



Cornell University
ILR School

06/26/2019

Mr. Antonio Guterres
Secretary-General
United Nations
New York, NY 10017

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Institute on Employment and Disability
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Dear Mr. Secretary General,

The **School of Industrial and Labor Relations (ILR) at Cornell University** reaffirms its commitment to the principles of the United Nations Global Compact (UNGC), to promoting them through education, engagement, dissemination, and internal operations.

Education

- As education is a fundamental principle of the UNGC, the ILR School at Cornell University provides the following courses to our undergraduates on topics directly related to the Global Compact as follows:
 - ILRLR 3830: Workers' Rights as Human Rights
J. Gross
 - ILRLR 2050: Collective Bargaining (ILR REQUIRED COURSE)
R. Aleks, A. Colvin, R. Hurd, H. Katz, D. Lipsky, A. Litwin, C. Riddell
 - ILRLR 3057: Environmental Mediation and Negotiation
J. Bickerman
 - ILRLR 3068: Organizing for Immigrant Worker Rights
S. Gleeson
 - ILRLR Intersectionality in Disability Studies
L. Cook, A. Weiner Heinemann
 - ILRLR 4052: Making Development Equitable: Community Control in the New Economy
R. Applegate
 - ILRLR 4075: Value, Rights and Justice at Work
J. Gross
 - ILRHR 4615: Socially Responsible Business
J. Grasso
 - ILRHR 4685: Managing for Social Impact: Analyzing Current Issues and Approaches
J. Keller
 - ILRIC 4360: Global Comparative Disability Policy
T. Golden, M. Saleh, K. Clark
 - ILRIC 2350: Work, Labor, and Capital in the Global Economy
L. Adler, R. Batt, G. Boyer, L. Compa
 - ILRIC 2370: Employee Involvement and Workplace Democracy in the Global Economy
V. Doellgast
 - ILRIC 6350: Labor Markets and Income Distribution in Developing Countries
G. Fields
 - ILRLE 5440: The Economics of Labor Markets and Workplace Management
G. Fields

- ILROB 2220: Controversies About Inequality
A.Haskins
 - ILROB 2245: Ethics and Technology
I.Ajunwa
 - ILROB 3730: Culture, Leadership, and Change: Engaging Students in Campus Life and Beyond
W. Sonnenstul
 - ILROB 4245: Managing and Leading Social Innovation
M. Besharov
 - ILROB 6260: Managing Diversity: Policies and Practices
P. Tolbert
- Through these undergraduate courses, our students are exposed to the world of work in an international context and use this lens to address complex challenges to provide solutions that benefit the world of work.
 - Graduate students enrolled in our Master of Industrial and Labor Relations (MILR) program acquire practical knowledge in the area of human resources and labor relations focused on the human side of organizations and the workplace.
 - Undergraduate and graduate students also have the opportunity to have an international experience through our office of International Programs, students learn and engage with faculty and business leaders from around the world while gaining an international perspective of the world of work.

Engagement

- The ILR School is home to outstanding faculty and extension associates whose research encompasses several of the principles of the UNGC. In particular, ILR faculty and extension associates have well-established reputations in the areas of:
 - Disability and Employment Policy and Practice
 - Human Resource Studies
 - Economics
 - International and Comparative Labor
 - Labor Relations, Law and History
 - Organizational Behavior
 - Social Statistics

