

Bias Incident Response Team (BIRT)



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Contact Info

Becca Lopez

Conduct Specialist, Center for Student Conduct
University of California, Berkeley
becca.lopez@berkeley.edu

Joan Iva C. Fawcett

Director, Intercultural Center
Saint Mary's College of California
jic2@stmarys-ca.edu



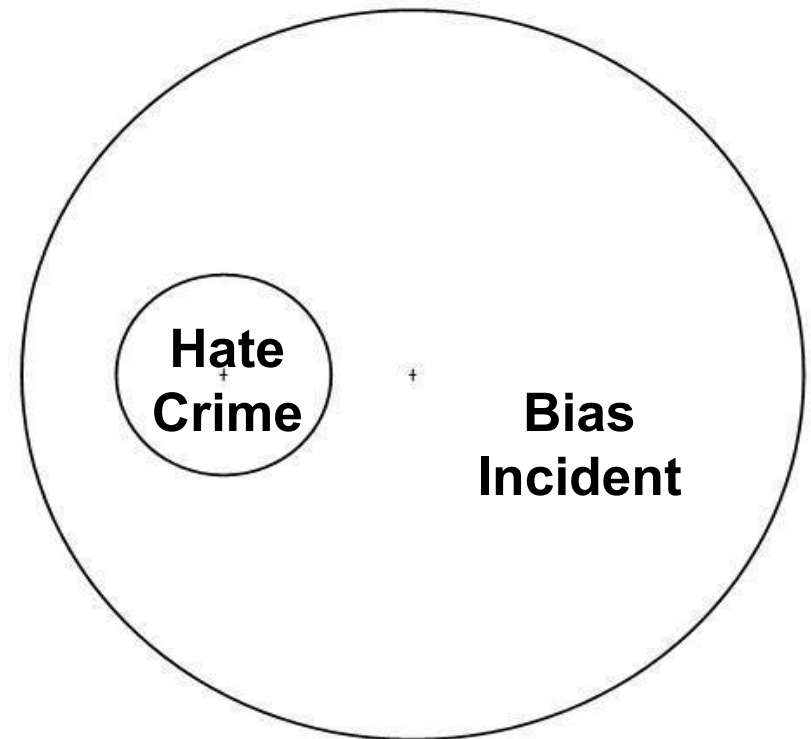
Agenda

- Introduction
- Case Study Analysis and Discussion
- History and Rationale
- Current Structure and Format
- Results of Implementation
- Lessons Learned and Major Successes
- Questions

Definitions

Bias Incident: Any action committed against a person or group that is motivated, in whole or in part, by bias against the person's or group's perceived or actual social identity

Hate Crime: A criminal offense committed against a person or group that is motivated, in whole or in part, by bias against the person's or group's age, disability, ethnicity, gender, gender identity, political affiliation, race, religion, and/or sexual orientation

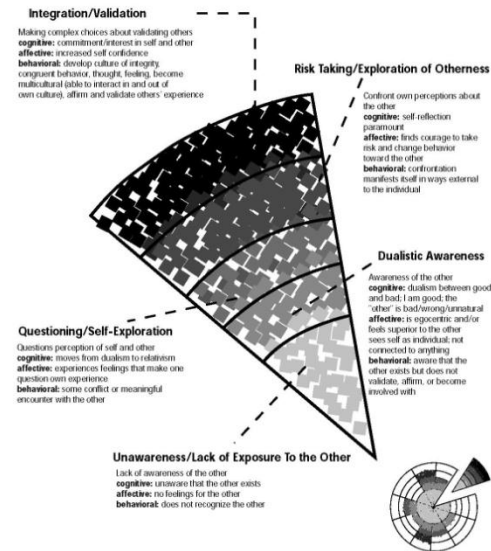
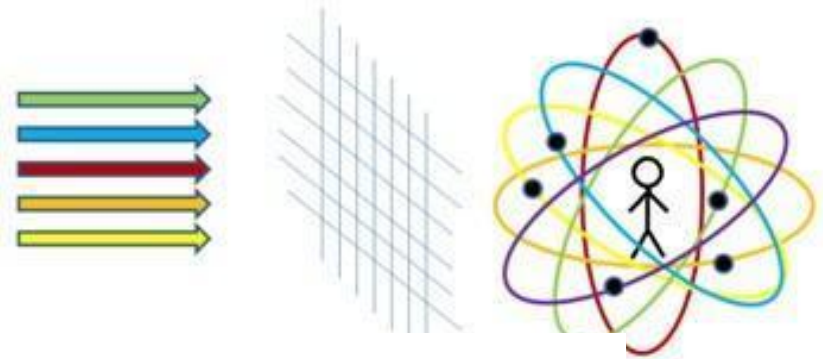


