

2021-2022 BIAS RESOURCE AND RESPONSE TEAM REPORT

Members:

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Introduction:

The Bias Resource and Response Team (BRRT) received its official charge in 2021-2022. The BRRT is a college committee devoted to campus-wide education and the promotion of best practices in addressing incidents involving institutional and individual violations of college policies and values in the areas of diversity, equity, and inclusion.

The BRRT is charged to review institutional actions, policies and practices and make appropriate recommendations to the Senior Leadership Team as to how the college's commitment to a campus culture where diversity, equity and inclusion are a priority can be enhanced and promoted.

The BRRT identified three goals for the 2021-2022 academic year; to create an educational campaign, to develop a series of workshops, and to implement a structure for campus dialogue. The "Did You Know?" campaign will be utilized to promote a positive campus culture, and educate the campus on the BRRT and its reporting/investigation processes. In addition, educational workshops are available upon request (email rodrig23 @canisius.edu) for campus offices, departments, classes, and student organizations. The 45-minute sessions cover topics such as microaggressions, identity, and implicit bias.

Lastly, Canisius Conversations offers an opportunity to bring the community together to discuss topics and issues related to inclusion. The first "Conversation," titled "Do You Know Your Neighbor?" was held on Tuesday, April 5 from 2:30 p.m. - 4:00 p.m. in the Grupp Fireside Lounge. The program began with a short reflection by Erin E. Robinson, PhD and Anita Butera, PhD, professors of sociology/criminal justice/environmental studies, followed by small group discussions and sharing. These "Conversations" will promote the principles of Ignatian Conversation: Listen attentively, seek the truth in what others say, disagree humbly, respectfully, and thoughtfully, and allow the conversation the time it needs.

Other noteworthy efforts include:

- > Revisions to language within the student code of conduct policy to support students and to clearly articulate the process for addressing bias
- > Strategies for supporting student interest in hosting a Drag Show. Strategies include developing an educational program, which explains the history and purpose.



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Reports of Bias 2021-2022

Twelve reports were received, including 1 anonymous report. Seven reports involved students and 5 reports involved faculty and/or staff. Five incidents occurred in the residence halls, 3 incidents occurred in the classroom, 3 occurred in a co-curricular environment, 1 incident location unknown. Fifty percent of the incidents reported in 2021-2022 targeted racial and ethnic identity, 25% targeted ability, and 15% targeted sexual orientation and gender identity.

- > **Incidents:** Derogatory comments, offensive apparel, microaggressions
- > **Types of Bias:** Age, ethnicity, ability, race, sexual orientation, ability, recovery status
- > **Outcomes:** Referred to Human Resources, referred to Student Life, meetings with involved parties, educational conversations, unconscious bias, educational programming, and training

Reports: 8

- > **Incidents:** Derogatory comments
- > **Types of Bias:** Sexual orientation
- > **Outcomes:** Unconscious bias, ongoing educational conversations, and policy review

Reports: 1

- > **Incidents:** Offensive visual and vandalism
- > **Types of Bias:** Sexual orientation, gender, gender identity
- > **Outcomes:** Referred to student life

Reports: 1

- > **Incidents:** Differential treatment
- > **Types of Bias:** Race, political affiliation
- > **Outcomes:** Referred to student life, review of policy, anonymous report

Reports: 2

College Recommendations

- > Remind student residents and resident assistants of steps to respond to noise complaints to decrease the involvement of campus safety officers
- > Review the criteria for removing students from housing as a sanction for conduct and its implications for retention when a student lives outside of the Buffalo area or does not have access to housing



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