

Bias Education Support Team

Presentation to the Planning and Budgeting Council
September, 2023





Why have a Bias Education Support Team?

- Create educational opportunities to raise awareness about bias
- Provide resources to heal after bias occurs
- Affect larger systemic change to reduce bias incidents from occurring again

Why BEST?

Our ASE Campus Climate Survey Results

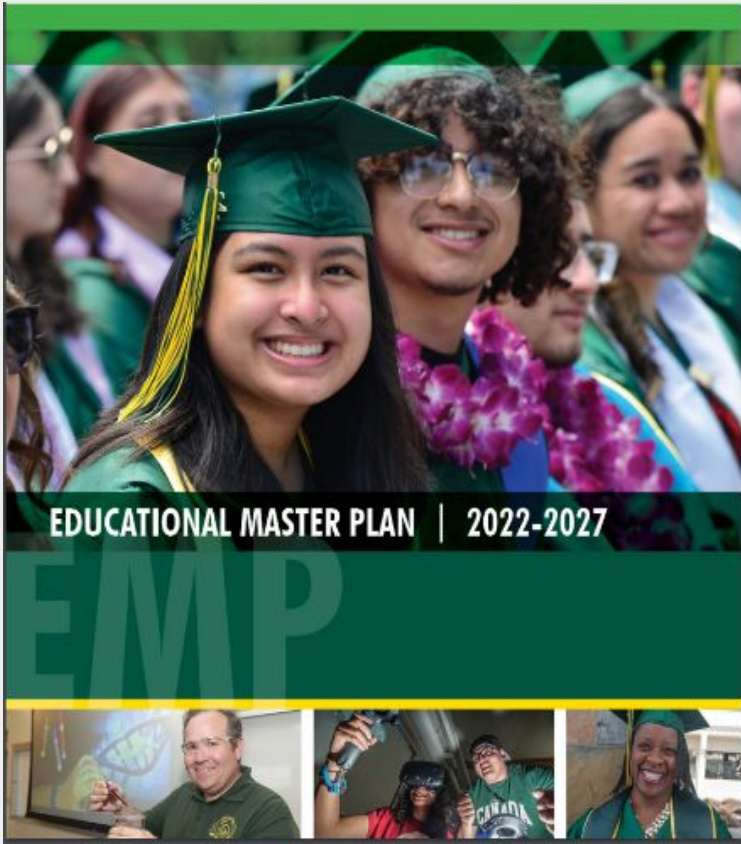


Experienced bias at Cañada:

Multi-Racial	LGBTQ+	Black	LatinX	APIDA	White
100%	80%	78%	76%	73%	54%

Recommendation #5: Racial/Cultural Bias Incident Accountability

Recommendation #6: Bias Reporting



Why BEST?

EMP 2.9 is a “Top 4” Goal

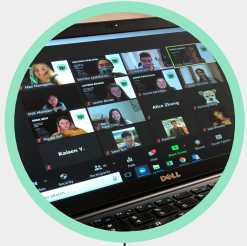
“Implement a campus-wide bias incident reporting system with safeguards for victims and transparent methods for addressing all reports effectively. Ensure that privacy-protected data on incidents are disseminated for analysis, policy improvements, and prevention.”

BEST Goal

The Cañada College Bias Education Support Team is committed to creating a safe and supportive environment by **identifying concerns, assessing campus community impact, engaging subject matter experts and community patterns, and responding appropriately.**



How did we get here?



Student Senate Initiative August 27, 2020

Student Senate makes Bias Response inquiry a top Senate initiative.

Students start research with Michiko and Max, meeting every other week.



Black Student Union Demands October 22, 2020

The Black Student Union comes to Student Senate demanding a college-wide transparent system for reporting bias and microaggressions.



Student Senate Proposal April 2021

After a year of research, and training sessions with Director Mwanisha Sims, on bias incidents and the law, the Student Senate proposes a bias response mission and website, the President approves.



Deep Dive Operational Research January 2022 - Present

Working with a new EMP 2.9 Goal team of faculty, staff, administrators, students, Director Sims, Advocate software employees, and California Community College partners with BEST teams, the following proposal was created.

How: Concise Process Map

Step 1

**An incident report
filed on the Cañada
website**

Step 2

**Reply message
sent on
process,
timeline, and
BEST contact
information**

Step 3

**BEST assesses and
identifies the concern
and impact on the
campus community**

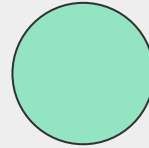
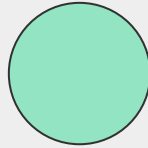
- Review with campus leadership
- Provide resources to reporter(s)
- Review themes, trends, learning, impact with campus experts
- Review opportunities for public-facing messages, follow-up workshops, healing, and learning-centered events
- Partner with PRIE, CARES, and Early Alert to document trends, data, and follow-up

Step 4

**BEST
ensures
the loop
has been
closed
with the
report
filer**

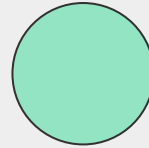
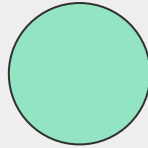
Who is on the team?

