Colleagues,

Cornell University works to provide a safe and inclusive work environment for the LGBTQ community and as such, we have opted to add optional fields to indicate gender identity and sexual orientation in Workday beginning tomorrow. The Provost is implementing an identical effort for students. The same fields will be available in PeopleSoft, the student database of record.

The LGBT Resource Center and Department of Inclusion and Workforce Diversity encourage you to update your Workday profile with these fields as you are comfortable (click here to view instructions). They provide new ways of telling us more about our workforce and the community we represent. Employee data will only be visible to those HR representatives with the ability to view disability/race/ethnicity categories. They are guarded to ensure confidentiality – so an employee with a preferred gender identity will not be “outed” but rather be able to embrace their work and community holistically.

The gender identity field allows employees to disclose their internal sense of their gender. It may or may not correspond to the sex assigned assumed and/or presumed of a person at birth, and may or may not be made visible to others. Some examples might include trans male, trans female, male, and female. While sexual orientation fields let employees disclose their physical, romantic, and/or emotional attraction to people. Some examples of sexual orientations might include straight (or heterosexual), lesbian, gay, and bisexual. Both of these fields provide HR with the opportunity to look at these communities in new ways and seek to create resources and understand persistence/retention of our workforce.

If you have questions about how to make updates in Workday, contact the help desk at hrpayrollsupport@cornell.edu. For other questions related to LGBT issues, contact the Department of Inclusion and Workforce Diversity at owdi@cornell.edu or the LGBT Resource Center at lgbtrc@cornell.edu.

Related Resources/Workshops

- LGBT Resource Center offers additional resources for Cornell employees
- LGBT Colleague Network Group, an internal networking, and advocacy group
- Safer People: Safer Places LGBTQA Support Network workshop on March 9, 2016, discusses a variety of topics that will help you become a better ally and provide support to members of the LGBTQQIA community
- Trans 101/Gender Inclusion Workshop on April 6, 2016, explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues.
- Inclusive Excellence Academy provides programming to create an inclusive workplace at Cornell.

Thank you,

The Workday Team and the Department of Inclusion and Workforce Diversity

Workday Website