

2020-2021 BIAS RESOURCE AND RESPONSE TEAM REPORT

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Introduction:

In the spring of 2020, the divisions of academic and student affairs convened the Bias Resource and Response Team (BRRT) at Canisius University. The purpose of the BRRT is to develop proactive strategies that support a positive campus climate. Throughout the 2020-21 academic year, the BRRT was convened to create opportunities for education, dialogue, and interaction among students, staff, and faculty. Local and national events called for the implementation of a number of campus resources. In partnership with the community, the BRRT sponsored walk-in hours in person and virtually, shared articles, websites and discussion guides for staff and faculty, and supported reflection activities.

Supporting a Positive Campus Climate

The 18 member team (including 1 graduate and 2 undergraduate students) engaged in a semester of training that included identifying and addressing bias incidents, Title IX, student conduct, and trauma informed practices. In addition, each member had access to the SUNY online training center. Also, the office of human resources provided a review and update on the campus anti-discrimination and harassment policy and procedures. The BRRT also offered recommendations and assisted with the revisions to the community standards and worked with members of the institution to create protocols for responding to incidents on campus.

The BRRT collaborated with a variety of campus offices to host community gatherings, which included the 2020 Election Day Watch Party, prayer vigils in partnership with Campus Ministry, reflection spaces in campus lounge areas and over Zoom, and open office hours were held in the ALANA Student Center. In addition to providing physical and virtual community spaces to gather, the BRRT also provided recommendations to the senior leadership on educational resources to share with the campus following local and national news impacting various identity groups. The members of the BRRT also individually volunteered to serve as points of contact, in the event that students preferred to connect with one-on-one support networks.

In addition to programming and support resources provided to the campus community, the BRRT also accomplished the following objectives for the year:

- > Updates to bias report form in myCanisius to include definitions and links to college policy
- > Collaborated with Human Resources, Academic Affairs, Student Affairs, and the Office of Student Life to enhance report protocols
- > Worked with student life to include language surrounding bias, bias-motivated and hate-motivated misconduct, racially motivated incidents, and microaggressions in the community standards
- > Information on the BRRT and its process was included in the training for resident assistants
- > Presented to the ABEC department in the spring semester



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Reports of Bias 2020-2021 *(process completed as of 6/1/2021)*

This academic year, BRRT received nine (9) reports of bias, over 40% of the reports received identified sexual orientation and gender identity as the targeted identity. Approximately, 20% of the reports identified nationality as the targeted identity. The remaining reports identified race, religion, and ability as the targeted identities.

- > **Incident:** Offensive language, physical harassment
- > **Type of Bias:** Sexual Orientation, Gender, Gender Identity
- > **Outcome:** Referred to student conduct, meetings, educational conversations, referred to Title IX
- > **Incident:** Targeting by resident assistant, micro-aggressive comment, social media post, offensive graffiti
- > **Type of Bias:** Race, nationality, religion, ethnicity
- > **Outcome:** No policy violation, educational conversations, graffiti removed
- > **Incident:** Offensive post by student on social media
- > **Type of Bias:** Nationality
- > **Outcome:** No policy violation, Educational Conversation
- > **Incident:** Verbal assault or harassment
- > **Type of Bias:** Ability
- > **Outcome:** Referred to Human Resources

Total reports received: 9

Conclusion and Next Steps

The BRRT has identified priorities for the 2021-2022 academic year, which include continuing to support the building community and sense of belonging series, developing a campus wide education campaign, offering workshops to academic departments and classes, and implementing one community topic forum each semester.



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