[Saint Mary's College of California Handbook](#)

[– pg. 44](#)

Social Identity Development Theories

- Reconceptualized Model of Multiple Dimensions of Identity (Abes , E. S. Jones, S. R., and McEwen, M. K., 2007)
- A Framework of Individual Diversity Development (Chavez, Guido-DiBrito, and Mallory 2003).



You are a member of BIRT and receive the following report submitted through the online report system.

“A page has come up in my FB news feed (friends are liking it) called Ivory Tower College (ITC) Hook-Ups. On this page, anyone can anonymously post (through surveymonkey) about their various sexploits around campus. There are only 18 posts so far, but several of them definitely focus on victim-blaming and slut-shaming. I was disgusted and embarrassed by what my peers were saying online, and I think College administrators should do something to stop this and help everyone in our community feel safe and respected.

The URL for the page is:

<https://www.facebook.com/ITCHookUps?ref=stream>”





Ivory Tower College Hook-ups

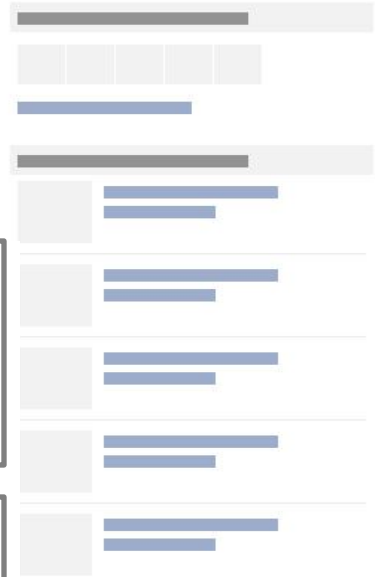


My roommate's a total butch, and I can feel her staring at me when I sleep. Gross! Don't you know God hates fags?

Women over 120 pounds shouldn't wear yoga pants. Nobody wants to stare at your fat ass.

My roommates claims she's a virgin, but she dresses like a whore.

Women who pass out from drinking are asking to get raped.



Questions

Is this a bias incident, a hate crime, neither, or both?

Assuming it is a bias incident . . .

1. What protected category(s) are being targeted?
2. What are some immediate steps that can be taken?
3. Who would you contact? Who are “key players” in the response?
4. What long term steps could you take? What types of community education can happen?

History and Rationale

About Saint Mary's

- Located in the San Francisco East Bay Area
- Traditional Undergraduate Population: 2,866
- Graduate population: 1,309
- Catholic, Lasallian, & Liberal Arts



Student Profile

Gender distribution of fall 2013 freshmen:

Female: 59%

Male: 41%

Ethnic diversity of fall 2013 freshmen

White: 42.9%

Latino: 25.4%

Asian-American: 14.1%

African-American: 2.6%

Native American: .6%

International: 1.6%

Other/not reported: 12.8%

Geographic diversity of fall 2013 freshmen

Northern California: 69%

Southern California: 17%

Out of state: 11%

International: 3%

Percent of undergraduates living on campus:

Freshmen & upperclassmen: 54%

Freshmen: 99%



Mission & Lasallian Core Principles

1. To probe deeply the mystery of existence by cultivating the ways of knowing and the arts of thinking.
2. To affirm and foster the ***Christian understanding of the human person*** which animates the educational mission of the Catholic Church.
3. To create a student-centered educational community whose members support one another with ***mutual understanding and respect***.



