

Agenda

Welcome

- Elly Daugherty, Associate Vice President for Student Affairs & Dean of Students
- Frank Tuitt, Vice President & Chief Diversity Officer

Incident Reporting

- John Armstrong, Associate Dean of Students & Director-OCCSS
- Maureen Armstrong, Associate Dean of Students & Director-DOSO
- Megan Buda, Director, Community Standards
- Kimberly Beardsley-Carr, Associate Director of Student Welfare, Residential Life

Hillel CCI Presentation

- Edina Oestreicher, Executive Director, UConn Hillel

Faith/Expression Challenge

- John Armstrong, Associate Dean of Students & Director
- Adith Velavan, President, IFC

Open Discussion

Bias Action Group Meeting #1
Tuesday, September 20, 2022
Student Union 304C
3:00pm-4:30pm

Meeting #2 November 2, 2022 @ 2pm

UConn

UConn Bias Incident Reporting

John Armstrong, Associate Dean of Students/Director, OCCSS

Maureen Armstrong, Associate Dean of Students/Director, Dean of Students Office

Megan Buda, Director, Office of Community Standards

Kim Beardsley, Associate Director of Student Welfare, Residential Life

Bias Action Group

Tuesday, September 20, 2022

UConn

What is a Bias incident?

A bias-related incident is an incident that **negatively targets, intimidates, or threatens** an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders.

This includes, but is not limited to, graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

Bias Protocol



TOOL ~ NOT A REQUIREMENT

Aim to Repair Harm / Focus on impact

Support, Education and Engagement



REPORTING

Anyone can report

Protocol and Reporting on DOS website
inform.uconn.edu

Dean of Students Office / Residential Life
manage referral response

1

COMMUNITY STANDARDS UConn POLICE

Review referral for violation of
Student Code or Criminal
Violation

2

BIAS RESPONSE/SUPPORT

Dean of Students Office

Residential Life

OIE- University Faculty/ Staff

3

COLLABORATION

Process involves multiple
campus partners
(ODI, Graduate School,
Faith Liaison,
Community Engagement)



INFORM REPORT INCIDENTS.
GET SUPPORT.

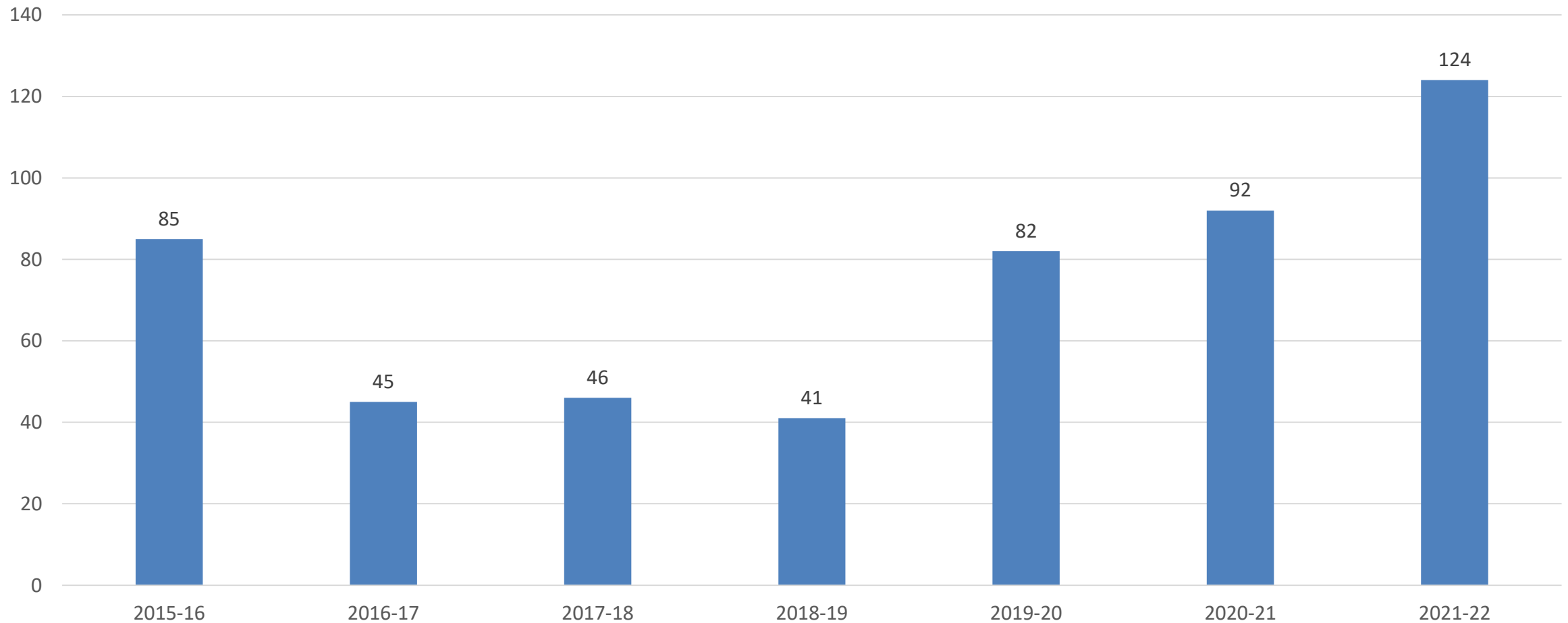
A new way to navigate the reporting process and support available for incidents including bias, harassment, safety concerns, and other types of misconduct.

