

Bias Education Response Team:

Senate Task Force Update

Bias (2002-2003)

Any physical, spoken or written act of abuse, violence, harassment, intimidation, extortion, use of vulgarity, cursing, making remarks of a personally destructive nature toward any other person, and any restriction or prevention of free movement of an individual.

Bias occurs whether that act is deliberate, intentional or unintentional, or is directed toward an individual or group regarding race, color, creed, national origin. Sex, sexual orientation, physical or mental disability, political or religious ideology.

Bias (2007-2008)

Anything that is said or done that you find discriminatory or offensive qualifies as bias.

Bias is not always intentional and doesn't always violate the student conduct code or state laws.

The BRT is not here to determine what bias is and isn't abuse, but rather to support and protect your right to live and learn on this campus community.

Bias (2013-2014)

- Bias is any physical, spoke, and/or written act:
 - is a threat to the well-being of a person and/or community
 - is intentional or unintentional
 - targets a marginalized* identity whether real or perceived
 - commonly elicits feelings of powerlessness, alienation, or exclusion
 - negatively impacts ability to live, work, or learn

Note: In presentations, bias has been conflated with concepts of privilege, micro-aggressions, and bystander behavior

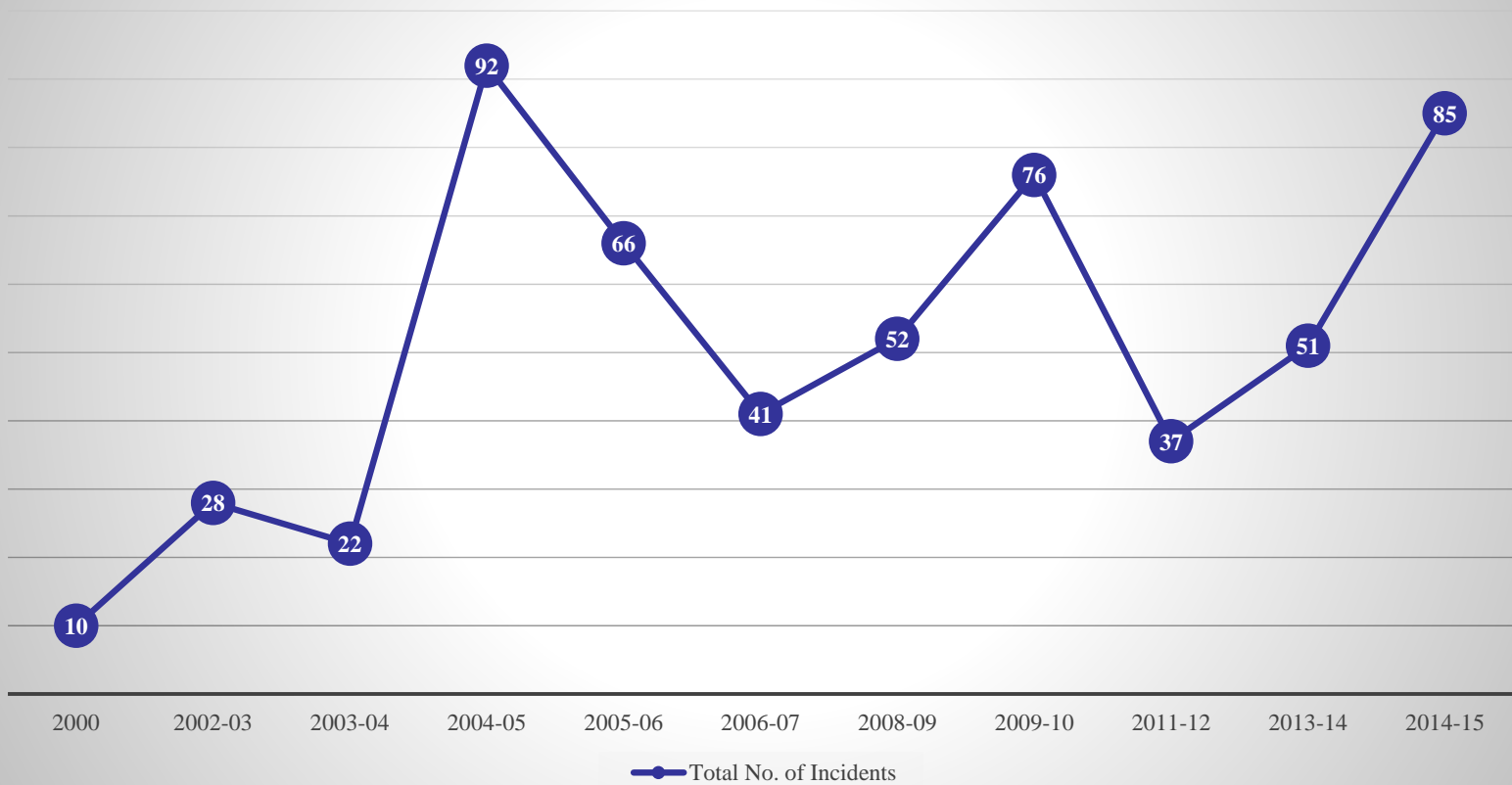
Mandate of the Bias & Education Response Team

- Respond in an educational way to incidents that go against the university's values of equity and inclusion by **delivering trainings, workshops,** and **facilitating conversations with people involved,** as well as **providing resources and/or referrals.** The services provided by the BRT can be used by anyone in the campus community.

