

Members:

Dennis Assiam,

Graduate Assistant
ALANA Student Center

Sierra Bonerb,

Director of Support Services,
Griff Center

Bhavana Yadav Anna,

Unity Representative

Anita Butera,

Assistant Professor,
Criminal Justice

Jeannette Delaney,

Associate Director
Undergraduate Admissions

Vivian Etim,

Student Representative

Eileen Herbert,

Chief Communication Officer,
Marketing & Communications

Dr. Aimee Larson,

Director & Chair of Physician
Assistant Program

Dr. Jennifer Lodi-Smith,

Associate Vice President,
Academic Affairs

Mark Piatkowski,

Associate Director, Student Life

Dr. Jonathan Lawrence,

Assoc. Professor-Religious Studies/
Theology

Fatima Rodriguez Johnson,

Associate Dean,
Diversity & Inclusion

Bennie Williams,

Assistant Dean of Students/Director
of the Multicultural Student Center

Patrick Stouter,

Unity Representative

Bria Winship,

Unity Representative

Introduction:

The BRRT engaged in a discussion regarding its role in supporting the investigation process. According to the Anti-Discrimination and Harassment Policy, the Human Resources department has the authority to assign a designee to conduct investigations. The team recommends identifying one BRRT member to serve as a consultant to the assigned designee. This would require updated training, as the last training provided by the university's legal counsel occurred in Fall 2020.

Moreover, investigations should be conducted by individuals outside of the department where the concern originated. While departmental officials such as deans or directors may provide relevant information, they should not be assigned to investigate matters involving faculty or staff within their own units. The Vice President for Academic Affairs has requested bias investigation training and education on the university's Anti-Discrimination and Harassment Policy. Additional Human Resources staff members will be trained to increase departmental capacity.

This year, members of the BRRT collaborated with the Young Democratic Socialists of America (YDSA), the Justice Committee, and Dr. Anita Butera, who have been hosting community circles, and educational discussions with invited speakers. Students participating in these efforts expressed a need for increased institutional support.

In response, the Vice President for Student Affairs has established a series of community conversations utilizing the framework developed by the Constructive Dialogue Institute. These "Canisius Conversations" will be held once a month. In a recent message, the President acknowledged the global acts of violence occurring worldwide and encouraged members of the campus community to support one another.

The university remains committed to seeking additional ways to support Muslim students, faculty, and staff. Each year, the ALANA Center issues a DOME communication that provides information about Ramadan, halal meal options, and programs sponsored by the Muslim Student Association (MSA).



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Reports of Bias 2023-2024 (as of 8/30/2024)

Nine reports were received. The incidents reported occurred on campus, with 4 in the classroom, 1 in a student club space, 1 in a campus business establishment, 1 in a residence hall, 1 outside the library, and 1 abroad.

- > **Incidents:** Derogatory comments, microaggressions, inappropriate use of technology
- > **Types of Bias:** Ethnicity, race, sexual orientation, gender identity
- > **Outcomes:** Referred to Student Life, violation of the student code of conduct, corrective action

Reports: 3

- > **Incidents:** Outside Publication
- > **Types of Bias:** Religion and Ethnicity
- > **Outcomes:** Review of Solicitation Policy

Reports: 1

- > **Incidents:** Microaggressions
- > **Types of Bias:** Ability
- > **Outcomes:** Referred to the appropriate Dean, educational conversation

Reports: 2

- > **Incidents:** Derogatory Comments
- > **Types of Bias:** Sexual Orientation, Ethnicity
- > **Outcomes:** Referred to the appropriate Dean, interim measures

Reports: 1

- > **Incidents:** Differential treatment
- > **Types of Bias:** Race
- > **Outcomes:** Referred to the Director of Campus Safety, no policy violation

Reports: 1

- > **Incidents:** Differential treatment
- > **Types of Bias:** Race
- > **Outcomes:** Referred to VP of Student Affairs and Contractor, Change in staffing

Reports: 1

College Recommendations

1. To include one member from the BRRT as a consultant to the Human Resource investigation designee.
2. To develop a structure to communicate expectations for ADA compliance to support the student experience.
3. Partner with the director of Public Safety to host an investigating bias training in the Fall semester.



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