UConn

inform.uconn.edu

Bias Referrals

Number of referrals by year



Bias Referrals

2021-2022 Academic Year

124

Total Referrals

56

DOSO

57

ResLife

5

CS

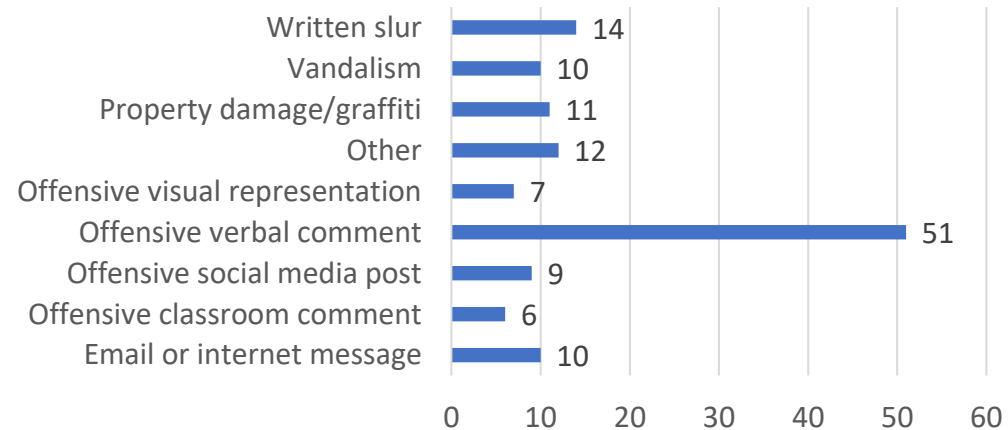
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Stamford

