

Summary of the Bias Program at Cornell:

History of Bias:

- ❑ **November 1998** – After approximately 20 racial incidents on the campus in 1998, Student Assembly passed R. 31, Resolution Regarding Recent Incidents of Race-Bias and Harassment calling for the administration to implement a system for effectively responding to bias incidents on Cornell's Campus
- ❑ Campus Life Cornell 2000 Campaign and Respect Campaign begins as well as Campus Life system for responding to bias; President Rawlings issues a statement condemning bias related activity
- ❑ Unity Hour held at Ujamaa where additional incidents were reported to university administration by students
- ❑ Letter sent by Vice President Susan Murphy to residents of Ujamaa responding to their physical safety concerns.
- ❑ Campus Life formally adopts a new procedure and protocol for prevention of and response to bias-related incidents.

- ❑ **January 1999** - Campus Life Bias Incident Response 24/72 System-reporting expectations incorporated into residence hall "house rules."
- ❑ Dialogues on Diversity with management staff, dining staff and facilities staff, resident advisors and respect training.

- ❑ **April 1999** - Ithaca College and Cornell University Residence Hall Association Executive Boards sponsor a candlelight vigil, entitled "*Not in our City, Not on our Campuses, Not in our Community*" forum to address bias-related activities.

- ❑ **April 2000** – Pilot Program - A university-wide Bias Protocol is piloted based on Campus Life model to respond to bias activity, including creation of definition of "bias incident."¹ Office of Workforce Diversity, Equity and Life Quality (now Inclusion and Workforce Diversity) becomes the repository for all bias-related incidents.

- ❑ **November 2000**, based on feedback received from Cornell community, university-wide Bias Response Program was implemented to respond to bias activity.

Primary Goal and Process:

- Respond to Bias Activity by:
 - Notice to community of occurrence
 - Provide support to victims
 - Implement programs to help prevent or eliminate bias activity
- Reporting Team Members receive bias reports from members of community (subsequently modified to include sending bias reports through Maxient)
- Bias Response Coordinators support individuals and groups who have experienced bias activity

¹ A **Bias incident** is an act of bigotry, harassment, or intimidation that one could reasonably conclude is directed at a member or group of the Cornell community based on that individual's or group's actual or perceived age, color, creed, disability, ethnicity, gender, gender identity/presentation, marital status, national origin, race, religion, sexual orientation, veteran status, or any combination of these or related factors, and when the identity of the alleged perpetrator (individual alleged to have engaged in the activity) is not known or is not reasonably identifiable, and when the action has occurred on Cornell's campus or within an area that impacts the Cornell community.

- Bias Response Committee provides oversight to proactive measures to address bias activity
 - Potential Responses
 - Resident Hall Directors discuss the incident, provide educational meetings/programming
 - Postering
 - Read materials and write responses
 - Referral to Judicial Administrator's Office / CU Police/CAPS
 - Review the report for urgent response/resources
 - Share the basis of the report by emailing a brief summary of incident and follow up to Bias Response Reporting Out group, made up of Sr. Administrators
 - Provided follow up if necessary
 - File the report in the database
 - Post activity to the website
- ❑ **Spring 2005** –Trainings were held with Cornell University Police on handling bias incidents
 - ❑ **April 2005** – Bias Prevention Meeting was held at Goldwyn Smith Hall discussing the history, content of the program, transparency
 - ❑ **May 2007:** Bias Response Program made a protocol as part of Policy 6.4, Prohibited Discrimination, Protected Status (Including Sexual) Harassment, and Bias Activity. It supplements existing discrimination-related procedures and supports the efforts of units that address bias activity. The protocol's primary goal is to advise the university community of the occurrence of bias incidents and crimes, provide support to individuals who have experienced bias activity and develop programs that will help to prevent bias activity.
 - ❑ **2008/2009:** Extensive outreach was provided to the campus colleges/units to increase awareness of the Bias Response Program. Office of Workforce Diversity team met with various departments across campus, held tabling events, provided giveaways in effort to increase the response rate of a brief survey around knowledge of the Bias Response Program.

