

## Bias Response and Community Restoration Team (BRT) 2022 Annual Report

### Introduction

Guided by our [mission](#), the College of the Holy Cross aims to create an inclusive and welcoming community for our students, faculty, staff and alumni. The Jesuit, Catholic identity of the College emphasizes the inherent dignity of all individuals. Therefore, incidents of bias, discrimination and harassment targeted towards individuals or groups are in conflict with our institutional values and damage the quality of our community. The Bias Response and Community Restoration Team (BRT) works with students, staff, and faculty to recognize incidents of bias when they occur and to coordinate resources for individuals and groups in an effort to rebuild community.

### What is a bias-related incident?

Biased behavior is an act or expression of bigotry, harassment, or intimidation that is motivated by actual or perceived identities or characteristics of an individual or community. Expressions of bias may range from acts considered offensive to actions that cause physical harm. Biased behavior may or may not also be a violation of law or campus policies, as listed above. Behaviors that are potential violations of the policies listed above, including those that may rise to the “severe, persistent and/or pervasive” standard will be adjudicated under the relevant policies.

### How to report a biased-related incident

Students, faculty and staff can report discrimination, harassment, and/or bias using the [online reporting form](#). Alternatively, community members can raise concerns about discrimination or harassment to the Office of Title IX & Equal Opportunity, Student Affairs, or Human Resources, or with respect to potential criminal matters, the Department of Public Safety, or the confidential resources detailed in the policies mentioned above. Concerns about bias may also be raised to the Office of Diversity, Equity and Inclusion, the Office of Student Inclusion and Belonging, or Residence Life and Housing. These offices will provide relevant information to the Office of Title IX and Equal Opportunity.

Anyone may choose to submit a report without identifying information; however, this might limit a comprehensive response to the incident. In instances where reports are of crimes, self-harm or physical harm to others, the College reserves the right to investigate IP addresses to ascertain the sender.

### How does the College respond to reports of bias?

The Office of Title IX/Equal Opportunity evaluates the reported behaviors to determine whether they could constitute a possible violation of the Interim Equal Opportunity and Discriminatory Harassment Policy, Sexual Misconduct Policy, Student Code of Conduct, and/or Human Resources Policies and proceeds accordingly. In addition to any formal investigations or remedies through the Office of Title IX/Equal Opportunity, the College’s Bias Response and Community Restoration Team independently considers options for supplemental individual and institutional support and offers resources for those who have been impacted by alleged acts of bias.

The BRT then coordinates campus notification of referred acts of bias, as appropriate, and collaborates with campus entities to improve and repair relationships between people and communities. The BRT provides campus support resources for individuals and the campus community as a whole, including initiating trained Community Support Volunteers\* response, as needed. Forms of intervention include, but are not limited to, referrals for individual support, community meetings, and academic forums.

\*Community Support Volunteers (CSV) are trained staff employees at the College who aim to create and hold supportive spaces for students, faculty, and staff who may need to process an incident, learn more about resources, discuss restorative measures, or find community with others. Community support sessions are a possible response and not confidential spaces when they occur.

Summary Data

The following charts represent the reports of bias-related incidents received by the BRT from August to August over the academic years 2019 – 2020, 2020 – 2021, and 2021 – 2022. In cases where the respondent was unknown, the incidents were documented or referred to the Department of Public Safety for investigation in conjunction with external law enforcement agencies as warranted.

1. How many reports of bias-related incidents in the College were submitted?

	AY21-22	AY20-21	AY19-20	Total
Unique Incidents	6	5	12	23

2. Who submitted the incident reports?

Reporter	AY21-22	AY20-21	AY19-20	Total
Student	2	4	9	15
Staff	3		2	5
Faculty	1		1	2
Anonymous		1		1
Other				
Total	6	5	12	23

3. Who was the respondent in the incident reports?

Respondent	AY21-22	AY20-21	AY19-20	Total
Unknown	6	1	7	14
Student		3	2	5
Staff		1		1
Faculty			1	1
Other			2	2
Total	6	5	12	23

4. What types of bias were alleged in these reports?

Bias Type	AY21-22	AY20-21	AY19-20	Total
Race/Ethnicity	4	2	5	11
Political Belief		1		1
National Origin		1	1	2
Religion			2	2
LGBTQ Identity	2	1	3	4
Retaliation			1	1
Total	6	5	12	23

5. Where did these incidents occur?

Location	AY21-22	AY20-21	AY19-20	Total
Digital Media	3	2	3	8
On-campus: Residence Hall	1		6	7
On-campus: Other	2	3	3	8
Off-campus				
Other				
Total	6	5	12	23

6. What happened to these reports once they were submitted?

	AY21-22	AY20-21	AY19-20	Total
Referral to Conduct		1	2	3
Referral to HR		1	2	3
Referral to TIX/EO		2	1	3
Referral to DPS	6	1	2	9
Documentation			5	5
Total		5	12	17

Next Steps

The data collected by the BRT will inform the implementation of the Diversity, Equity, and Inclusion plan as well as ongoing education and training for students, faculty, and staff.

The Office of Title IX/EO will continue to collaborate with the BRT to monitor and analyze trends and patterns of reports of bias-related incidents to determine potential prevention methods, educational opportunities, and support services.