1

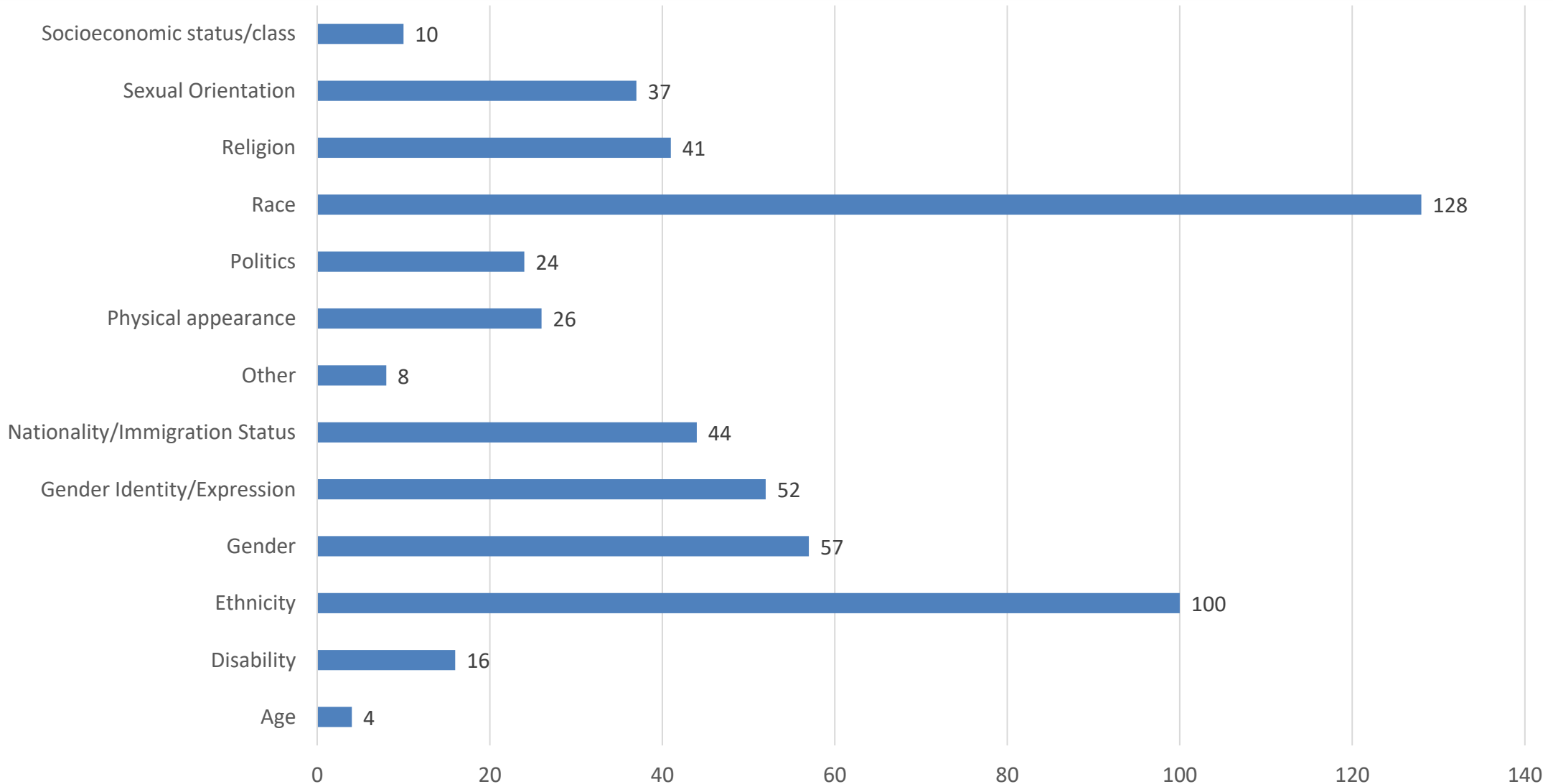
OIE

Bias Behaviors



Verbal remarks directed at Race/Ethnicity continues to be the leading referral for bias incidents

Bias Types



BIAS RESPONSE

WHEN A BIAS REFERRAL IS SUBMITTED RESIDENTIAL LIFE WILL...

1

REVIEW THE INCIDENT REPORT

- Case will be created
- Student Welfare will notify staff that oversee the residence hall

BIAS FACILITATOR

- Each report will be assigned a trained bias facilitator
- Bias facilitator will meet with all parties involved

2

3

INVESTIGATION

- The facilitator will meet with everyone to hear their perspectives
- The case will be reviewed for any conduct related violations

Residential Life Bias Process

OUTCOME

- Our goal is always focused on education and resources
- We review our bias response process and protocols

4

COMMUNITY RESPONSE

5

- Hall Director of area works with the bias facilitator to determine the best response for that community
- Parties involved will be asked what they would like to see and are able to provide solutions
- They also get to choose if they would like to be involved in our community response

WHAT DOES OUR COMMUNITY RESPONSE INCLUDE?

