



Division Belonging at Cornell (BAC) Council



"Belonging" is one of the [four pillars](#) that form the foundation of our Human Resources work at Cornell University. As an organization, our division is committed to supporting an environment of inclusive excellence in scholarship where students, staff, and faculty of Cornell learn, work, and live as a community.

Our division's Belonging at Cornell (BAC) Council establishes action-oriented goals dedicated to creating an ideal workplace for our employees by:

- Integrating the vision of "One Cornell" in our workforce culture, and creating a workplace that allows all of us to be our best, most authentic, selves.
- Building a culture of belonging that supports our diverse workforce and champions inclusion for all members of our community.
- Supporting employees in all aspects of their wellbeing.
- Providing opportunities for all employees and retirees to engage with our community.

We are committed to addressing and eliminating all forms of oppression resulting from socially and culturally constructed differences in race/ethnicity, sexual orientation, gender identity, socioeconomic status, language, age, physical characteristics, disability, pregnancy, veteran status, country of origin, citizenship, religious or political beliefs, military status, and others.

The divisional BAC Council is part of the larger [Belonging at Cornell](#) institutional framework designed to track measurable progress toward making Cornell a more diverse, equitable, and inclusive environment. Metrics included in this framework are based on a [sense of belonging](#), [fairness](#), a [net promotor score](#), [turnover rates](#), and [proportionate hiring rates](#).
