

Conversations on Campus Climate: Bias Response & Prevention

Fall 2021

Agenda

FRAMING

BIAS RESPONSE

BIAS PREVENTION

CO-CREATING NEXT STEPS

Campus Climate & Intergroup Relations (CCIR)

Goal: Roger Williams will create a campus climate dedicated to inclusion, equity and respect, enabling community members to thrive and experience a genuine sense of belonging

CCIR Objective #2: Build and support a safer campus community free of bias and violence, dedicated to elimination of prejudice and supported and informed by intentional intervention strategies.

...Students remain skeptical of the timeliness of administrative response to incidents on campus.



43%

are satisfied with the timeliness of the administrative response to incidents of discrimination



41%

are satisfied with the timeliness of the administrative response to incidents of sexual assault

Discrimination and bias remain an issue.



68%

heard insensitive or disparaging remarks about race and ethnicity from other students

47%

witnessed some form of discrimination on campus

35%

experienced harassment in the form of verbal comments

17%

agree that their institution has a lot of racial tension

Consider
the
Bigger Picture

Infographic: HERI 2020 DLE Survey

Improving our Response to Bias Incidents

Urgency

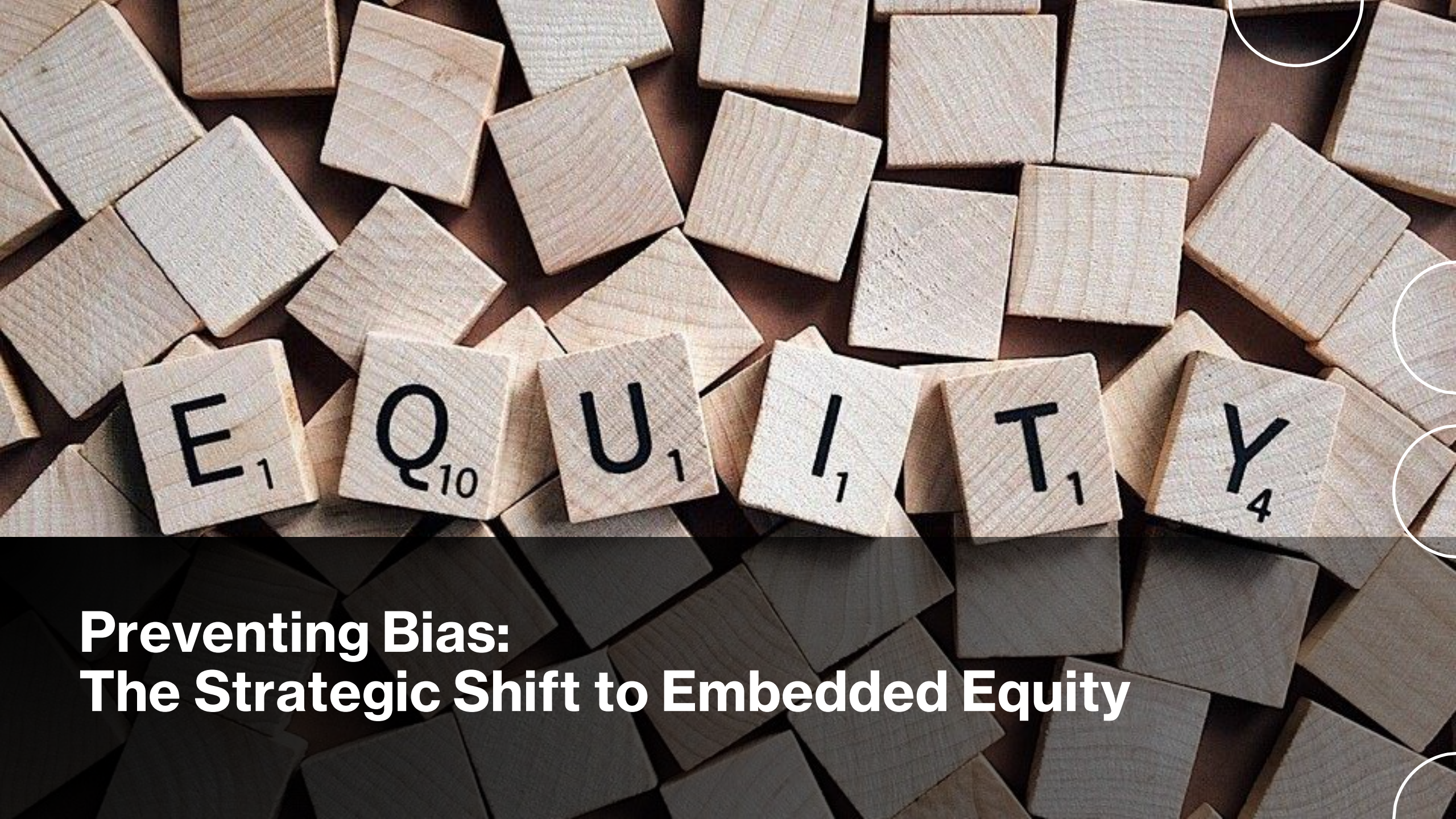
- Prioritization and improved response timeline
- 15 day goal starting day after report. Interviews, investigation, decision on resolution path, hearing or RJ, decision & notice.
- Maximum Time 18 days

Transparency

- End of semester reports
- Clarity on the Process & Policy-Informed Sanctions (new tab and process content on SC website)
- Balancing Restorative Justice Lens w Accountability (Sanctions)

Resources & Governance

- Increased staffing to assist with the processing of Bias, Harrassment, and Title IX investigations.
- Return to involving trained student hearing officers on panels for bias and other incidents.



