

# Making the Invisible Visible

## BIRG Annual Report 2022-2023

St. Norbert College is a wonderful community, marked distinctively by the notion of *communio*. Even as our community calls us each to live by faith, sincerity, trust, responsibility, and mutual esteem, though, we sometimes still intentionally or unintentionally subject one another to incidents where bias is a factor. The Bias Incident Response Group (BIRG) exists to support all who report bias incidents, and to raise awareness about bias incidents on campus.

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>

### Group Membership for 2022-2023

Faith Bradbury (REH), Katie Ellingson (Library), Corday Goddard (chair), Christina Hankwitz (CGE), Bridgit Martin (MSS), Shelly Mumma (Student Engagement), Sarah Olejniczak (Title IX), Mike Peckham (REH), Chris Stewart (Student Engagement)

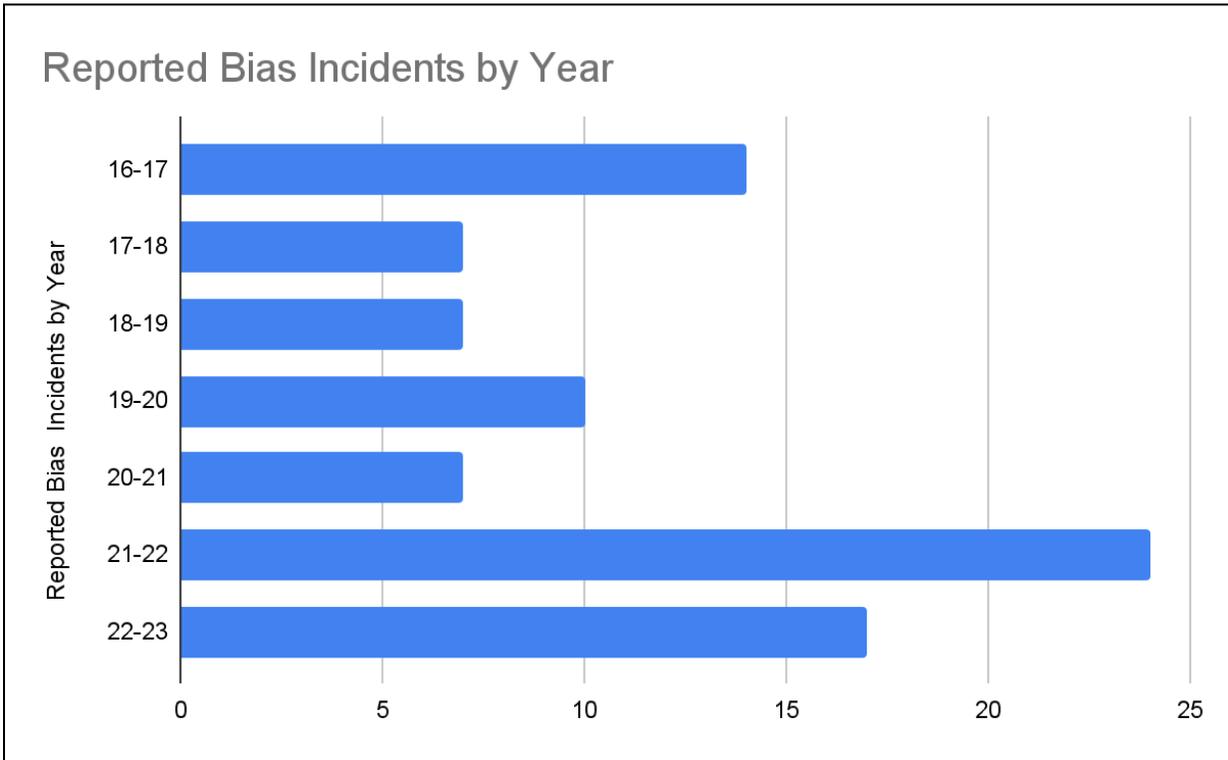
### Incidents *Reported* by Year

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. We do find it likely that other incidents have happened that have not been reported.

### Themes

- The number of reported incidents continues to be higher than usual (though fewer than a year ago). We continue to interpret that as a positive sign that more and more people are aware of the existence of the group.
- We continue to see instances of bias originating from members of teams here on campus. There is no suggestion that whole teams are problematic, or that behaviors of individual student-athletes are indicative of concerns related to entire teams, but an incident with a new football player before the school year even began presaged a number of other concerns. As a result of this, we have asked the Director of Athletics to join the Bias Incident Response Group. One of the more recent incidents was shared by the Judicial Affairs staff with the Office of Human Resources.
- One final theme is the ubiquity of the reports received this year. That is, we took complaints from several offices on campus, and even had an alum living abroad file a complaint about something the college had posted.

# Running List of Incidents 2022-2023



### Count of Incident Type

