

# **BIAS INCIDENT RESPONSE TEAM (BIRT)**

## **Purpose:**

Promotes a culture of respect, equity, justice, and safety for all NKU students, staff, and faculty through preventative education and referring, reporting, and responding to bias incidents (defined as actions and/or expressions against an individual or group because of age, national origin, disability, gender, gender identity or expression, genetic information, race, religion, sexual orientation, veteran status, or any other basis protected by law).

## **Charge:**

- Support individuals and/or groups who have been targeted by bias-motivated actions and/or expressions
- Review reports of incidents involving students and employees
- Make referrals to available campus resources
- Provide timely intervention
- Maintain sensitivity to the rights of all parties involved and ensure that appropriate policies, procedures, and protocol are applied
- A BIRT response may involve approaches such as training, mediation, counseling, restorative justice, and group dialogue around diversity and inclusion concerns.

## **Membership Guidelines:**

- Chief Diversity Officer (Chair)
- Faculty, staff, and students recommended by Chair

## **Membership Appointment:**

Faculty, staff, and student members are recommended by BIRT co-chairs.

## **Membership Terms:**

Varies. Members are evaluated annually to ensure accountability, expertise, and diversity.

## **Frequency of Meetings:**

Monthly or if there is an incident that causes immediate need for the team to convene.

## **Expected Lifespan:**

Ongoing

## **Reporting Requirements:**

The occurrence and response of all bias incidents will be documented by BIRT. It is important that bias incidents are promptly reported to BIRT with timely and accurate documentation of the incident. Every reasonable effort should be made to report a bias incident to BIRT within 48 hours of its occurrence.

The Chief Diversity Officer (“CDO”) receives online reports and conducts an assessment to make an initial determination regarding the type of conduct described. If the conduct described appears to violate an applicable University policy or criminal law, the report will be referred to the appropriate University official for review and may result in investigation or other action taken. When appropriate, the Reporter will be notified that the matter has been referred to another office.

## Operating Procedures:

- Agendas and minutes for each meeting are recorded and sent to all members of the Bias Incident Response Team (BIRT).

## Relationship to Other Committees:

- BIRT may have subcommittees as needed.

## Typical Date of Membership Turnover:

Varies

## Responsible Office:

Office of Inclusive Excellence

## Administrative Contact Name & Position:

Darryl A. Peal, Chief Diversity Officer and TIX Coordinator ([peald1@nku.edu](mailto:peald1@nku.edu)) X6630

## Website:

<https://inside.nku.edu/inclusive.html>

## Membership Roster (2021-22)

Name	Title	Department	Committee Role	Email
<b>Leadership</b>				
Darryl A. Peal	Chief Diversity Officer	Inclusive Excellence	Chair	<a href="mailto:peald1@nku.edu">peald1@nku.edu</a>
<b>Other Members</b>				
Marquita Barron	Director of Training & Development	Human Resources	Member	barronm1@nku.edu
Bethany Bowling	Senior Associate Dean	College of Arts and Sciences	Member	bowlingb2@nku.edu
Aliya Cannon	SGA President-elect		Member	cannona8@mymail.nku.edu
George Carpten	Assistant Professor	Music	Member	carpteng1@nku.edu
Bradley Dickerson	Hall Director	University Suites	Member	dickersonb1@nku.edu
Maureen Doyle	Professor and Chair	Computer Science	Member	doylem3@nku.edu
Jarrold Druery	Assistant Professor	EdD-Doctorate in Education	Member	drueryj1@nku.edu
Jack Harrison	Professor of Law	Law	Member	harrisonj4@nku.edu
Sherri Jones	Assistant Director	Student Financial Assistance	Member	jones38@nku.edu
Debbie Kirch	Associate Athletic Director for Compliance	Athletics	Member	kirchd1@nku.edu
Cindy Knox	Director	Office for Student Accessibility	Member	knox2@nku.edu

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Committee Role</b>	<b>Email</b>
Will Love	Lieutenant	University Police	Member	lovew1@nku.edu
Javance Sinclair	Assistant Director	Student Conduct	Member	sinclairj3@nku.edu
Arnie Slaughter	AVP	Student Engagement	Member	slaughtera@nku.edu
Gina Combs	Coordinator	University Police	Member	combsg7@nku.edu