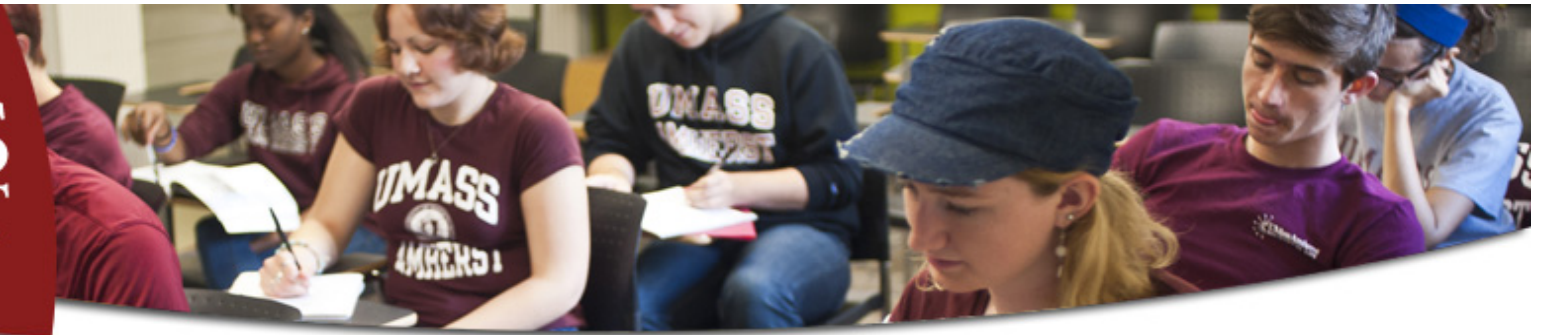


The image features a red banner on the left with the text 'UMASS AMHERST' in white, serif font. To the right of the banner is a panoramic view of the UMass Amherst campus, showing various brick buildings, green trees, and distant mountains under a blue sky with light clouds.

UMASS
AMHERST

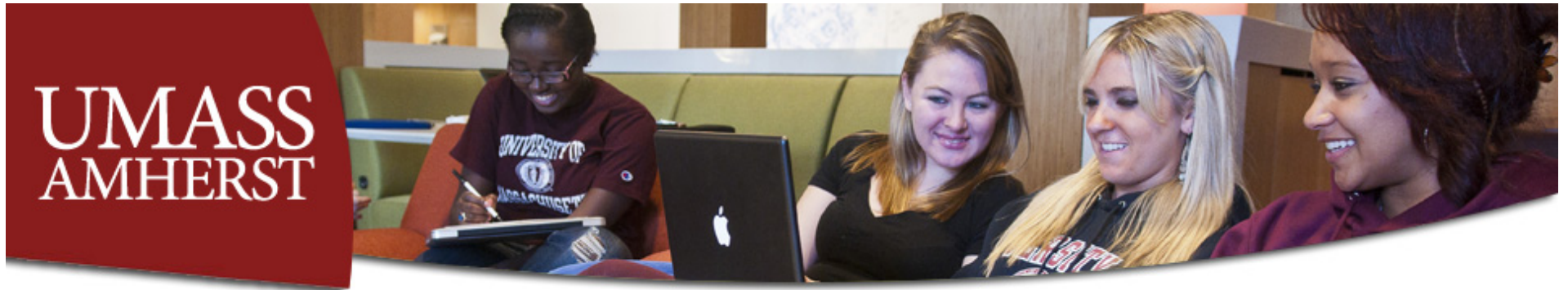
SACL Bias Response & Prevention

**Recognize, Consult, Report,
Support, & Educate**



Learning Outcomes for Today

- Review federal and campus context
- Define bias, hate crimes, and discrimination
- Review bias recognition and reporting
- Know how to consult, report, support, & offer resources
- Explain UMass @UMass Active Inclusion Plan



Office of Civil Rights – OCR

- Enforce laws that prohibit discrimination in federally funded programs
- Title VI, Title IX, Section 504 of the Rehabilitation act of 1973, and Age Discrimination Act of 1975
- Why? Acts of bias create a hostile educational environment which has profound consequences for targeted students

UMass Amherst Policies

- Diversity Mission Statement and Affirmative Action Statement
- Code of Student Conduct

“We are required to take prompt and effective steps reasonably calculated to end discrimination, eliminate the hostile environment, prevent its recurrence and as appropriate remedy its effects.”

The image features the UMass Amherst logo in white serif font on a dark red background in the top left corner. To the right is a photograph of a campus scene with students sitting on the grass under large trees with white blossoms, and a brick building in the background.

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Faculty Senate Resolution

The Faculty Senate while affirming academic freedom and freedom of speech, opposes demeaning the personhood of anyone regardless of race, gender, sexual orientation, religion, color, age, viewpoint, ethnicity, ability, or national origin, and that we support efforts at all levels of the University of Massachusetts to actively create an inclusive campus community and educational environment.

MOTION 21-16:



What Has Been Done?

- Title IX Trainings, Title IX Website, & ongoing
- Diversity Matters website
- Diversity Strategic Plan
- Active Bystander training models and campaigns
- Responding to Community Impact Incidents & Crisis for Residence Life Operations Staff
- Bias Incident Form, Bias Response Protocol
- Other?



