






Example Institutional Responses for Bias Related Incidents

The Institutional Bias Response Advisory Committee exists to identify, discern and recommend university responses to bias-related incidents. Responses may vary based on the details of reported incidents, identified trends, scope of impact, etc. Some possible university responses include:

To those directly impacted by incident

-  Wellness checks. One-on-one, small group, email, pastoral outreach, etc. by campus offices including Student Development, Equity Compliance, Public Safety, Multi-Ethnic Education and Engagement Center, Global and Intercultural Affairs Center, Office of Diversity and Inclusion, Campus Ministry, etc.
-  Campus support for those who identify or ally to identities targeted.
-  Prayer/solidarity gathering.
-  Story circles, restorative justice meetings, caucuses — campus-wide or with identified groups.
-  Listening sessions.

To address issue in the wider community

-  Monitor and report on trends and make recommendations, including changes to university policies or practices..
-  Recommend educational efforts, including teach-in, Dialogue Zone, rally, etc.
-  Recommend action based on event, including increased security or response to property damage.
-  Long-term recognition of event anniversaries through prayer, continued work against bias, etc.
-  Campus communication to notify of event or trend, recognize impact, offer support and healing, etc.
-  Identify and pursue external partnerships to address issues with community partners, civic leaders, local religious communities, etc.



**University
of Dayton**