sessions remotely.

Installation of the new pay stations will take place in early September. For parking lot locations and rates, visit [www.parking.cornell.edu](http://www.parking.cornell.edu).

### **Frequently asked questions:**

#### **Will the new pay stations replace all the parking meters?**

New pay stations will replace current multi-space meters in six locations: Appel Commons, 626 Thurston Ave., Willard Straight Hall, Peterson Lot (Tower Road), Bartels Hall and the Cornell Plantations' Nevin Center. These parking lots also offer Parkmobile pay-by-cell as an alternative to the walk-up pay station.

Traditional single-space parking meters are still located at Robert Purcell, Helen Newman and the Herbert F. Johnson Museum of Art. As demand for space and technology evolves, these older units may be replaced or removed.

#### **Is there a fee charged in addition to the parking fee?**

No. Unlike pay-by-cell transactions, there are no additional surcharges. There is a 25-cent surcharge when using the extend-by-phone feature.

#### **Are you raising the rates?**

No. Rate information for each of the metered parking lots can be found at [www.parking.cornell.edu](http://www.parking.cornell.edu).

#### **What advantages does PBL offer?**

Parkers will not need to pay and display a payment receipt on the dashboards. If desired, parkers can receive alerts on their mobile devices signaling parking time is about to expire. Customers can extend the time remotely, using their smartphones.

---

## Save the dates for United Way

### Day of Caring, Sept. 15

The United Way of Tompkins County will celebrate its 20th annual Stephen E. Garner Day of Caring and kick off its 2016-17 Community Campaign Sept. 15, 9 a.m.-4 p.m., at Stewart Park's large pavilion. Members of the Cornell and local communities are invited to a program at noon. More information at <https://www.uwtc.org/day-caring-2016>.

This will be the 14th year the Day of Caring will include a food and personal care items drive. Donations can be dropped off in advance of the Day of Caring at boxes around campus and at the United Way of Tompkins County, 313 N. Aurora Street, Ithaca, NY.

### Cornell United Way Campaign Kickoff, Sept. 16

The 2016-17 Cornell United Way Campaign, led by campaign chair Andy Noel, the Meakem Smith Director of Athletics and Physical Education, and co-chair Kathy Zoner, Cornell Chief of Police, will kick off Sept. 16 noon-1 p.m., in the Willard Straight Memorial Room. Speakers will include Ithaca Mayor Svante Myrick and Tompkins County United Way President James Brown. Raffle prizes will be given away.

More information on events benefitting the United Way to follow, including the annual Homecoming 5k, Sept. 24, and A Cappella United, Sept. 25.

---

## Deadline extended for employee awards nominations

The deadline for nominations by faculty or staff members for two employee awards, the Individual Excellence Award and the Management Award – as well as a new President's Award for Innovation in Diversity and Inclusion – has been extended through Sept. 14.

Individual Excellence Awards will be presented to two Cornell staff members who consistently demonstrate a high level of commitment and dedication to the university's values and [Skills for Success](#), have a positive impact on their work environment, are motivated and flexible in their work, and foster cooperation and collaboration among their peers and supervisors.

Management Awards will be presented to two Cornell staff supervisors, managers or directors who demonstrate the university's values and [Leadership Skills for Success](#). The nominee should create an inclusive environment that develops, empowers, engages, challenges and motivates his/her staff, resulting in greater productivity and effectiveness.

Nominees for the Individual Excellence and Management Awards are eligible to be considered for the President's Award, "Far Above Cayuga's Waters," for leaders who promote the university's values; demonstrate inclusiveness, collaboration and

respect; and further the mission of Cornell University through strategic planning and leadership.

The new President's Award for Innovation in Diversity and Inclusion recognizes the accomplishments of a staff member, manager or supervisor who has advanced diversity through their exemplary work. The winner will be a staff member, manager or supervisor who has demonstrated the university commitment to diversity and inclusion as reflected in the Toward New Destinations diversity framework and the values of inclusion outlined in Cornell's [Skills for Success](#).

Nominees for all awards will be announced later this fall; recipients will receive a monetary award. All nominees will be invited to a luncheon with Interim President Hunter Rawlings and Vice President and Chief Human Resources Officer Mary Opperman.

Nominee criteria and nomination forms for the Individual and Management Excellence Awards and the President's Award for Innovation in Diversity and Inclusion can be found at the [High Five Awards for Excellence website](#).

---

## 500 attend Staff Development Day

About 500 staff members attended the 18th annual Staff Development Day July 27, with a resource showcase in the Clark Atrium and concurrent workshops in the Physical Sciences Building and Clark Hall.

Participants attended drop-in resume and job interview sessions, and scheduled workshops on such topics as wellness, retirement, career development, investing, time management, networking and leadership

Twenty-five Cornell and 12 local area exhibitors were also on hand with resources and materials explaining the personal development and career opportunities they offer to Cornell staff and their families.

---

## Run at Cornell to fight hunger Sept. 18

Cornell Athletics will host a 5K Run and 1 Mile Fun Run **Sept. 18** to benefit children who have been identified as being at risk for experiencing hunger.

Operating in every school district in Tompkins County, the Food Bank of the Southern Tier provides these children with a pack of nutritious, kid-friendly and easy-to-prepare food over weekends and breaks during the school year through its [BackPack Program™](#).

This family-friendly event is open to everyday runners, serious runners and walkers. For more information, [click here](#).

This run is one of two events that will be held to support hunger-relief efforts in Tompkins County. The second is a "Walk in the Country," **Oct. 2**.

For more information about these "2 Steps to Fight Hunger," see <http://www.foodbankst.org/2stepstofighthunger>.