



# Diversity and Inclusion

Cornell AKPsi



# What is diversity & inclusion (D&I)?

- Fundamentally, diversity is differences in racial and ethnic backgrounds, socioeconomic status, gender identity, sexual orientation, national origin, etc. There are **surface-level (visible)** and **invisible** elements that differentiate individuals from each other. Thus, it is important to create an environment that is accepting of people from all backgrounds.
- As members of AKPsi, we pride ourselves on our diversity & inclusion. Statistics on our brotherhood (Fall 2022) are as follows:

Male: 50%  
Female: 50%

15 Different Majors  
Represented

Sophomores: 7%  
Juniors: 28%  
Seniors: 65%

- While the breakdown of diversity in AKPsi is important, we also understand that D&I go far beyond statistics, which is why **we are committed to fostering an environment that values people's different backgrounds and experiences.**



# What is our organization's role?

## Social Capital Theory

Implies that student leaders of on campus organizations can play a critical roles in building networks that facilitate workforce transitions for racial minorities

One of the systemic, cumulative barriers on the road to wealth building is due to discrimination, poverty, and a shortage of social connections (such as mentors in under-privileged communities)

These are mechanisms and results of racial economic inequality, which have helped maintain a persistent -- and widening -- wealth gap (McKinsey & Co.)



## Our Importance

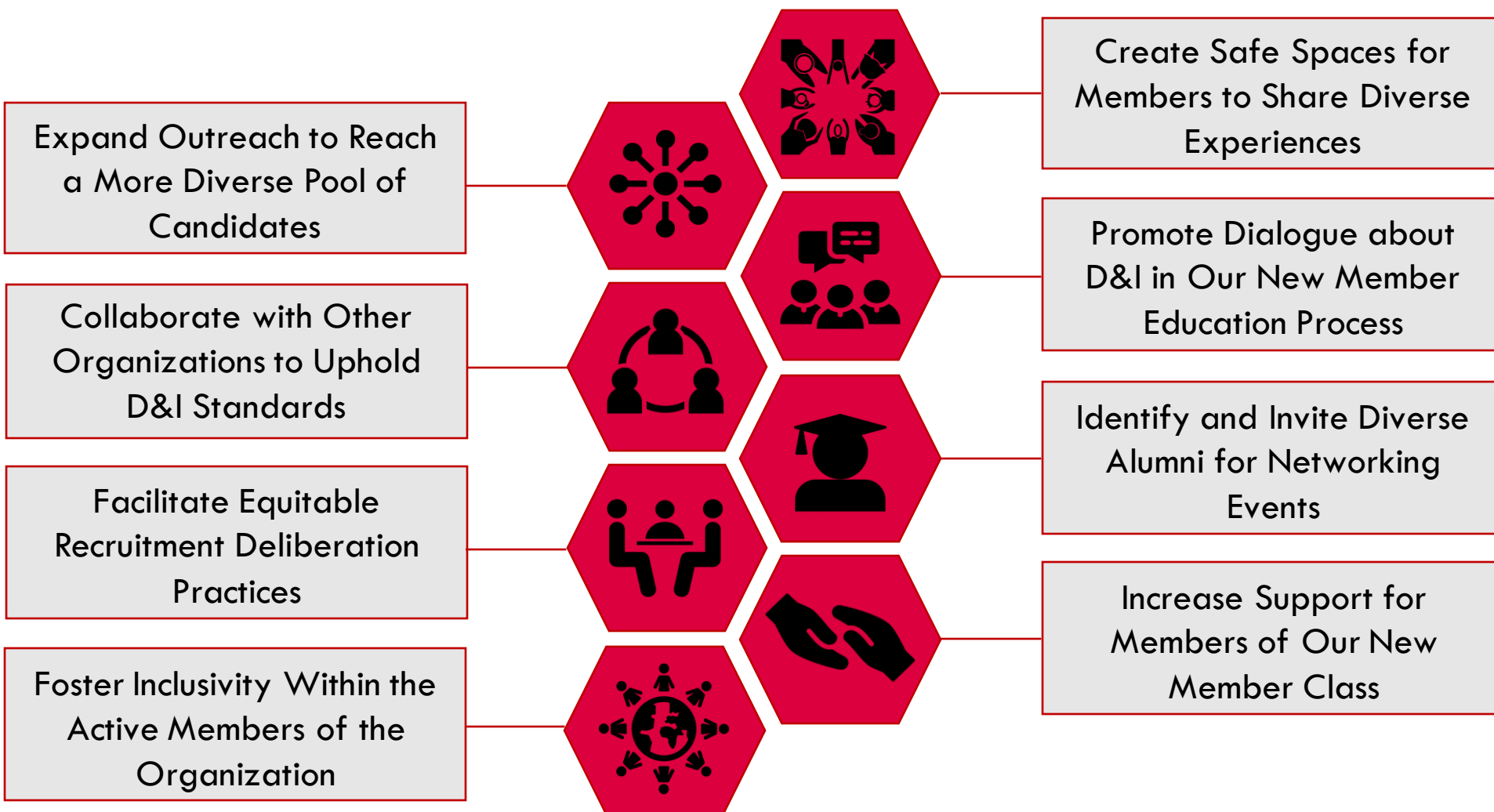
Campus organizations are critical to building networks that facilitate workforce transitions for minorities. By creating diverse organizations, we contribute to the reversal of systemic oppression

AKPsi has the opportunity to break down some of these systemic, cumulative barriers by fostering a more diverse & inclusive brotherhood

Our goal is to acknowledge how racial and economic inequality has permeated itself into Cornell and our organization so that we can address this reality



# How do we fulfill our role?





# Additional Resources

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- On Campus
  - [Big Red Threads](#)
  - [Career Services](#)
  - [Cornell Diversity & Inclusion](#)
  - [Cornell Business Advisory](#)
  - [Cornell Wardrobe](#)
  - [Colleague Network Groups](#)
- Off Campus
  - [America Needs You](#)
  - [Girls Who Invest](#)
  - [Girls Who Code](#)
  - [Out For Undergrad](#)
  - [Project Destined](#)
  - [Seizing Every Opportunity](#)
  - [Harlem Capital](#)

If there are any questions or concerns regarding D&I at any point of the recruitment process, please feel free to reach out to the VP of D&I at the following email:

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