Dissemination

- The Yang-Tan Institute on Employment and Disability in the ILR School collaborated with the ILO ITC (International Training Centre) to develop an online self-paced curriculum on workplace disability inclusion. The SDGs are pivotal component of this material for additional information or to enroll in the course, visit <https://ecampus.itcilo.org/enrol/index.php?id=403>.
- Presentations have been delivered to international audiences by the Yang-Tan Institute on workplace disability inclusion, the SDGs were used in a foundational aspect. These include presentations to The Conference Board in Beijing, China; Cummins-China, Beijing; the Japanese Society for Rehabilitation of People with Disabilities, Tokyo, Japan – Implementation of the UNCRPD in Japan and the U.S.; Tsukuba University, Japan Academy of Comprehensive Rehabilitation (JACR), Tokyo, Japan; keynote address at Japan Psychological Association, Sendai, Japan; Tohoku University Medical School, Sendai, Japan; The Nippon Foundation, Tokyo, Japan; multiple presentations on employment and disability at the World Economic Forum in Davos, Switzerland.
- Collaboration with Cornell technology and business interests (Cornell Tech and Entrepreneurship@Cornell), to sponsor a Hackathon/Makeathon on technology solutions for improving independence of individuals with disabilities. Undergraduate and graduate students from Cornell University and other Colleges and Universities in the NY Metro area participated in the 72 hour event.

- Collaboration with a Singapore NGO on the design and implementation of a benchmarking tool for employers on workplace disability inclusion, the SGDs are again a foundational piece of this tool.
- Discussions with the National Research University Higher School of Economic (HSE) in Moscow, Russia to create a contextualized version of a benchmarking tool for employers on workplace disability inclusion in the Russian context, again, the SGDs are a foundational piece of this tool.
- Director of the Yang-Tan Institute and Professor of Disability Studies, Susanne Bruyère is serving a co-leadership role in the renewal process for the Ashoka Changemaker Campus for Cornell University, coalescing across campus information on social entrepreneurship, social innovation, and social change.
- Participation in a coalesced across campus leadership program on developing leadership skills in students.
- The Yang-Tan Institute on Employment and Disability in the ILR School houses the Executive Office for the non-profit organization Global Applied Disability Research and Information Network on Employment and Training (GLADNET). GLADNET brings together research centers, universities, enterprises, government departments, trade unions, and organizations of and for persons with disabilities; with a common goal to advance competitive employment and training opportunities for persons with disabilities. GLADNET received seed funding from the ILO to expand upon the work of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) to populate an Infobase that is a collection of open-source publications that relate to employment and training for people with disabilities. For more information visit: <http://digitalcommons.ilr.cornell.edu/gladnetcollect/>
- The Yang-Tan Institute in collaboration with Cornell Tech delivered a workshop at NYC Smart Cities 2019 on May 13, 2019. The workshop entitled, *Inclusion for All and Smart Cities*. The workshop addressed the fact that individuals with disabilities are approximately 20% of the world's population -- over one billion people. However, their needs aren't sufficiently considered when cities are being designed. This workshop focused on ways that cities, especially a "smart city", can proactively address interests and needs of this population when building the digital infrastructure environment. This session was a brainstorming workshop that will draw from participants ideas on how to improve inclusion and accessibility for people with disabilities in physical and digital considerations across all facets of the urban environment, including: transportation, housing, education and employment. We discussed the importance of designing products and services with considerations for the needs of persons with disabilities and older citizens, and how innovations like AI-applications need to be designed in a manner to mitigate biases which could disparately impact individuals with disabilities (e.g., AI-driven job application processes that many businesses are now using). SGDs were central to this discussion.

Internal Operations

The ILR School at Cornell University is committed to operating in a manner consistent with the principles of the UNGC. The ILR School is committed to and fully supports the University Diversity Goals as defined by the four Core Diversity Principles – Composition, Engagement, Inclusion, and Achievement. The ILR School is also dedicated to Cornell's Climate Action Plan (CAP), which is an overarching plan to move to a low-carbon future. The plan is intended to enhance the university's core mission of education, research, and outreach, while cutting net carbon emissions to zero by 2035. The ILR School also reduces its environmental impact by recycling, composting and energy saving features (e.g. energy efficient lighting, heating and cooling).

We support public accountability and transparency, and look forward to reporting on progress *every two years* as outlined in the UNGC Communication on Engagement Policy.

Sincerely yours,



Signer's Name: Susanne M. Bruyère

Signer's Title: Director of the *K. Lisa Yang and Hock E. Tan* Institute on Employment and Disability, School of Industrial and Labor Relations, Cornell University