**Vice President of
Student Services**



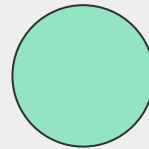
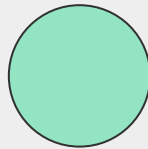
**Staff
Representative**

**Dean of Counseling/
Title IX Coordinator**



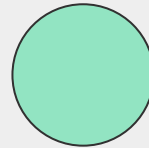
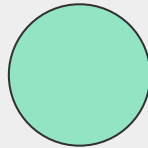
**Student
Representative**

**Faculty
Representative**



**Public Safety
Captain**

**Director of
Community Relations
and Marketing**



Director of Equity

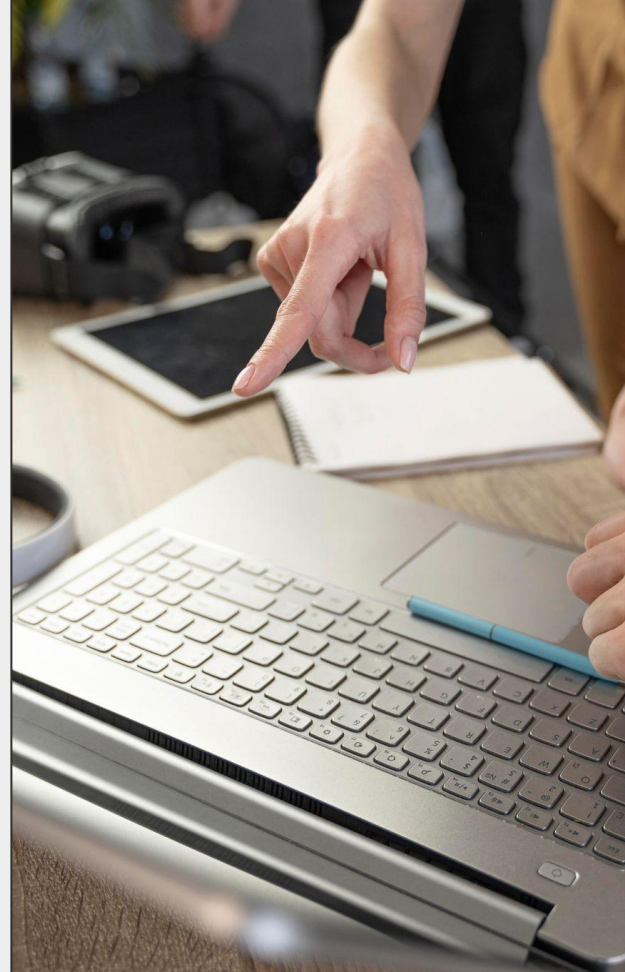
(Miller, et al., 2018, p. 28)

(Interviews with CA Community Colleges with a BEST Team)

How?





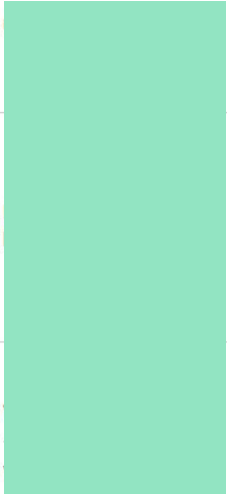
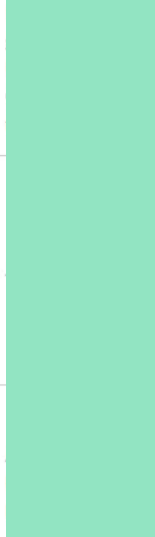






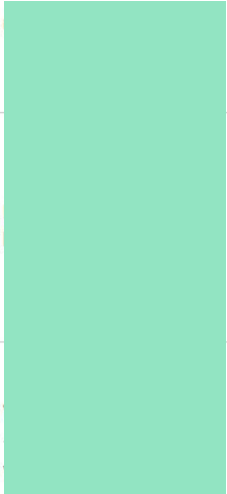
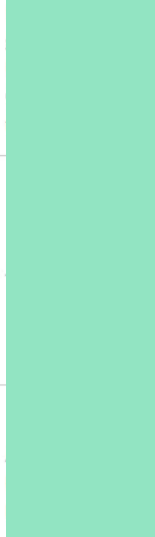







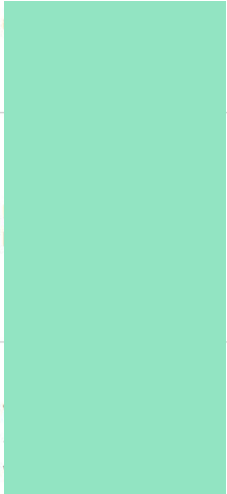
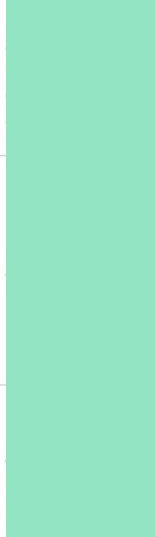