Sequence of Events

1. WASC Challenges
2. College Committee on Inclusive Excellence (CCIE)
3. Acts of Intolerance Protocol
4. Stop the Hate Training
5. Bias Incident Response Team (BIRT)

Campus Pride's Stop the Hate Training Program

- Founder: Shane L. Windmeyer
- Partners
 - Anti-Defamation League
 - Association of College Unions International
 - The Southern Poverty Law Center
 - The Center for the Prevention of Hate Violence
 - The Matthew Shepard Foundation
 - Wilbron Institute
- Approximately 18-20 hrs of training over a period of 3 days
- 250+ page curriculum training manual divided into 12 different learning modules



Current Structure and Format

Permanent Membership

Currently reports to the Vice Provost for Student Affairs

- 1. Dean of Students**
- 2. Director of the Intercultural Center**
3. Assistant Director of the Intercultural Center
4. Chief of Public Safety
5. Director of Community Life (student conduct)
6. Director of the Women's Resource Center
7. Director of Employee Relations, Compensation, and Human Resources Consultation



Two-Year Membership

1. Residential Experience
2. Counseling and Psychological Services
3. Mission and Ministry Center
4. Athletics
5. Christian Brother
6. Faculty Member
7. Undergraduate Students (2)
8. Graduate Student

Proposing to report to the CCIE as a subcommittee



Responsibilities of BIRT at SMC

1. Educate
2. Support target(s)
3. Collect and share reports
4. Monitor the campus climate
5. Recommend appropriate actions and educational programs



BIRT's Role

What We Do

Assist students who report

Maintain annual statistical records

Promote conversation about diversity and civility

What We Are Not

A judicial or disciplinary body.

An investigative team.

A crisis response team.

The thought or speech police.



How to Report

1. Public Safety
2. Student Life Staff
3. Residential Experience Staff
4. Any BIRT member
5. Submit an online report

**REPORT A
BIAS INCIDENT**

www.stmarys-ca.edu/BIRT



Public Reporting Form

Public Incident Report

i The mission of Saint Mary's College of California calls upon its diverse members to come together to grow in knowledge, wisdom and compassion and to become effective global citizens. The College values fairness, integrity, respect and personal and social responsibility. We, the members of this College community, seek to create the kind of safe living and learning environment where civility and respect is fostered and where individuals and groups have an opportunity to voice their experiences or their concerns without fear.

Uncivil, hateful and/or harassing conduct towards others at Saint Mary's is unacceptable. We strongly encourage members of our community to report all bias incidents, no matter how insignificant it may seem to be. We reject bias incidents, and to do this, we need the involvement of every community member. We need to know what happens and how often, so that we can take steps to intervene, to stop hateful and/or harassing behavior, to speak out against these acts, and to support those who are targeted.

This form should be used to report an act motivated by bias towards a category of people or an individual based on actual or perceived social identification. These social categories include, but are not limited to, the following:

