Background & History

1. **Late Spring / Summer of 2011**
   - CCIE funding proposal submitted by Ethan Hutchinson, former Coordinator of Community Life
   - Campus Pride’s Stop the Hate training for 20 SMC community members (mostly staff plus a few students and faculty)

2. **2011-12**
   - Responded to incidents via the Acts of Intolerance Protocol
   - Little infrastructure & no regular meetings

3. **2012-13**
   - Change in language from Acts of Intolerance Protocol to Bias Incident Response Team
   - Regular meetings to establish identity/infrastructure and to continue responding to incidents
   - Major decline in membership
Current Membership

BIRT Co-Chairs
Evette Castillo Clark, Dean of Students
Tomas Gomez-Arias, CDO/Faculty (2-yr)

Permanent Membership
Desiree Anderson, Intercultural Center
Peter Chen, Human Resources
Victoria Gonzalez, Student Life
Megan Karbley, Community Life
Sharon Sobotta, Women’s Resource Center
Adan Tejada, Public Safety

Two-Year Membership
Karin McClelland, Mission & Ministry Ctr.
Br. Michael Murphy, Christian Brother
Hiroko Nakano, Faculty
Julie Scaff, Student Disability Services
Jim Sciuto, Residential Experience
Dai To, CAPS
Graduate Student (1)
Undergraduate Student (2-3)
What BIRT Does

1. Educate

2. Care for the Reporter

3. Collect and share reports

4. Monitor campus climate

5. Recommend appropriate actions and educational programs
What BIRT Is Not

1. A judicial or disciplinary body
2. An investigative team
3. A crisis response team
4. The thought or speech police
Defining Bias Incident

Generally, a harmful act motivated by bias towards a category of people or an individual based on actual or perceived social identification is a bias incident. These protected categories are included in California law:

- Sex
- Race
- Ethnicity
- Religion
- Gender Identity
- Sexual Orientation
- Nationality
- Disability
- Association With

Bias incidents can include criminal and otherwise illegal conduct, but they may also include violations of College policy(s) regarding civility, professionalism, and/or harassment.
Defining Bias Incident

Bias Incident: Any action committed against a person or group that is motivated, in whole or in part, by bias against the person’s or group’s perceived or actual social identity.

Hate Crime: A criminal offense committed against a person or group that is motivated, in whole or in part, by bias against the person’s disability, sex, gender identity, nationality, race/ethnicity, religion, sexual orientation and/or association with.
## Categories Protected by Hate Crime Law

<table>
<thead>
<tr>
<th>Categories</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race, Religion, Ethnicity</td>
<td>46</td>
</tr>
<tr>
<td>Disability</td>
<td>32</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>32</td>
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<tr>
<td>Gender</td>
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<td>Gender Identity</td>
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<tr>
<td>Political Affiliation</td>
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<tr>
<td>Age</td>
<td>13</td>
</tr>
</tbody>
</table>

**NOTE:** All of these categories are protected in the state of California except for Political Affiliation and Age.
Questions BIRT Usually Asks

1. Is this a bias incident, a hate crime, or neither?

2. If applicable, what protected category(s) are being targeted?

3. What is the impact versus the intent?

4. What should our immediate response be to the reporter?

5. What should our long-term recommendation be, if anything?
1. Co-Chairs receive the report and within 24 hours determine a preliminary assessment of bias/no bias/inconclusive and assign to a BIRT Case Review Team.

2. Case Review Team analyzes and reviews report; contacts the reporter within 72 hours if any further information is needed; determine recommendations for responsible office/person and refers within 1 week of report.

3. Responsible office’s resolution; turn around time can vary (this step is external to BIRT).

4. Case Review Team will close the loop with reporter with any resolutions.

5. Monitoring of Reports for campus climate sensing/may require systemic action.
Fall 2016 Reports

- 23 reports submitted
  - 6 = NOT bias-related
  - 6 = Inconclusive/Not Enough Information to Determine Bias
  - 1 = Hate Crime
  - 10 = Bias-related

- Of the 10 bias-related reports & 1 hate crime report:
  - Race = 7
  - Nationality = 1
  - Sexual Orientation = 0
  - Gender = 3
  - Religion = 0
BIRT Website

- Home Page – Mission Statement, Responsibilities, etc.
- What is a Bias Incident?
- How to Report
- Past Reports
- Membership
- Training
- Resources
- History
- FAQs
- Contact BIRT
How to Report

1. Call Public Safety at x4282
2. Submit an online report
   1. www.stmarys-ca.edu/BIRT
   2. My St. Mary’s Portal
   3. BIRT@stmarys-ca.edu
3. Contact any BIRT member

REPORT A BIAS INCIDENT