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## Bias Incident Response

Saint Mary's College of California

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## **Bias Incident Response**

We at Saint Mary's College of California cherish the inherent dignity of each member of our diverse community. Grounded in Saint Mary's mission, three traditions, and the five Lasallian core principles, the Bias Incident Response Team (BIRT) strives to promote a safe, hate-free environment where all people can live, work, and learn. BIRT's primary roles are to recommend preventative education as well as report and respond to bias incidents and hate crimes.

### ***What is a bias incident?***

Generally, a harmful act motivated by bias towards a category of people or an individual based on actual or perceived social identification is a bias incident. These social categories include, but are not limited to, the following:

- Disability
- Ethnicity
- Gender Identity
- Nationality
- Race
- Religion
- Sex
- Sexual orientation
- Association With

Bias incidents can include criminal and otherwise illegal conduct, but they may also include violations of College policy(s) regarding civility, professionalism, and/or harassment.

### ***What is the College's Bias Incident Response Team (BIRT)?***

The Bias Incident Response Team (BIRT) was established to promote a safe, hate-free environment where all people can live, work, and learn. BIRT's primary roles are to recommend preventative education as well as report and respond to bias incidents and hate crimes. The responsibilities of BIRT are to:

- Educate the Saint Mary's community about the protocol for reporting bias incidents and hate crimes and determine whether reports are bias-related.
- Support target(s) of bias incidents and hate crimes, including those who are directly involved as well as social identity groups that may be affected.
- Collect and share all bias incidents and hate crime reports with the Saint Mary's community, including BIRT's response to each report without revealing confidential and personal information.
- Monitor the campus climate around issues of diversity and civility.
- Recommend appropriate actions and educational programs (ex. trainings, restorative justice practices, mediations) that are both preventative and responsive to bias incidents and hate crimes.

***What should I do if I witness or am the target of a bias incident?***

The College encourages prompt reporting of all bias incidents. Bias incidents should never be written off as “pranks” or “harmless behavior.” This type of behavior should not be tolerated in the classroom, residence halls, offices, study areas, social spaces, or anywhere else on campus, online, or as part of any College activity. There are several reporting options:

- **Call Public Safety at 925-631-4282.**  
Preserve all evidence and document the incident as thoroughly as possible (graffiti, voicemail, email, letter, etc.) by taking pictures, videotaping, and writing down everything you can remember and keeping the contact information of the target(s) and any other witness(es).
- **Report the incident online at [www.stmarys-ca.edu/BIRT](http://www.stmarys-ca.edu/BIRT) , which can be done confidentially and anonymously.**
- **Report the incident to any of the following administrators:**

*For bias incidents committed by a student, contact:*

Evette Castillo Clark, Ed.D.  
Dean of Students  
Ferroggiaro Center 200  
Phone: 925-631-4238

*For bias incidents committed by an administrator or staff member, contact:*

Human Resources  
Filippi Hall, Garden Level  
Phone: 925-631-4212

*For bias incidents committed by a faculty member, contact the respective Dean:*

Sheila Hassell Hughes, Ph.D.  
Dean, School of Liberal Arts  
Dante Hall 109A  
Phone: 925-631-4609

Roy Wensley, Ph.D.  
Dean, School of Science  
Galileo Hall 102A  
Phone: 925-631-4409

Yung-Jae Lee, Ph.D.  
Interim Dean, School of Economics and Business Administration  
Power Plant  
Phone: 925-631-4743

Mary Moskall, Ph.D.  
Interim Dean, School of Education  
Filippi Academic Hall 200-4  
Phone: 925-631-4726

***What are some available resources?***

- Dean of Students 925-631-4238
- Community Life 925-631-4238
- Counseling and Psych. Services 925-631-4364
- Human Resources 925-631-4212
- Intercultural Center 925-631-8317
- Public Safety 925-631-4282
- Residential Experience 925-631-4236
- Student Disability Services 925-631-4358
- Center for Women and Gender Equity 925-631-4171
- BIRT Website: <https://www.stmarys-ca.edu/student-life/your-safety-resources/bias-incident-response-team-birt>