

Faculty Senate Meeting
Wednesday, September 4, 2002

University's Protocol for Addressing Bias Activity: 2001-2002 Report

A university bias reporting and response protocol was established in November 2000, after review and approval by the college deans and administration. As a university and a community, we have thus taken the first steps to positively influence the campus climate and to counteract marginalized identity-based bias action. By documenting and addressing bias activity on our campus, we have set the basis for its reduction and elimination.

The protocol, developed as a centralized reporting and response system with a series of cohesive and proactive steps, also embodies an educational process focused on valuing differences. The protocol is applicable whether the perpetrator of the activity is known (bias complaint) or not (bias incident) and whether the activity violated the student code of conduct, university policy, or state/federal hate crimes laws. As a community, our goal is the campus-wide use of the protocol.

During the period of August 1, 2001-July 1, 2002, 83 incidents were reported through the bias response protocol. For this reporting period 56 of the affected parties were undergraduate students and most incidents occurred in residence halls. Several aspects of the program that were enhanced during the 2001-2002 academic year include:

- program marketing across campus;
- development and distribution of a program brochure;
- collaboration with Cornell Police in the identification and reporting of bias incidents; and
- streamlining the response process.

Program enhancements currently underway for the 2002-2003 academic year include:

- marketing the bias response program this fall through inclusion in new student orientation and developing a slogan contest;
- increasing faculty and staff awareness of bias response program: brochures in the new employee orientation;
- engaging faculty as active partners in addressing bias activity;
- establishing town hall meetings for affected communities to determine how to best communicate and address needs;
- training for bias reporting team members;
- establishing ongoing meetings with response team members; and
- increasing the involvement of COSEP associates, the crisis management team, and the victim advocate.