- Our community response can include the following: community email, newsletters, floor meetings, programmatic efforts, student panels, impact circles, etc.

6

CAMPUS PARTNERS

7

- We work closely with all campus partners to provide the best support possible to all those involved
- We also involve campus partners in our community response when needed

Residential Life Response / Support 2021 - 2022

57 bias referrals / 163 Student Meetings + Community Response via emails, floor meetings, newsletters

Of the 57 = 31 written remarks ~ 26 verbal remarks

Types of Bias Identified:

Race (26)

Gender (26)

Religion (7)

Physical Ability
(4)

Mental Health
(2)

Politics (1)

Socioeconomic
Status (1)

Roles of Involved Students:

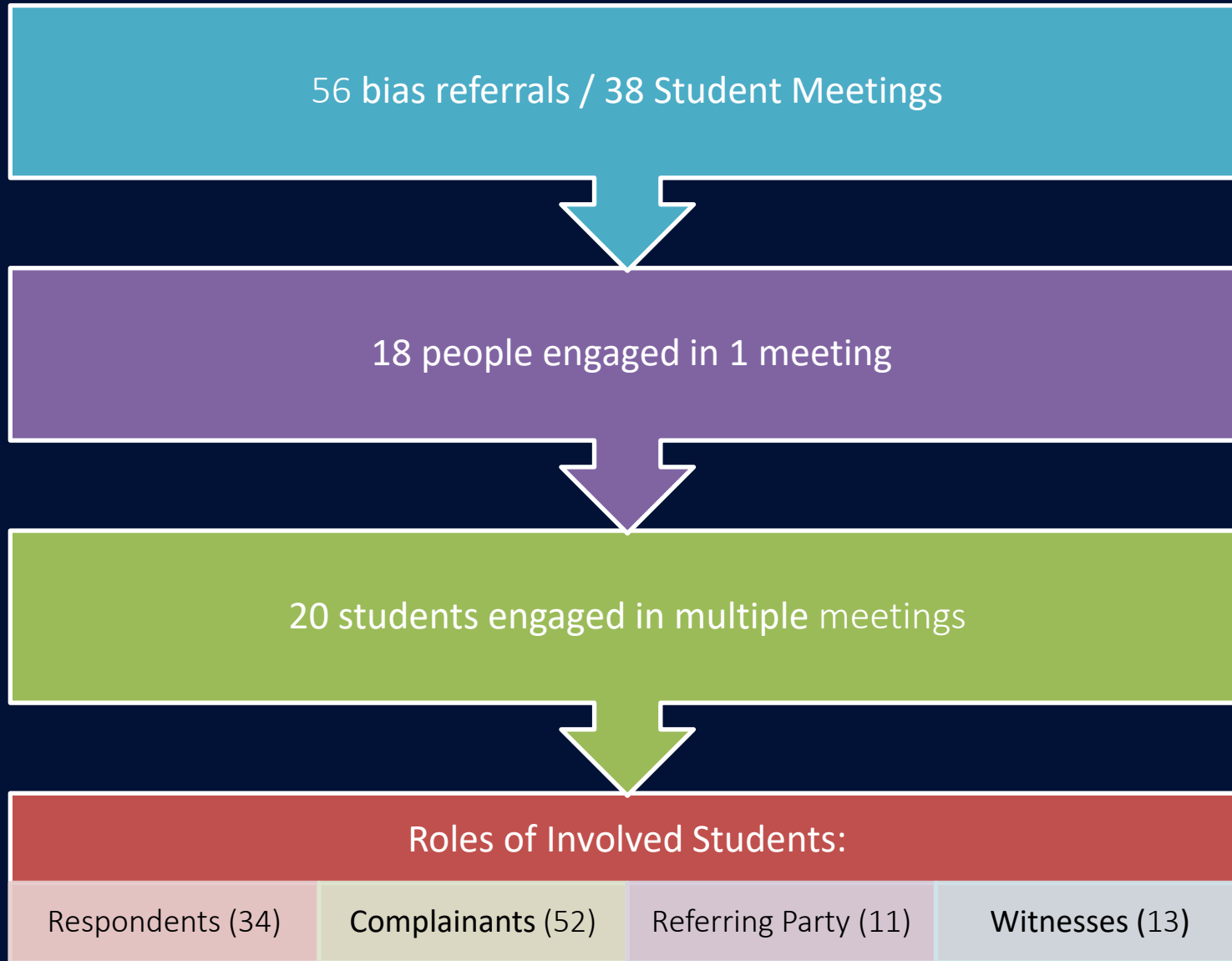
Known Respondents (48)