Evolution of the Reporting Bias System

- ❑ **March 2010** - The Bias Response Program Committee, with input from the Committee on Special Educational Projects (COSEP), recommended: first, that the program be evaluated with respect to the overall effectiveness for the Cornell community and, second (pending the results of that analysis), that the program be updated to better meet the needs of various campus constituencies.

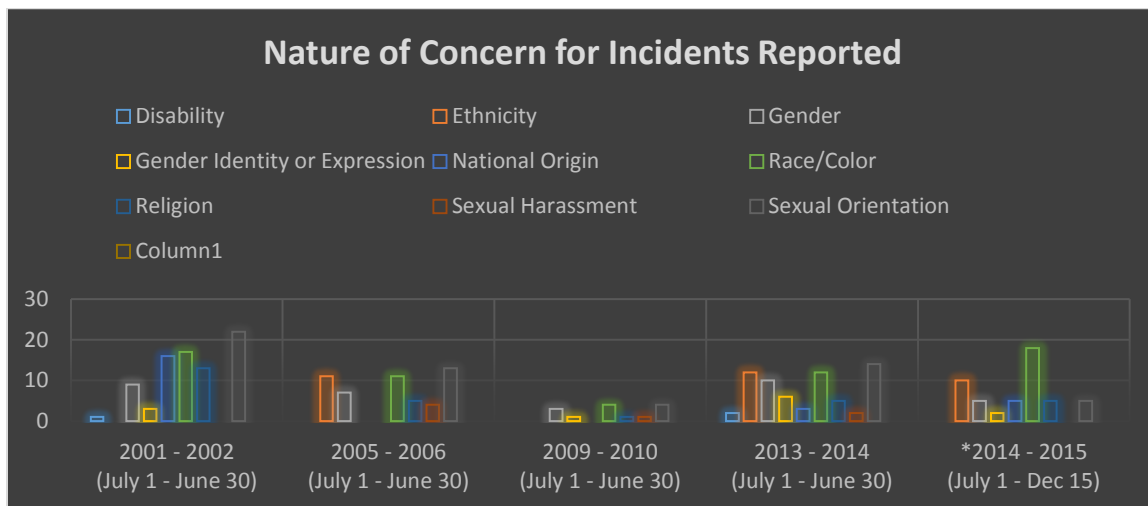
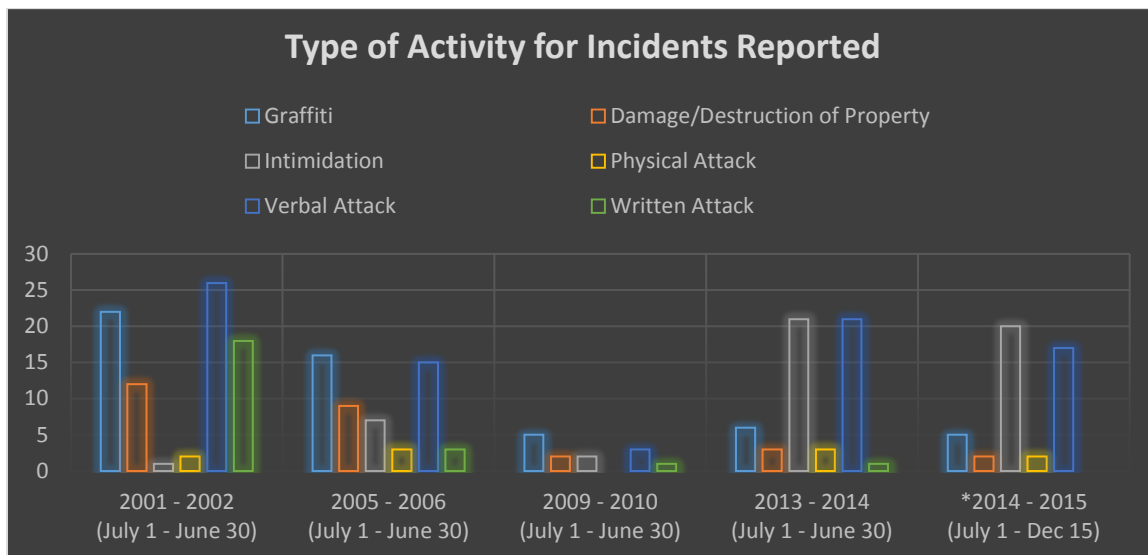
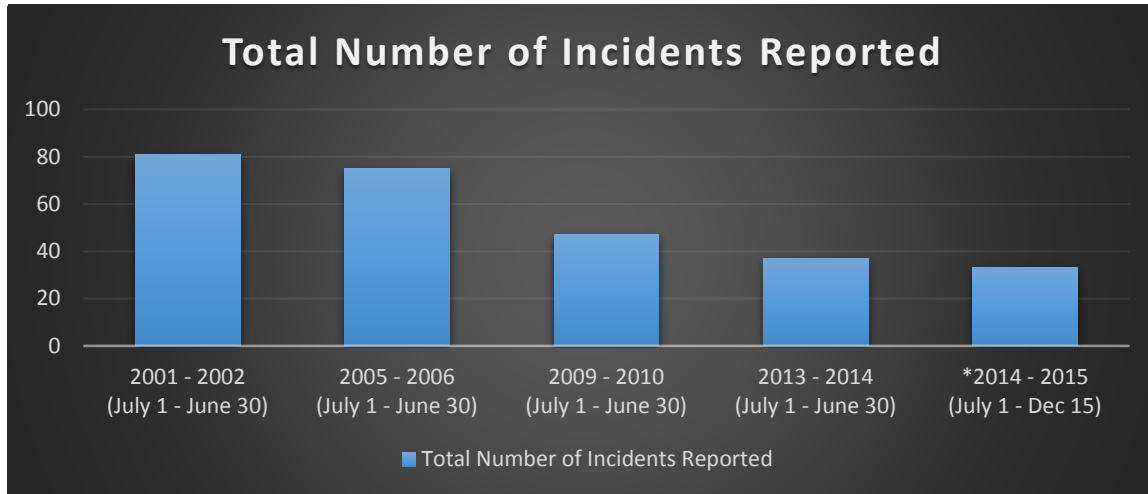
Potential areas of consideration included designation of the office responsible for administering the program; definitional characteristics that underlie which activities were reported and tracked; mechanisms for reporting on incidents of bias; the format(s) and frequency of sharing information with the campus community, and “Next Steps” to be more proactive in addressing incidents that impacted our commitment to diversity and inclusion. The Committee proposed that the Diversity Council Working Group lead a review of the Bias Response Program with support from COSEP and the Bias Committee.
- ❑ **March 2011** – Bias Response Program Feedback Forums were held across campus used to inform the University Diversity Council as it designed a new protocol for reporting and responding to bias incidents at Cornell.
- ❑ **August 2012** – Redesign of handling Bias occurred based on information from obtained through University Diversity Council research. Recommendations were put in place. Changed the name from Bias Response Program to the Reporting Bias System. Put in place a team of Reporting Bias Liaisons from various colleges and units, who were trained in 2012.

