

Making the Invisible Visible

BIRG Annual Report 2021-2022

St. Norbert College is a wonderful community, marked distinctively by the notion of *communio*. Even as our community calls us each to live by faith, sincerity, trust, responsibility, and mutual esteem, though, we sometimes still intentionally or unintentionally subject one another to incidents where bias is a factor. The Bias Incident Response Group (BIRG) exists to support all who report bias incidents, and to raise awareness about bias incidents on campus.

To report one of those incidents, or any other incident where bias has been a factor, please go to <https://www.snc.edu/diversityaffairs/biasincidents/incidentreport.html>

Group Membership for 2021-2022

Faith Bradbury (REH), Katie Ellingson (Library), Corday Goddard (chair), Christina Hankwitz (CGE), Bridgit Martin (MSS), Alaina Morales (Library), Shelly Mumma (LSE), Sarah Olejniczak (Title IX), Mike Peckham (REH), Chris Stewart (LSE)

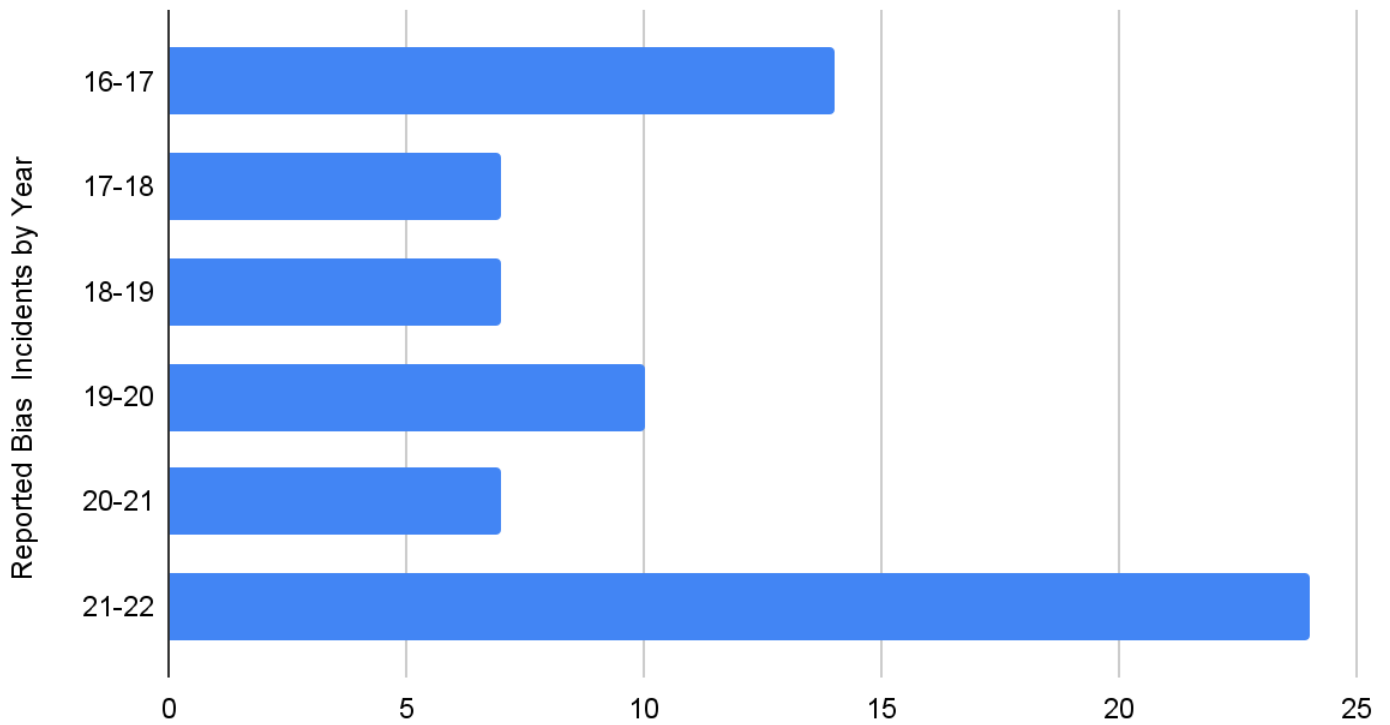
Incidents *Reported* by Year

This reflects the number of incidents that were reported as bias incidents in the past academic year, or that were reported under a different heading but in which bias may have been a factor. Simply being reported as a bias incident does not mean the issue was, in fact, a bias incident, and not all reported incidents required extensive follow up on the part of BIRG. We do find it likely that other incidents have happened that have not been reported.

Themes

- Though the number of reports made far exceeded any other year we have recorded this information, we want to believe that, as troubling as these reports are, this may reflect a broader understanding of the existence and purpose of BIRG. We hope that is the case.
- There continues to be misunderstandings about the purpose and work of this team. On more than one occasion when a professional member of the SNC community was allegedly involved in an incident, there was reluctance – in at least one case to the point of involving the college president – to have BIRG involved in any way, as it was a “personnel matter.” Our stated purpose is to support those who have been harmed in some way by a bias incident, and we will continue to do that, even if professional staff are involved. Our role is not to hold anyone – student, staff, or faculty member – accountable, but to provide support where we can.
- There were a surprising number of instances involving faculty and staff in one division. This was notable in that it represented a seismic shift in professional staff involvement (allegedly) in these types of incidents in a given year. This is not to suggest in any way that any one division is more problematic than any other division, but it is surprising enough that it needs to be pointed out.

Reported Bias Incidents by Year



Count of Incident Type

