

# NAZARETH COLLEGE

Community and Belonging

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## NBRET Spring 2021 Overview

### Introduction

The Nazareth College Bias Response and Education Team (NBRET) went live on February 1st, 2021 after a year of intensive planning and training. This campus-wide initiative 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, 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 founding chair of NBRET was Dr. Shirley Sommers (SoE). For the launch of NBRET in the Spring of 2021, the team decided on a co-chair model with a Community & Belonging staff member and a faculty member. The core team selected to represent key campus departments consisted of:

- Student Experience/Residential Life staff
- Human Resources staff
- Title IX Coordinator
- Campus Safety staff
- Community and Belonging staff
- Student Accessibility staff (fall 2021)
- Faculty member

### Champions & Ambassadors

The team has been supported by 30 faculty/staff “champions” from across campus and four student “ambassadors”. All champions and ambassadors were self-nominated and expressed interest in or had experience or training with antiracism/anti-bias work.

### Professional Development for the Team & Outreach

In addition to regular professional development time, the team met on a weekly basis to review and update the ongoing cases and to create policies and procedures to support this effort. The core team completed nearly 40 hours of professional development training on a variety of topics including comprehensive Restorative Practice training, legal issues training, several diversity-focused trainings, and informational and related systems training. The core team spent time on the development and content of the NBRET website on the Community & Belonging webpage. The team also developed the reporting forms after reviewing many other campus reporting systems. In order to be comprehensive in the rollout of NBRET, team members presented to students, staff, faculty, and administrative groups across campus as an effort to familiarize the community with NBRET and its goals, mission, and processes. There were approximately 20 such presentations/meetings.

### Reporting to the Campus Community

In an effort to fulfill the commitment of being a transparent program, NBRET is providing this report on a semester basis. The information below describes the cases in aggregate, maintaining as much confidentiality as possible. Cases came to the team both formally through the web-based reporting system and informally to various individual team members. The team decided to also accept informal cases due to the highly sensitive nature of this work.

### Summary of the Reports served by NBRET, Spring 2021

*Total number of cases:*

There were a total of ten reports provided to NBRET between 2/1/21 and 6/1/21. Seven (7) of the reports came through the formal web-driven reporting system and three reports came through the previously described informal means. All reports were brought to the core team for disposition. Nine (9) of the ten reports were processed and moved through the NBRET system, one report was directed to be addressed outside of the NBRET system as the assessment of that report was that the concern did not reach the level of bias. Of the nine reports that NBRET

processed, four went through the full restorative justice circle process. For the five reports that did not go through the full restorative justice circle process, the following was the outcome: in two reports the reporting party felt the situation had been properly attended to by the NBRET process and did not require more action; one report went to another office for investigation outside of NBRET; one report is on-going until the fall term; one report the responding parties declined to participate in the restorative circle. In this last report, in accordance with the new college policy, the supervisor for the responding parties was notified of the decision to not participate.

#### ***Reporting Parties***

- ***One (1)- student reporting staff***
- ***One (1)- student reporting student***
- ***Three (3) faculty reporting faculty***
- ***Three (3) students reporting faculty***
- ***One (1) staff reporting staff***

#### ***Categories of biases reported***

- ***Seven (7) - race or ethnic***
- ***Three (3) - gender***
- ***One (1) - ageism***

#### **Satisfaction Survey**

NBRET partnered with campus Information Technology Services to create a Qualtrics survey to examine satisfaction with the process. To date only a small percentage of the total number of participants have responded to the survey (five individuals), so results need to be considered as only partially representative. The responders felt the process was either “extremely” (2) or “moderately” (3) safe. They felt the actual circle was either “extremely” (1) or “Very” (4) safe. They felt “extremely” (3) or “moderately” (2) well heard. They felt a range of satisfaction with one person “extremely”, two people “somewhat”, one person “neither satisfied nor dissatisfied” and one person “unsatisfied” with the outcome.

#### **Future Action Steps**

There are a number of critical steps/action items for the summer of 2021. First and foremost is the replacement of two core members who have left the institution- the staff co-chair and one of the faculty members. The long-term process for team selection will be established in summer 2021 that allows representation from core units that is sustainable. All new core team members of NBRET will be trained in restorative practices and the various NBRET policies and procedures. The NBRET website will be updated as needed, and there will be ongoing training and integration work with the Maxient reporting system so it aligns with the needs of the NBRET team.

#### **Goals for AY 2021-2022**

1. In fall, NBRET will hold a retreat to identify, prioritize and finalize NBRET goals and education needs.
2. Following the spring 2021 launch, NBRET will finalize policies and procedures that will guide practice moving forward.
3. Campus-wide campaign to continue to educate about NBRET.
4. NBRET will continually revisit core team composition to ensure it is meeting the needs of the campus-community.
5. Develop NBRET Dashboard for displaying data pertaining to reported bias from campus community members.

#### **Submitted by the Spring 2021 Team**

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