- ❑ **August 2012** – The Reporting Bias System began using Maxient to track all reports of bias; creating an avenue for members of the Cornell community to report incidents of bias when it happened.
- ❑ – “Have you Heard it, Seen it or Experience it” campaign shared throughout residential programs in efforts to increase awareness of the Reporting Bias System.
- ❑ **October 2012** – “Maintaining Community in the Face of Bias” was facilitated by A.T. Miller. This program was offered again in the spring of 2013.
- ❑ **2013** – Bias Activity was withdrawn from Policy 6.4; as these events were not dependent on the types of compliance investigations done per policy.
- ❑ **March/April 2013** – A group of community leaders were formed to create an Incident Assessment/Response Team (IART) whose members were vigilant for bias and other incidents that had the potential for significant disruption to the campus community. Created a plan/proposal as well as flow chart for handling campus matters.
- ❑ **2014** – Campaign to increase awareness of Reporting Bias System (developed in August 2013) revised and shared across campus

Creation of BART – Bias Assessment Review Team

- ❑ **March 2014** - Bias Assessment & review Team was created with a mission and purpose. Designees were selected from across the campus from key units able to address specific situations on an as needed basis
- ❑ **Spring of 2014** – Procedure developed for sharing bias statistics at monthly Diversity Community meeting.

Reporting Bias over the past 14 years:



*Showing data for current academic year July 1, 2014 through Dec. 15, 2014