Unknown Respondents (6)

Complainants (84)

Witnesses (21)

Dean of Students Office Response / Support
2021 - 2022



AGENDA ITEM # 2
HILLEL CAMPUS CLIMATE INITIATIVE

Edina Oestreicher, Executive Director,
UConn Hillel

The graphic features a light beige background. On the left, there is a large, semi-circular shape in a muted olive green color. Inside this green shape, there are several thin, dark green line-art illustrations of leafy branches. On the right side, there is a large, organic, wavy shape in a muted terracotta or reddish-brown color. A thin, white, wavy line starts from the bottom left and curves across the lower portion of the page, overlapping the green and red shapes.

Campus Climate Initiative



Hillel International's Campus Climate Initiative (CCI) works collaboratively with higher education administrators to ensure a positive campus climate in which Jewish students feel comfortable expressing their identity and values, free of antisemitism, harassment, or marginalization.

It is based on the premise that key administrative leaders play an essential role in effecting broad-based educational and policy change on campus, and that the university-Hillel partnership **can lead to positive changes that will benefit both Jewish students and all students.**

The CCI team works with cohort campuses to support them in:

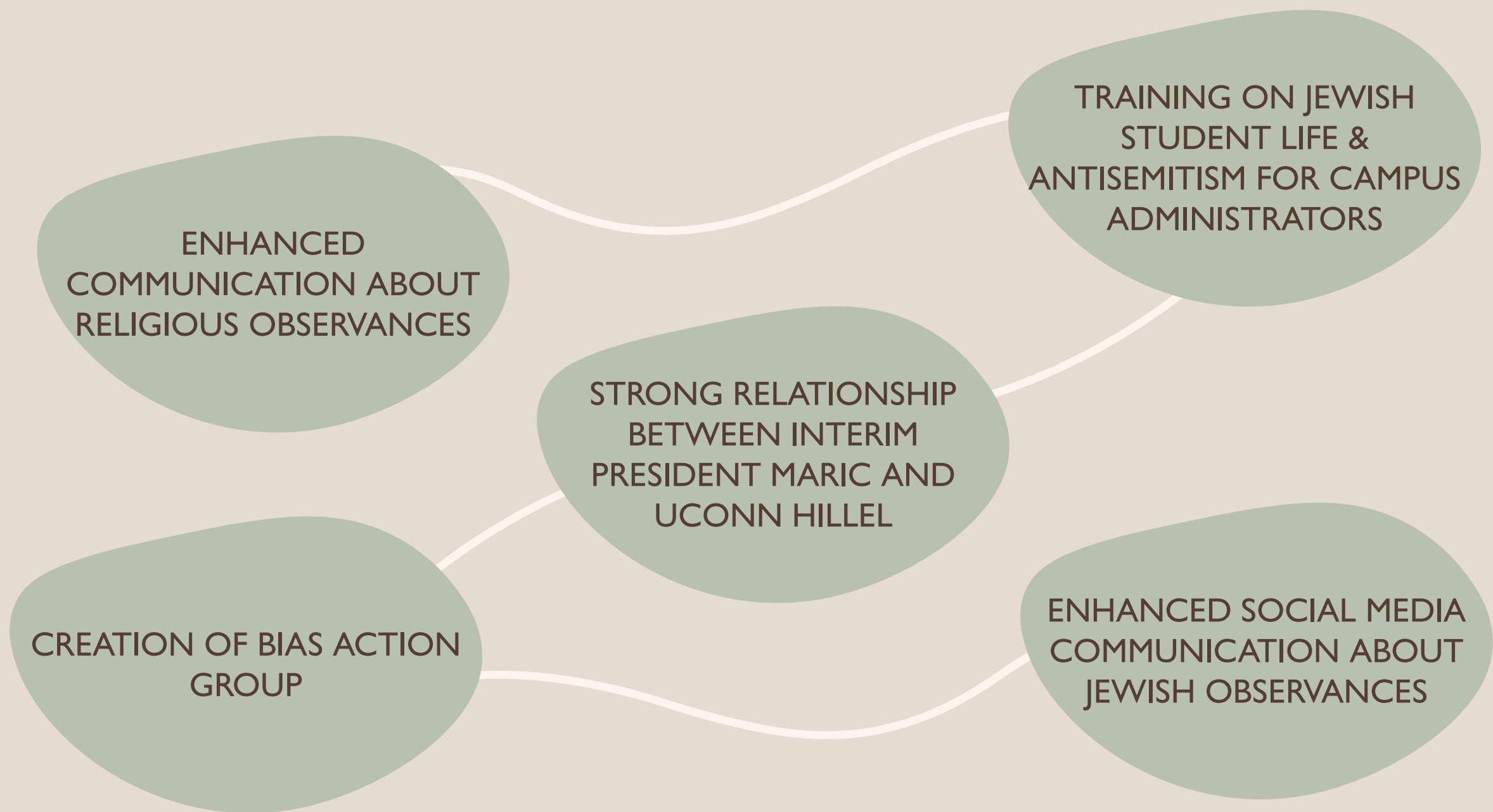
- Gathering data to better understand the current climate for Jewish students on campus
- Training and empowering university administration and staff to understand the needs of Jewish students, the diversity of the Jewish community, and the challenges of campus antisemitism
- Creating and adopting best practice policies, procedures and programs to address antisemitism and foster a positive campus climate for Jewish students and all students