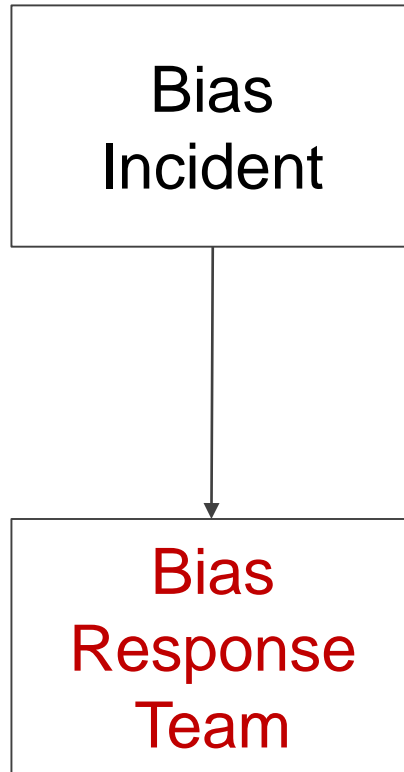
Three Functions

- Education
- Referrals
- Intervention

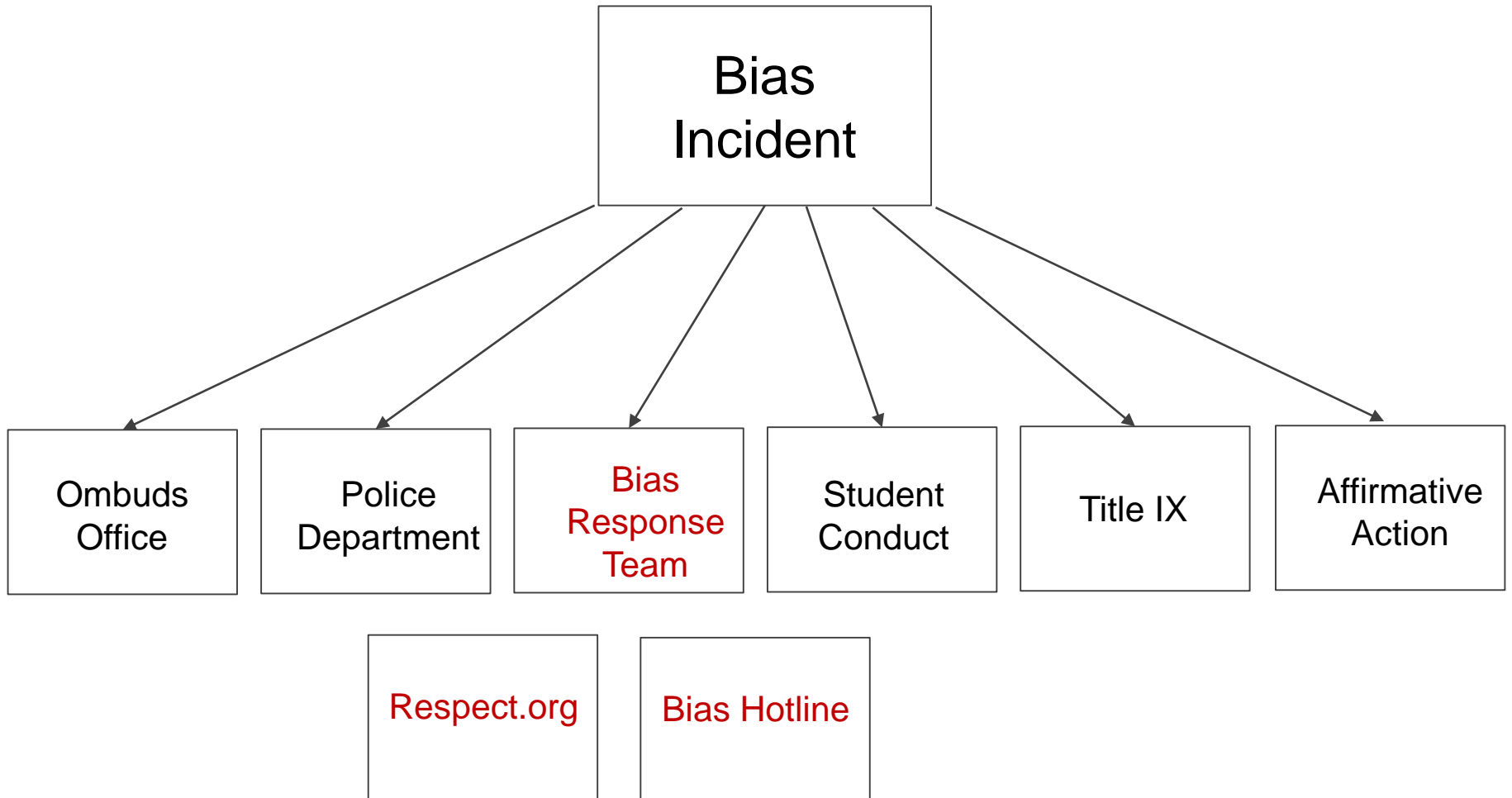
Total No. of Incidents



Avenues for Reporting Bias



Avenues for Reporting Bias



Some Concerns

- Privacy issues
- Inconsistency in referrals to appropriate channels
- Disciplinary in nature
- Constraining effect on Academic freedom