

# IT HAPPENS HERE

## BIRG Annual Report 2020-2021

St. Norbert College is a wonderful community, marked distinctively by the notion of *communio*. Even as our community calls one another to live by faith, sincerity, trust, responsibility, and mutual esteem, though, we still intentionally or unintentionally subject one another to incidents where bias is a factor.

The information presented below describes the sum total of incidents reported to BIRG in this academic year. For a variety of reasons, we presume it possible that other incidents may have occurred that were never reported. 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>

The Bias Incident Response Group (BIRG) exists to support all who report bias incidents, and to raise awareness about bias incidents on campus.

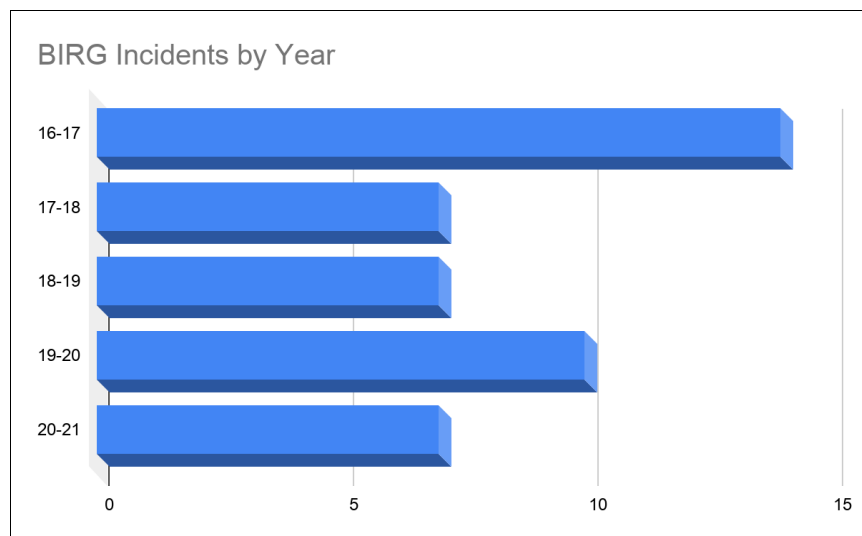
During the 2020-2021 academic year, the BIRG spent a fair amount of time working to understand its charge, making plans to better share about its existence with the rest of the campus community, and preparing for the arrival of new staff in Academic Affairs charged with oversight of all matters related to equity, diversity, inclusion and belonging on our campus. That work was most encapsulated by the A3 document produced following a Lean event in the fall: [BIRG A3 Process Review](#)

### Group Membership

Cheryl Carpenter-Siegel (co-chair), Corday Goddard (co-chair), Angel Gelhar, Christina Hankwitz, Jessica Horton, Bridgit Martin, Alaina Morales, Shelly Mumma, Sarah Olejniczak, Mike Peckham, Chris Stewart

### 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.



# Incidents Reported Academic Year 2020-2021

Date	Nature of Incident	Notes and Follow Up
9/7/21	Incident involving social media post shared with Communications re: racially insensitive language being used	BIRG member spoke with student
2/19/21	Incident (reported as "General") involving professional member	Addressed by personnel in staff member's division
2/23/21	Incident involving incoming student posting biased information on social media about non-SNC student.	Incoming student refused to stay engaged in attempt to gather more information, after initial follow up by Campus Safety
4/7/21	Someone posted swastika in tape on student door; incident reported as "Violation 05. Disorderly conduct or disrupts the peace"	Student whose door was defaced was contacted, and he had no sense of who would have done that, nor did he claim to have done it; message sent to rest of the floor decrying the incident and asking for additional information; no additional information provided.
4/15/21	Incident (reported as "Other," a catch-all category available to those submitting reports who don't believe their case fits in another existing category) involving slurs re: cognitive development	Administrator of involved area spoke with appropriate staff
4/24/21	Someone shouting "insulting and derogatory terms" anonymously	No follow up able to be done
5/12/21	Incident involving employee using pointed political/religious speech online.	Not a bias incident; employee was told about report