Preventing Bias: The Strategic Shift to Embedded Equity

Bias Prevention Strategy: **Equity in the Classroom**

"RWU is uniquely positioned to serve as an exemplar for pedagogical approaches and research initiatives that radically interrupt structures of oppression."

Racial Equity & Justice Institute
DEI Senate Faculty Committee
Diversity & Inclusion Fellows
DEI Library Committee

Academic Excellence

Bias Prevention Strategy: **Applied Intercultural Fluency**

"We must honor, support, and acknowledge the communities with which we collaborate."

Action Items

Community Engagement

Service Learning

Refined Global Perspectives & New Opportunities

Engaged Learning

Bias Prevention Strategy: **Data & Assessment**

"Increased access and equitable student outcomes have been at the core of RWU's mission. It is in our DNA. Our Equity Action Plan set the stage for understanding the experiences of Underserved populations and challenged us to move towards becoming a student-ready college."

Action Items

Student Ready- Equity Talk to Equity Walk

DLE or NSSE

IR & DEI Student Focus Groups on Student Engagement

Updated Equity Scorecard

Student Success

Bias Prevention Strategy: Accountability & Belonging

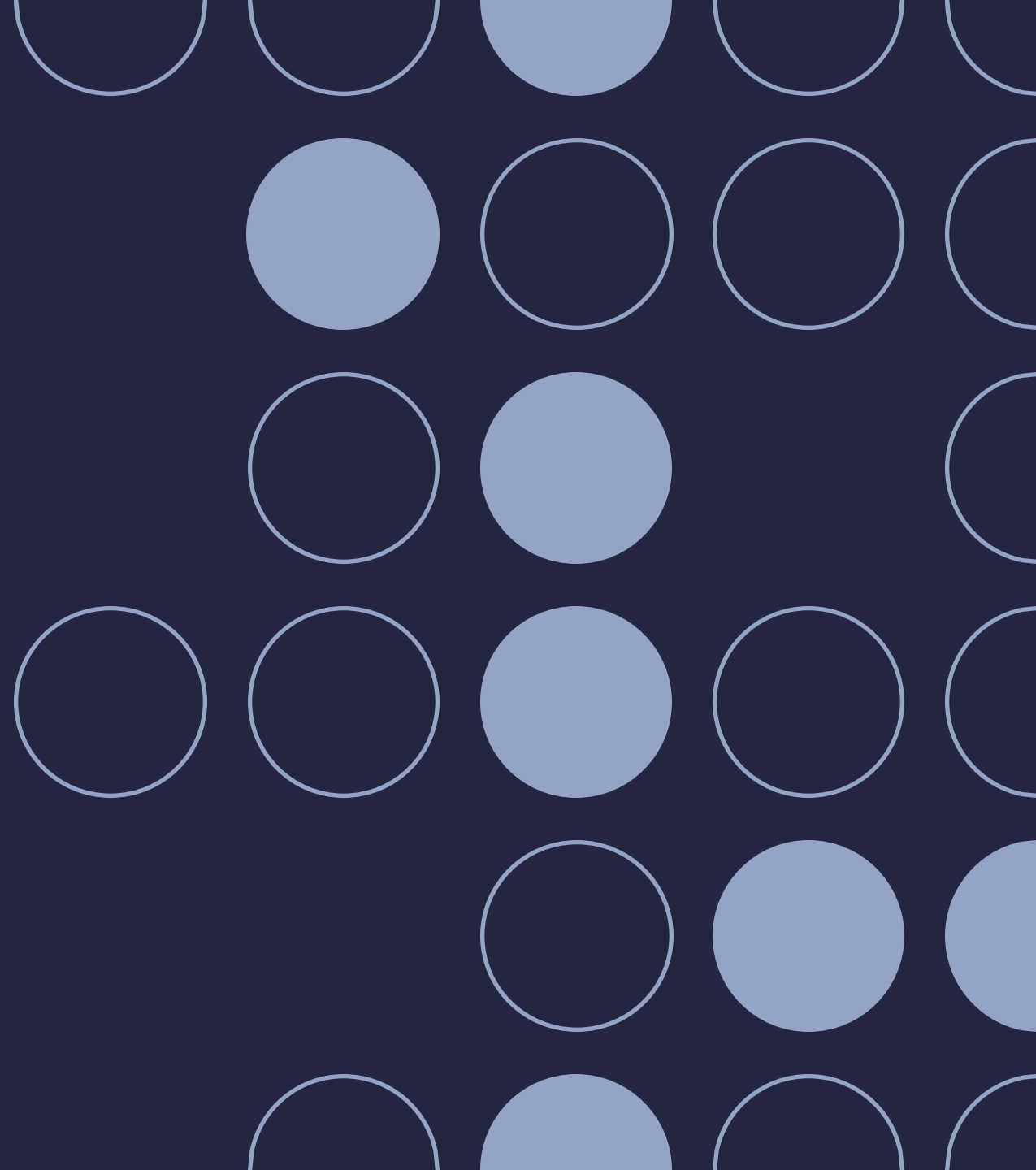
"Our leadership practices, institutional decision-making and classroom policies must reflect our commitment to creating an institutional culture of belonging."

Action Items

Spring 2022 Anti-Bias Campaign

A Thriving Community

What are the limitations & benefits of a Restorative Justice framework for student conduct processes?



Creative Break: Spring 2022 Anti-Bias Campaign Slogan



The Everfi Bias training was implemented as a tool for all incoming first-year students in 2020. After hearing today's updates, what are additional ideas for scaling bias-training to the full student body?

