

NC STATE UNIVERSITY

Office for Institutional Equity and Diversity Bias Impact Response Team (BIRT) Feb 2018



<ul style="list-style-type: none"> • Impact report received • Forward report to Bias Impact Response Team (BIRT) 	<ul style="list-style-type: none"> • Receipt confirmation to reporter(s) and/or impacted individuals • Identify immediate support needs • Refer report to other unit(s) as necessary* 	<ul style="list-style-type: none"> • BIRT Review and response determination • Route to other unit(s) as necessary* • Recommend BIRT actions • Identify and assign response team lead and members 	<ul style="list-style-type: none"> • Individual invitations to receive support and/or participate • Context & Impact Exploration 	<ul style="list-style-type: none"> • Collaborate with involved individuals/groups to identify and provide ongoing support, accountability opportunities, and/or educational options 	<ul style="list-style-type: none"> • Close/resolve report • Assess outcomes • Follow up
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*As necessary, BIRT will forward reports and/or new information to the appropriate department/university unit(s) for additional review/action

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Bias Impact Response Team (BIRT)
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NC State University's commitment to equity and diversity, free speech and academic freedom invites students, faculty and staff across differences to learn and grow in community together. To achieve this goal, we acknowledge that conscious and unconscious biases impact members of our institution and cause harm.

Unexamined personal and social narratives, systemic miseducation, and interpersonal misunderstandings often fuel bias-related occurrences. Despite our best efforts to ensure an inclusive and affirming campus climate, these actions, words, and behaviors can, and will, have negative--individual and collective--impacts.

The NC State Bias Impact Response Team (BIRT) supports individuals involved in bias-related incidents, promotes education and dialogue, and cultivates a campus climate that is conducive to successful student matriculation and effective faculty and staff development. BIRT employs restorative practices (appreciative inquiry, community conferencing, circles, etc.) to address the impacts of harmful bias. Ultimately, these practices/tools offer proactive opportunities for idea sharing, seeking understanding, and restoring or improving campus climate.

BIRT does not replace or subordinate any existing processes for reporting and addressing acts of discrimination, harassment, concern or violence. The team does not investigate incidents, but may refer them to law enforcement or other University offices and, when appropriate, offer support for involved individuals.

What is a Bias Incident?

A bias incident is any consciously, unconsciously, explicitly, or implicitly expressed act that targets individuals or groups based on perceived or actual identity. Additionally, a bias incident refers to any behavior, action, or practice that marginalizes, mocks, demeans, intimidates or threatens individuals or groups based on actual or perceived protected class.

BIRT responds to incidents that do not violate the NC State Equal Opportunity and Non-Discrimination Policy or Code of Student Conduct. Policy violations are handled and redressed through the Office for Institutional Equity and Diversity, consistent with POL 04.25.05 and related Regulations. Student Conduct Code violations are handled and redressed through the Office of Student Conduct.

Some bias impact, however, results from discriminatory harassment, sexual misconduct, or other violations of University policy or law. These occurrences are subject to applicable disciplinary and legal processes. In these cases, however, BIRT remains in contact with the necessary departments and divisions and ensures that, when appropriate, restorative support is provided to impacted and responsible persons and/or groups.

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What is Bias Impact?

Bias Impact is any physical, psychological, and/or emotional response to an incident, behaviors, interactions and/or practices that communicate negative or harmful bias. Bias impact can manifest as:

- A diminished sense of self-worth, for those Impacted and Affected, for an extended period of time;
- Distrust between individuals and/or groups leading to the erosion of a healthy sense of community;
- Feeling vulnerable, powerless, helpless, fearful, unwelcome;
- Psychological distress, including stress, anxiety, anger;
- Interference with an individual's ability to work, learn, or maintain health relationships;
- Poor academic performance;
- A desire to leave or withdraw from the community and/or to decrease participation in social activities and programs;
- Feeling the need to retaliate against a member of the group represented by the Responsible Person(s)/Group(s). (Adapted from Xavier University)

The Bias Impact Report can be used by NC State students, faculty, and staff to document bias-related incidents or practices and to request support in addressing them.

BIRT Core Values

Proactive

Power Sharing

Idea Sharing

Collaborative problem solving

Seeking Understanding

Improving Relationships/Climate

Humanizing

Deep Listening

Establishing/Re-establishing Connections

Collective Accountability

BIRT Guiding Principles

- Our goal is restoration (not retribution or punishment)
- The process is restorative, even if the outcome is not
- Participation is always an invitation
- Those involved should be part of the solution finding
- Ask appreciative questions

Restorative Practices

- Check in/processing support/visioning
- Personal/professional development opportunities
- Restorative circles
- Restorative conferences
- Restorative learning workshop/dialog
- Appreciative inquiry/mediated conversations
- Fishbowl community conversation