



06/26/2022

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

## School of Industrial and Labor Relations (ILR) at Cornell University 2019-2021 Communication on Engagement (COE)

### Part I: Statement of Continued Support

Dear Mr. Secretary General and Stakeholders,

The **School of Industrial and Labor Relations (ILR) at Cornell University** reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents. In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We promote the UN Global Compact and its Principles through education, engagement, dissemination, and internal operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

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, Professor of Disability Studies

### Part II: Description of Actions

#### *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 1200: Introduction to Disability Studies  
A. Weiner Heinemann
  - 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 2810 Migration: Histories, Controversies and Perspectives  
S. Gleeson
  - ILRLR 3057: Environmental Mediation and Negotiation

- J. Bickerman
- ILRLR 3068: Organizing for Immigrant Worker Rights  
S. Gleeson
- ILRLR 4023 Disability, Employment and Workforce Policy Development  
M. Saleh
- ILRLR 4035 Intersectional Disability Studies  
L. Cook, A. Weiner Heinemann
- ILRLR 4050 Employment Law: A critical treatment of LGBTQ, Gig Workers, Antitrust and Worker Safety  
L. Adler
- 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 4657 Workplace Disability Inclusion: Innovations and Initiatives (Autism at Work)  
S. Bruyere
- ILRHR 4685: Managing for Social Impact: Analyzing Current Issues and Approaches  
J. Keller
- ILRHR 6410 Disability Considerations in Human Resource Policy and Practice  
S. Bruyere
- ILRHR 6620 Organization and Work Design  
F. Hijikoop
- ILRIC 4360: Global Comparative Disability Policy  
M. Saleh
- ILRIC 2310 Sociology of Work: Micro Meets Macro  
T. Ivory
- ILRIC 2350: Work, Labor, and Capital in the Global Economy  
R. Batt, E. Friedman, J. Judd, T. Nagaraja, G. Boyer
- ILRIC 2370: Employee Involvement and Workplace Democracy in the Global Economy  
V. Doellgast
- ILRIC 2650 Globalization and Financialization at Work  
R. Batt
- ILRIC 4300 Politics of the Global North  
L. Turner
- ILRIC 4344 International Labor Law  
D. LeClercq
- ILRIC 5385 The US-China Relationship: A Labor Perspective  
E. Friedman
- ILRIC 6350: Labor Markets and Income Distribution in Developing Countries  
G. Fields
- ILRLE 2400: Economics of Wages and Employment  
G. Jakubson, R. Smith, S. Thomas
- ILROB 2220: Controversies About Inequality  
C. Young

- 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 students also have the opportunity to engage in credit internships with multi-national organizations, labor and trade unions, government agencies, labor and employment law firms, and non-profits. These opportunities, guided by faculty and extension associates enable students to enhance their understanding of the field of industrial and labor relations by working for a semester. For more information visit: <https://www.ilr.cornell.edu/current-students/credit-internships>
- 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.

### *Research and Thought Leadership/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
  - International and Comparative Labor
  - Labor Relations, Law and History
  - Organizational Behavior
  - Statistics and Data Science
- In addition, ILR faculty and extension associates have broad areas of expertise see: <https://www.ilr.cornell.edu/people/areas-expertise-from-ai>

### *Dissemination*

- The ILR School in collaboration with eCornell is developing a certificate series of courses around diversity, equity and inclusion related to hiring policies and practices. The certificate series is slated to launch in fall 2022.
- The Yang-Tan Institute on Employment and Disability in the ILR School collaborated with eCornell in the design and launch of two courses *Workplace Disability Inclusion* and *Autism at Work*. Since inception, these courses have been delivered to 1,130 students around the world (class size limited to 35 students per session). For more information visit: <https://ecornell.cornell.edu/custom/yti/>
- The Yang-Tan Institute on Employment and Disability in the ILR School collaborated with the ILR School's Executive Master of Human Resource Management (EMHRM) program to deliver a residential learning session on Engaging the Talent of People with Disabilities. These EMHRM students are experts in their fields at multi-national corporations.
- The Dandelion Program methodology is being open-sourced through Cornell University's Yang-Tan Institute in the ILR School - to allow other organizations to leverage our knowledge and organizational management tools to further breakdown the employment barriers for people with autism. Cornell University regularly receives new material from DXC Technology to add to this repository. For more information visit: <https://ecommons.cornell.edu/handle/1813/72826>
- 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 a 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 SDGs 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 SDGs 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 has housed for many year 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: <https://ecommons.cornell.edu/handle/1813/72829>
- 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). SDGs 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.

### Part III: Measurement of Outcomes

- The Yang-Tan Institute on Employment and Disability in the ILR School participated in a roundtable at the Conference Board DEI Conference on Neurodiversity in the Workplace. These sessions reach thousands around the world.
- The Yang-Tan Institute on Employment and Disability in the ILR School is an associate member of the ILO Global Business and Disability Network and participates with the global companies (34), other associate members (8) and national business and disability networks (34) to provide a framework to help enterprises achieve business success while simultaneously creating equal opportunities for people with disabilities using the ten principles of the [ILO Global Business and Disability Network Charter](#).
- Cornell's Executive Master of Human Resource Management (EMHRM) program is designed for HR professionals who aspire to advance to progressively higher levels of executive HR leadership. In this professional degree program, EMHRM students learn about the latest Human Resources research from leading academics and interact with senior HR leaders from multiple industries. The EMHRM experience builds understanding of the essential links between business strategy and workforce strategy and teaches advanced skills in organizational design, talent development, change leadership and other core elements of HR excellence.
  - This 15-month master's degree program equips mid-career HR professionals with the knowledge and skills needed to move into senior HR roles.
  - The online nature of the coursework allows you to complete the program from anywhere in the world without interrupting your career. The program starts in May and is made up of 2-week asynchronous modules with week-long on-campus residencies in August, March and July.
  - Throughout the program, students apply the concepts and tools they learn to real-time, strategic issues at their organizations via a capstone case project. The course content is aligned with each part of the project, such as business strategy, HR strategic tools, and the role of HR in organizational change.
  - For more see: <https://www.ilr.cornell.edu/programs/graduate-degree-programs/emhrm>