

## **University creates committee to address bias-related incidents**

UD has launched the Institutional Bias Response Advisory Committee (IBRAC) to guide its institutional response to bias-related incidents in alignment with our Catholic, Marianist mission and to support historically underrepresented populations on campus.

This group, co-chaired by Lawrence Burnley, vice president for diversity and inclusion, and Mérida Allen, associate dean of students and executive director of the Multi-Ethnic Education and Engagement Center (MEC), was formed to address bias incidents in a meaningful way that aligns with and supports the University's ongoing work on diversity, equity and inclusion.

"IBRAC is evidence of the University's commitment to acknowledge and reaffirm social justice action in our community," said Allen. "Group members have stepped forward to develop a framework, protocol and action plan to confront incidents that misalign with our core values, and are taking significant steps to advance the University's investment in supporting and respecting all members of our community."

### **How it works**

When an incident is documented by a campus office, the team will evaluate the impact of the incident or trend, assess a threat level, identify the campus community's expectations for response, and recommend actions.

The group will meet monthly and may also come together when an imminent threat appears or if an incident has a significant community impact. A working group began meeting in the wake of the May 2019 white supremacy rally in the city of Dayton to help the institution develop a consistent and streamlined process for responding to bias-related incidents in a timely fashion.

### **What is a bias incident?**

Bias incidents are acts of conduct, speech or expression that target individuals or groups based on their actual or perceived membership in a protected class (i.e., age, race, color, creed, religion, ancestry, national or ethnic origin, sex/gender, sexual orientation, gender identity, gender expression, disability, genetic information, military status, veteran status, familial status) and cause that individual or group to feel targeted or unwelcome. Bias incidents include hate crimes and harassment.

Recognition of and respect for the person are central to our life as a Christian and educational community and are what allow us to pursue our common mission while being many diverse persons. Discrimination, harassment, or any other conduct that diminishes the worth of a person is incompatible with our fundamental commitment as a Catholic university conducted in the Marianist tradition.

### **Resources**

You can report incidents of bias, harassment or discrimination or learn about rights and resources through the Equity Compliance Office at [go.udayton.edu/nondiscrimination](https://go.udayton.edu/nondiscrimination) or by calling 937-299-3622. Call Public Safety 937-229-2121 for immediate safety concerns and/or

assistance with criminal reporting. The [UD Counseling Center](#), Campus Ministry, Office of Diversity and Inclusion, the Housing and Residence Life staff, MEC and LGBTQ+ Services are also resources for students.