- Six focus groups with @50 students, fall 2021
- Key findings;
 - Most Jewish focus group respondents feel comfortable and welcome on campus.
 - Most Jewish student focus group participants are comfortable but not forthcoming about sharing their Jewish identity.
 - Most Jewish students and alumni perceive the UConn community as lacking understanding of Judaism and Jewish identity.
 - Some Jewish students highlight biases they have encountered related to Israel.

- Key findings;
 - University of Connecticut's policies have room for improvement when it comes to accommodation of Jewish holidays and observance, but most Jewish students feel that professors support their needs.
 - Jewish and non-Jewish students are aware of instances of antisemitism at UConn; however, most students did not reference these incidents as influential on their campus experience.
 - Discussions about Israel-Palestine appear to have limited impact on most Jewish students
 - Jewish students view the UConn administration favorably but want the University President to engage more with UConn Hillel.
 - UConn's Jewish students are interested in engaging with and learning from other groups, but students tend to “stay within their communities.”

Recommendations

- Strengthen incident response and communication
- Provide Jewish identity and antisemitism training
- Include Jews in multicultural programming
- Cultivate closer connection between President's office and UConn Hillel
- Educate the campus on dialogue across difference
- Create spaces for critical, constructive discourse about Israel/Palestine
- Improve religious accommodations and support
- Conduct a policy review



CCI ACTION PLAN RECOMMENDATIONS

- Convene a work group to guide a policy review
- Collaboration on multi-faith/multi-cultural programming
- Include 1-credit antisemitism course as part of new student DEI orientation

The background features a light gray base with several abstract shapes: a large reddish-brown shape on the left, a large olive green shape on the right, and a white outline of a leaf-like shape on the right. In the top left, there is a faint, light gray illustration of a leafy branch.

Thank you

Edina Oestreicher, Executive Director, UConn Hillel

Edina@uconnhillel.org

www.uconnhillel.org

AGENDA ITEM # 3

UConn Faith and Expression Challenge

John Armstrong, Associate Dean of Students, Director-OCCSS
Adith Velavan, Interfraternity Council President (IFC)

studentaffairs.uconn.edu/uconn-faith-and-expression-challenge/



EXPLORE

New Beliefs & Traditions

UConn FAITH & EXPRESSION CHALLENGE

Connect

with up to 4 different student organizations



Develop...