Gender

Race

Ethnicity

Religion

National origin

Sexual orientation

Age

Disability

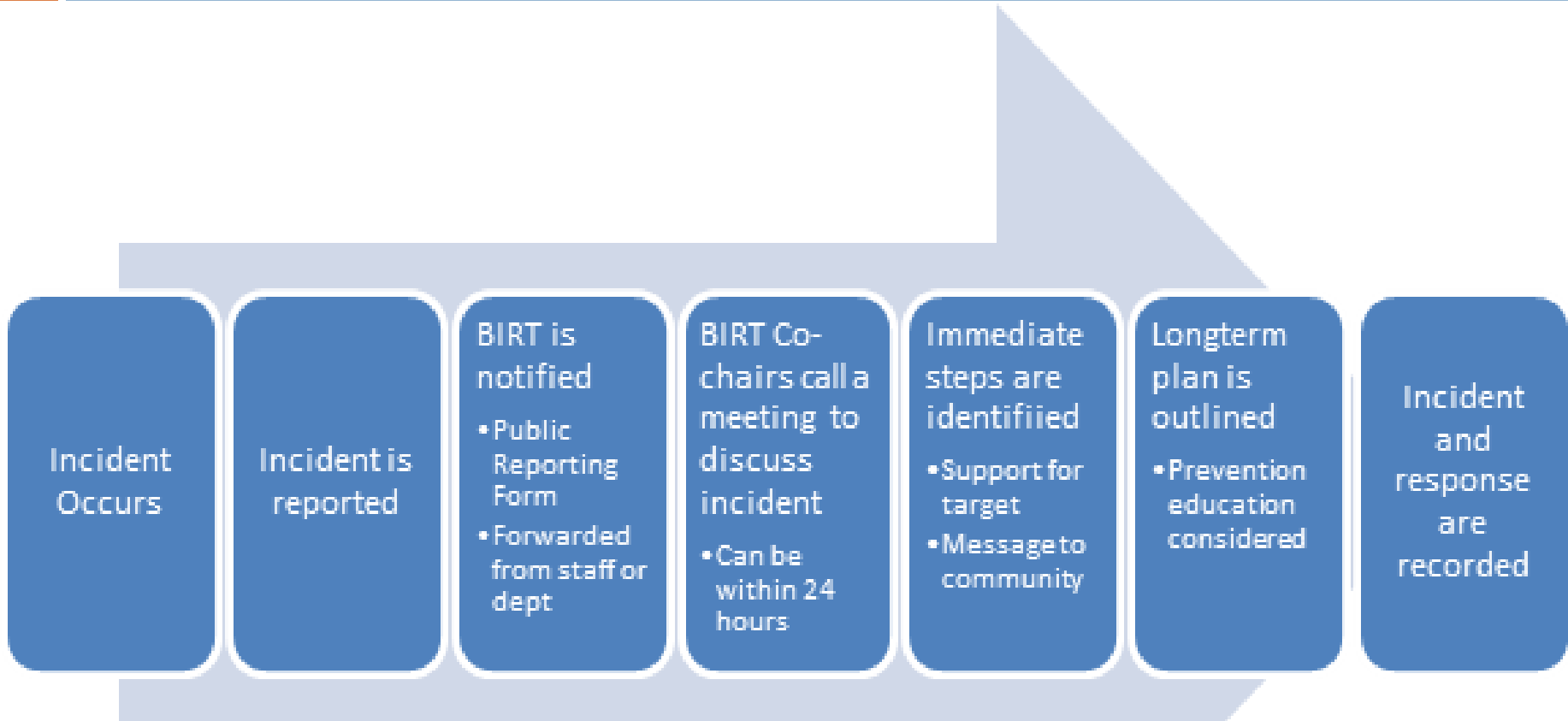
Socioeconomic status

The Bias Incident Response Team (BIRT) was established to support and assist with a campus response to bias incidents or hate crimes. This formal response supports the College's commitment to create an environment in which civility and mutual respect are paramount. In addition, BIRT provides educational opportunities to the campus community regarding the negative impact of bias incidents with the ultimate intention of fostering a more diverse and inclusive climate.

If you have any questions about this form, please contact the Office of Community Life at (925) 631-4238. For your convenience, a copy of the Saint Mary's College Code of Conduct and Undergraduate Student Handbook is available online here: <http://www.stmarys-ca.edu/studenthandbook>



Incident Flow Chart



BIRT Website Contents

1. What is a bias incident?
2. How to report
3. Past Reports
4. Membership
5. Training
6. Resources
7. History
8. FAQs
9. Contact BIRT



**REPORT A
BIAS INCIDENT**

Results of Implementation

BIRT Reports from 2012-2014

2012-2013

21 reports submitted

6 = NOT bias-related

2 = Unknown

13 = Bias-related

13 Reports:

Race/Ethnicity = 6

Sexual Orientation = 4

Gender = 3

Religion = 3

2013-2014

15 reports submitted so far:

4 occurred online

5 involved property defacement/theft

5 involved face-to-face interactions

Race/Ethnicity = 8

Sexual Orientation = 5

Gender = 5

Religion = 1

Other = 2

Note: Some reports involved 2 or more protected categories.



Patterns & Trends

- More complicated reports
 - Vandalism vs free speech
 - Multiple protected categories and intersectionality
- More online issues
- More anonymous reports
- Collegiate Seminar – dialogue-based courses
- From sexual orientation to race, ethnicity, and gender

Example of BIRT Response

Immediate & Reactive

- Public Safety meeting with Faculty RD
- BIRT meeting with Faculty RD

Educational & Proactive

- BIRT sub-group to work on guest policies for Faculty and Staff Handbooks, especially for Resident Directors
- Regular Meet & Greets between PS & RDs



Summary

Challenges & Lessons Learned

- Membership
- The Review Process
- Reporting Out
- Reactive vs. Proactive
- Leadership, Administrative & Financial Support

Early Accomplishments

- Online and anonymous reporting system
- Online BIRT button – on 6 SMC dept websites
- BIRT website (www.stmarys-ca.edu/BIRT)
- BIRT business cards & laminated letters
- Presence at Campus Events
- Targeted Presentations
- Trained 4 more key members (Dean of Students, Chief of Public Safety, Director of the Counseling Center, & Coordinator of Community Life)



Questions?