Definitions

- Hate Crime – Federal and State Statutes
- Bias Incidents – May not involve criminal conduct, **but** abhorrent & offensive
- Discrimination – actions that violates University Policy, and/or anti-discrimination laws

SACL Response

Three critical components

- Consult, document, & report
- Provide care, support, & resources
- Take prompt & effective Steps to end or interrupt activity



Care and Support

- Do demonstrate empathy
- Do show support
- Do Be patient & listen
- Do ask how you can help, provide options for reporting the incident, image, or language
- Do remember that responses to Victimization vary

Be in touch with your own responses too!



Care and Support

- Do not minimize, or make light of the situation
- Do not tell a person what to do
- Do not ask lots of questions, **do not** investigate yourself
- Do not blame the victim
- Do not guarantee confidentiality (unless a confidential resource such as CCPH)



Reporting Resources

- UMPD Anonymous Tip-line (413-577-TIPS)
- UMPD Anonymous Witness Form
www.umass.edu/umpd/
- Diversity Matters Web-site
www.umass.edu/diversity/
- DOSO/REL On Call After 5 PM through UMPD

Reporting Resolution

- Physical Writing/Drawing Photographed & Removed
- Investigation begins: UMPD or CSC
- Possible adjudication or police/DA response.
- DOSO Conduct - Sanctions when party is responsible & Follow Up



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Individual Support Resources

- DOSO Meeting & Interim Measures
 - Temporary/Permanent Housing Move
 - Change in work/class schedule
- Safety Planning
- DOSO Case Management
- Referral to University Resources
 - CCPH/CWC/CMASS/Stonewall/FSAP

The image features a red banner on the left with the text "UMASS AMHERST" in white, serif font. To the right of the banner is a photograph of a group of students sitting on a green lawn under a large, leafy tree. In the background, a brick building is visible.

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Community Support & Education

- Community meetings
- Educational Programming & Info to share resources
- Campus or community communication about the bias incident

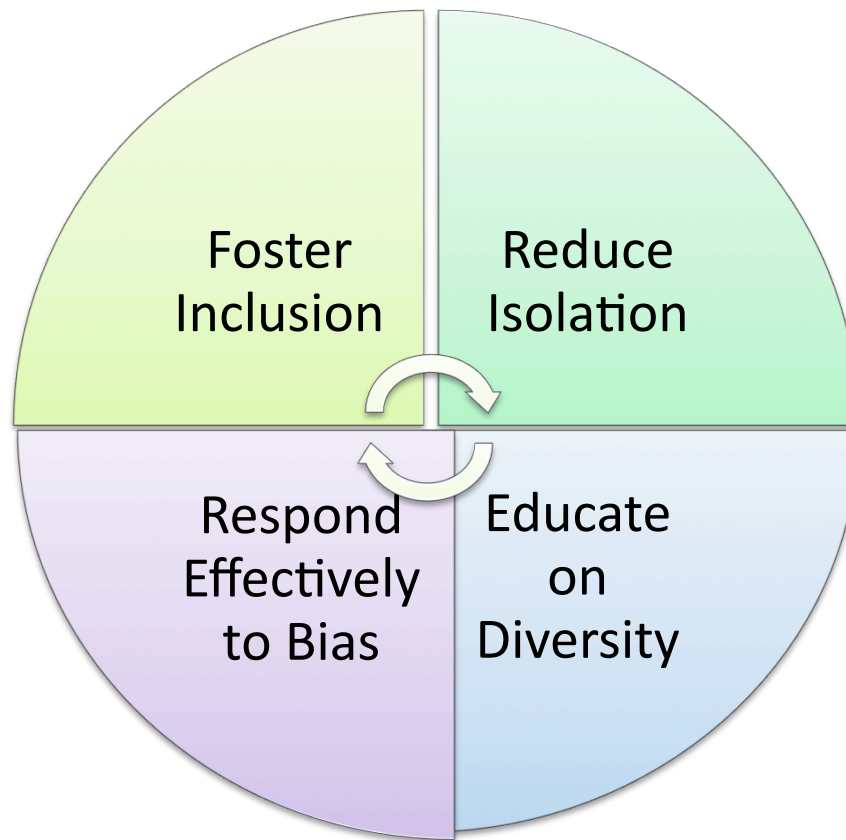


Next Steps

- Engage in continual feedback by reporting, tracking, and reexamining our measures.
- Engage existing programs, structures & organizations.
- Upcoming climate Survey
- UMass at UMass

UMatter at UMass 2016-2017

Active Inclusion: Strategic Goals



UMatter at UMass Prevention Education Initiatives

- Anti-Bias Active Bystandership
 - Builds on general concepts of 3Ds students have already heard and seen
 - Applied to incidences of everyday bias or bigotry
- Speak Up UMass!
 - Flexible UMass-specific curriculum modeled on [Speak Up! Curriculum developed by Teaching Tolerance at the Southern Poverty Law Center.](#)
 - Genesis of project is sharing of narratives by students, faculty, and staff about their experiences at UMass related to diversity and inclusion



**We get to actively
choose the community
in which we live.**



Let's choose to care.

Questions?



www.facebook.com/LivingAtUMass



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