



NBRET Fall 2021 Overview

Introduction

The Nazareth College Bias Response and Education Team (NBRET) has completed the second term (fall 2021) since it went live on February 1, 2021. This campus-wide initiative, supported through Community and Belonging, has been in development for a number of years, and is the result of the collective effort of several committees/workgroups and linked to the 2017 DEI Strategic Planning Process. The goal of Nazareth's bias reporting and response process is community building and education. Through our restorative practices approach, people engage in a process of recognizing that harm has occurred, take responsibility for the harm, and participate in an educative process for healing and rebuilding trust. The core team has been identified in order to align and interact with other College policies and procedures. Members of the core team include:

- Campus Safety Director or designee
- Community and Belonging staff
- Faculty
- AVP for Human Resources or designee
- Dean of Students or designee
- Student Accessibility Services staff
- Title IX Coordinator or designee

Champions & Ambassadors

The team has been supported by twenty-six (26) faculty/staff “champions” from across campus and three (3) student “ambassadors”. All champions and ambassadors were either appointed or self-nominated. They either expressed interest in or had experience or training with antiracism/anti-bias work.

Core Team Process & Educational Outreach to Champions

Membership:

At the end of the spring 2021 semester, the core team identified a need to add an individual from the Student Accessibility Office, and unanimously agreed to invite a staff member from that office to the core team in order to better address bias concerns relating to ability. Additionally, the co-chair from Community and Belonging left the institution which left a vacancy in the core team during the fall 2021 term. The Assistant Director for Social Justice & Advocacy role will be filled by early spring 2022 semester, and that individual will step into the co-chair vacancy. Finally, NBRET developed a process by which additionally faculty and staff could be selected to serve as a member of the core team. This process was utilized to select two additional at-large members from the Association of Faculty and Staff of Color for the core team including; one staff member from Community and Belonging and one faculty member.

Training:

As they did in the spring 2021 term, the core team met on a weekly basis to review and update the on-going cases and to create policies and procedures to support this effort. On-going training



remains a critical component to the overall approach of NBRET as a campus-wide transformational and culture building entity. To that end, trainings were held to support both the core team and the champions. The core team received training in the use of the Maxient case management system, and the core team and champions received restorative justice training from the Gandhi Institute in November and December.

Reporting to the Campus Community

In an effort to fulfill the commitment of being a transparent program, NBRET is providing a summary report on a semester basis. The information below describes the cases in aggregate, maintaining as much confidentiality as possible. Cases came to the team formally through the web-based reporting system (Maxient), and informally through various individual team members who assisted reporting parties in the development of a formal report.

Summary of the Reports served by NBRET, fall 2021

Before jumping into the results of the work, some larger comments seem appropriate. First is that every situation is different. Human beings are involved. We are complex beings. The process of accepting responsibility for causing harm to another, for being accountable to another is complex. There are a range of potential emotions - exhaustion, anger, fear, vulnerability, and embarrassment, to name a few - that can be experienced by both parties entering into this process. The larger social/cultural American climate needs to be considered as well. Second, this process takes time.

Procedural steps:

Each NBRET case is assigned at least one member of the core team and a champion. Starting with the reporting party a series of pre-conference meetings to explain and engage the party in the process need to be undertaken. Next a similar set of meetings with the responding party (or parties) needs to be undertaken. If the preconditions of having all agree to proceed and the responding party can be in a place to accept responsibility, then a restorative justice circle is held. At times when a restorative justice circle is not appropriate, the response to harm can include education or other means of resolution. In order to maintain a respectful process, time must be taken to do it well.

Finally at the end of the fall 2021, an engaged BIPOC student group brought a series of concerns to the campus community which included concerns about the makeup of the NBRET core team. The team accepted the concern and had worked to diversify the core team during the term. Those efforts aside, the team will have a different leadership structure for the spring 2022 term and looks forward to openly working to build a climate of trust with every member of the Nazareth Campus community.

