

# 2022-2023 BIAS RESOURCE AND RESPONSE TEAM REPORT

## Members:

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### Anita Butera,

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### Jonathan Lawrence,

Assoc. Professor-Religious Studies/  
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## Introduction:

The Bias Resource and Response Team is a college committee devoted to campus-wide education and the promotion of best practices in addressing incidents involving institutional and individual violations of University policies and values in the areas of diversity, equity, and inclusion.

The BRRT is charged with reviewing institutional actions, policies, and practices and making appropriate recommendations to the Senior Leadership Team as to how the college's commitment to a campus culture where diversity, equity, and inclusion are a priority can be enhanced and promoted.

During the 2022-2023 academic year, the group engaged in discussions focused on the experiences of international and multilingual students. Peace Action and Women's & Gender Studies club hosted a panel, which identified a number of barriers including the cultural transition, dining hours and options, differences in academic expectations (individualist vs collectivist), resources, and staff support. Strategies included enhancing International Student Orientation, connecting International students with International faculty, and creating opportunities for students to build community. In general, students appreciate the opportunity to attend Canisius; however, there are gaps in support.

Reports of bias increased from 8 in 2021-2022 to 12 in 2022-2023. The Canisius Conversation (CC) structure provided a space for students to explore otherness and celebrity influences. This topic surfaced from a bias incident involving graffiti found on a chalkboard. There were approximately 65 people in attendance. The survey results (40 surveys) were as follows:

- > 89% of respondents reported strongly agreed/agreed that the presentation provided a better understanding of how otherness is constructed
- > 94% of respondents reported strongly agreed/agreed that they felt comfortable discussing the role celebrities play in constructing otherness
- > 84% of respondents reported strongly agreed/agreed that their awareness of how otherness manifests at Canisius increased
- > 76% of respondents reported strongly agreed/agreed that they learned to challenge otherness on campus

The BRRT identified religion, faith traditions, or interfaith in America as future CC. There was also interest in the topic of healthcare.



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## Proactive Programming

There is still interest in planning a conversation focused on religion. Jonathan Lawrence has some contacts in the community that could be utilized for this program. The broader question is how to get people in the room. Would the college consider an All College Hour structure at some point? The BRRT discussed hosting a Speaker, but with limited resources felt it would be more effective to collaborate with the Fitzpatrick lecture or Contemporary Writers.

## Reports of Bias 2022-2023

Twelve reports were received, including two anonymous reports. Seven reports involved students and 3 reports involved faculty and/or staff. Nine of the incidents reported occurred on campus with 2 in the classroom, 3 of the reports indicate the incidents occurred off campus with 1 report being excluded. Fifty percent of the incidents reported in 2022-2023 targeted racial and ethnic identity, 8% targeted ability and religion, and 16% targeted sexual orientation and gender identity.

- > **Incidents:** Derogatory comments, offensive apparel, microaggressions
- > **Types of Bias:** Age, ethnicity, ability, race, sexual orientation, ability, recovery status
- > **Outcomes:** Referred to Human Resources, referred to Student Life, meetings with involved parties, educational conversations, unconscious bias, educational programming, and training

### Reports: 8

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- > **Incidents:** Hazing
- > **Types of Bias:** Race
- > **Outcomes:** Unconscious bias training

### Reports: 1

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- > **Incidents:** Offensive signage or apparel
- > **Types of Bias:** Race and Ethnicity
- > **Outcomes:** Training

### Reports: 1

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- > **Incidents:** Differential treatment and retaliation
- > **Types of Bias:** Race and Ability
- > **Outcomes:** Referred to Human Resources

### Reports: 1

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## College Recommendations:

- > Re-establish a mentor program to support International students; undergraduates, and graduate
- > Consider the development of an all-college hour structure, which would provide a designated day and time each week for promoting co-curricular programs e.g. dialogues, forums, etc.



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