Ideas that strive to celebrate differences amongst ALL student organizations-
Innovation & Creativity Welcome!



Share...

Your groups idea with the Steering Committee made up of faculty, staff and students. 3-4 proposals will be chosen this academic year to be developed and implemented



All Registered Students Orgs Welcome

“The goal of this challenge is to encourage dialogue, celebrate different traditions and forms of spiritual expression, acknowledge differences, and foster an understanding of diverse world views as it relates to faith beliefs and expression. This will provide opportunities for groups to come together without compromising their sense of traditions or identity while still promoting the common good of One UConn.”

UConn Faith and Expression Challenge Steering/Selection Committee

- **Michael Bradford**, Vice Provost for Faculty, Staff and Student Development
- **Elly JB Daugherty**, Associate Vice President for Student Affairs & Dean of Students
- **Brendan Kane**, Director, Democracy & Dialogues Initiative/ Associate Professor History & Literature, Cultures, & Languages
- **Michael Vidal**, Director, Diversity and Inclusion Initiatives, Office for Diversity, and Inclusion
- **Mike Enright**, Deputy Spokesperson and Manager of Internal Communications
- **Rod Rock**, Director, Jorgensen Center for Performing Arts
- **Nadine Brennan**, Associate Campus Director, UConn Hartford
- **Erica Granoff, Director**, Student Services, UConn Stamford
- **Noemi Maldonado**, Director, Student Services-UConn Avery Point
- **Nathan Emery**, Coordinator, Student Activities, UConn Waterbury
- **Sarah Bernhardt**, Program Coordinator for Student Organization Support- Student Activities
- **Jacqui Schulefand**, Director of Engagement, UConn Hillel
- **Jonathan Ficara**, Pastor, St. Mary-St. Thomas Aquinas Catholic Center
- **Adith Valentan**, Student, Interfraternity Council President (IFC)

The Challenge

1. **CONNECT** with up to four other student organizations and register your team online
2. **COLLABORATE** with one another by sharing your guiding principles, beliefs and/or traditions. What does your student organization represent and how does it represent you as a person/UConn student? Ask questions of each other and get acquainted.
3. **DEVELOP** ideas to advance “understanding of others” on all campuses. How will your idea advance Diversity, Equity and Inclusion
4. Proposals must be submitted online: <https://studentaffairs.uconn.edu/uconn-faith-and-expression-challenge/>
Friday, September 23rd @ 11:59pm

Semi-finalists will need to present their proposals in-person on October 19th from 6-8pm at a Dinner. Proposals must clearly demonstrate achievement of fund goals, collaboration among groups of different beliefs and identities, and include a budget and leadership plan. Students can apply for funding as a team that demonstrates collaboration. A Selection Committee formed of university staff, faculty, students, and affiliates will select the ideas to be advanced and implemented at UConn

Each proposal will be provided an advisor, funding is available to advance the idea Facilitated meet and greets with teams will include discussion of individual beliefs and traditions

Weekly Open Forum

Wednesdays at 3:00pm

August 10 thru September 21

Join with Meeting Link:

<https://uconn-cmr.webex.com/join/joa02006>

Timeline

Groups Form, Register and Develop Proposals

August 29th - September 25th

Proposal Review by Selection Committee

September 26th - October 14th

Semi Finalists Dinner and Presentations

October 19th 6-8pm, Student Union 304

Launch of Approved Programs

November 2022 - May 2023

Landing Page:

<https://studentaffairs.uconn.edu/uconn-faith-and-expression-challenge/>

Informational Meetings

Student Meetings – Positive response + Interest

Outreach

Email, Posters, Social Media, Informational Meetings

RSO Advisor Workshops

**Steering/Selection Committee Meeting:
Monday, September 26th @ 1:30pm**



OPEN DISCUSSION / WRAP UP

ALL