Total number of cases:

There was a total of eleven (11) reports provided to NBRET between 8/15/21 and 12/10/21.

There was also some work with one (1) open case from spring of 2021 that was conducted in the fall 2021 semester. All new reports were brought to the core team for disposition. Eight (8) of the eleven (11) reports were or are being processed and moved through the NBRET system, three (3) reports were referred outside of the NBRET system as the assessment of those reports were that the case involved another, non-bias related concern. Of the eight (8) reports that NBRET

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processed: three (3) are currently open and going through the process, moving towards a restorative justice circle; one (1) report was closed after the reporting party decided they did not want to proceed with the process; one (1) case was closed after some of the responding parties elected to use the student conduct system and other responding parties elected to use the NBRET system for an educational process without accepting responsibility for causing harm. One (1) case was closed following a successful resolution of the incident without involving a restorative justice circle; and two (2) cases were successfully resolved which did include a restorative justice circle. The action from the one (1) open case from the spring of 2021 did result in a modified restorative justice circle and has since been closed with the college moving forward with the recommendation to hire an outside consultant to work with the parties on the issues.

Data on NBRET Reports

Parties Involved:

Reporting Party - individual harmed by the actions of the Responding Party.

Responding Party - individual perceived to have harmed.

Reporting Party	Fall 2021
Student (Undergraduate & Graduate)	5
Staff	3
Faculty	
Community Member/Alumni	
Anonymous	
Total # of Reports Submitted	8

Responding Party*	Fall 2021
Student (Undergraduate & Graduate)	3
Staff	3
Faculty	4
Community Member/Alumni	
Unknown	

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*Cases can have multiple responding parties

Types of biases reported:

Type of Bias	Spring 2021	Fall 2021	Total
Race/Ethnicity	7	5	12
Gender	3	2	5
Religion		1	1
Age	1	1	2
Disability			
National Origin			
LGBTQ Identity		1	1
Total number of incidents*	11	10	21

*Incidents may have more than one type of bias as a motivation which is why the numbers do not align with the number of unique incidents processed by NBRET.

Satisfaction Survey

NBRET partnered with campus Information Technology Services to create a Qualtrics survey in spring 2021 to examine satisfaction with the process. Satisfaction with the process is vital to the success of NBRET. The process by which the satisfaction survey was distributed and information collected has been inconsistent. As a result of this inconsistency, the data that was collected in fall 2021 satisfaction surveys is limited (only two participants have responded to date). Therefore, the data cannot be relied upon as an accurate representation. The core team plans to reach out to all of the participants from fall 2021 with the satisfaction survey at the beginning of the spring 2022 semester, and the data will be reported in the spring 2022 semester report. An improved process for collecting feedback will be implemented for all future cases.

Future Action Steps

There are a number of critical steps/action items for the spring of 2022. First and foremost is the replacement of three core members - the staff co-chair (position vacant in fall 2021 term-interviews are on-going in December, 2021), the Campus Safety position (filled in December by the acting director of campus safety) and one faculty member. All new core team members of NBRET will be trained in how to recognize and respond to bias incidents, restorative practices, and the various NBRET policies and procedures. The NBRET website will be updated as needed. There will be ongoing training and integration work with the Maxient case management system so it aligns with the needs of the NBRET team.

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Goals for AY 2021-2022

1. NBRET will finalize policies, procedures and guidelines that will inform practice moving forward.
2. Campus-wide campaign to continue to educate students, faculty, and staff about NBRET.
3. NBRET will continually revisit core team composition to ensure it is meeting the needs of the campus-community.
4. Working with the Dean of Students, the NBRET will develop a procedure for actively engaging students in the NBRET process.
5. NBRET in partnership with the Office of Diversity and Inclusive Education Excellence will work to solidify an on-boarding process for new core team members and anti-bias champions/ambassadors, along with continued on-going professional development that is informed by the program's core curriculum.

Submitted by the Fall 2021 Team

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