Advocate Platform

- Existing software for Title IX, Conduct, CARES
- Ability to cross-reference referrals
- Layered reporting functions and data analytics
- Digital referral system between campuses
- No additional cost



- Home
- Calendar
- Appointments
- Announcements
- Students
- Cases **BETA**
- Incident Reports ▾
- Daily Activity Reports
- CARE Network ^
 - CARE Reports
 - Students of Concern
 - CARE Action Plans
 - CARE Actions

Advocate Main Page

<input type="checkbox"/>	 	C00131-2023 	Public	September 7, 2023 6:00 pm				Cañada-Mental Health Issue, Cañada-Physical Endangerment	(Group) Cañada CARES Team			None
<input type="checkbox"/>	 	C00134-2023 	Assigned	September 12, 2023 10:10 am				Cañada-Medical Concern, Cañada-Mental Health Issue, Cañada-Other	(Group) Cañada CARES Team			 Emotional Distr
<input type="checkbox"/>	 	C00118-2023 	Assigned	-				Cañada-Mental Health Issue, Cañada-Other	(Group) SKY CARES Team, Judith Martinez			 Financial Distr  Emotional Distr

+ Add New CARE Report

Items 1-4 of 4

Showing 20 ▾

Core

CARE
Actions 0

Meetings 0

Letters 0

Docume... 0

Notes 1

Event Log

Access Rights

Submit

Save

Archive

Cancel

* indicates a required field

CARES REPORT

Status

Assigned

Report Number

C00134-2023 2

Home Campus Location*

Please select the school you are reporting from.

- Cañada-Medical Concern
- Cañada-Mental Health Issue
- Cañada-Physical Endangerment
- Cañada-Other

Reporter's Name

Reporter's Email

Reporter's Phone

Student Aware of Request

Is the student aware you are submitting this request? Please provide additional details in the description below.

Student Aware of Request - No

If student is not aware of the request, may we disclose your request?

Yes

TIME AND LOCATION

(of interaction)

Date/Time of Incident

Please provide the approximate time that this situation occurred.

2023-09-12   10  10  am  


Location*

Where did this occur?

Cañada 

Additional Location Information

If applicable, please provide any additional location details.



INDIVIDUAL(S) INVOLVED

Students Involved

Please list all students involved in this situation.



Non-Student Witness(es)

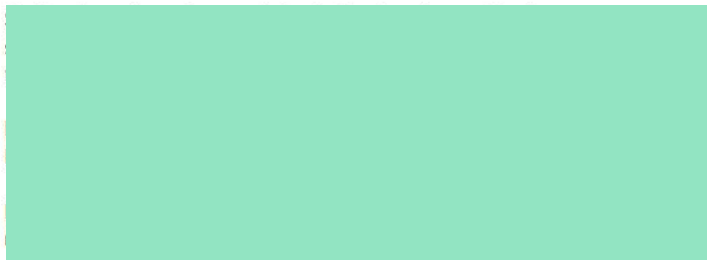
Please list all non-student witnesses to this situation.

Jon Como

DESCRIPTIVE INFORMATION

Description*

Please provide as much information as possible about this situation.



Submit

Save

Archive

Cancel

- Core
- CARE Actions 0
- Meetings 0
- Letters 0
- Docume... 0
- Notes 1
- Event Log
- Access Rights

Keywords

Q Apply Search

+ More Filters

+ Add New Note

Batch Options ▾

Items 1-1 of 1

 ▾	Actions	Subject 	Author 	Category 	Body	Responses 
<input type="checkbox"/>	 	<div style="background-color: #c8e6c9; width: 100px; height: 15px;"></div>	Marcos Chacon		Marcos: 9/15/23: <div style="background-color: #c8e6c9; width: 200px; height: 15px;"></div>	none

+ Add New Note

Items 1-1 of 1



How: Scenario

Jordan has just filed a referral to the BEST. The referral includes the following details:

“I keep getting mis-gendered in my class by the same student, Alex. Alex uses my dead name, Keilani and continues to use the pronouns she/hers with me. I’ve corrected them publicly in class in front of everyone multiple times. It won’t stop.

I don’t even know what to do anymore. I feel like the College values trans students on paper, but I don’t feel it when I go thru my day.”



How: Scenario

BEST Follow-Up

Each scenario and follow-up will be different depending need.

- **Provide identity-based resources to Jordan**
 - Invite to Gender Sexuality Alliance Club
 - Connect with Brave Space Collective
 - Provide off campus resources
- **Review incident with existing BEST data**
 - Review referral in larger context of similar data through BEST (e.g., bias related to gender identity and expression)
- **Engage Experts**
 - Review criteria and options for public-facing message
 - Connect with Brave Space Collective and Cultural Center on opportunities for gender-based workshops and training



When will this be implemented?

Expected launch
January 2024

Critical questions we are inquiring about?

- What is the process if faculty, staff, or administrators are included in the referral?
- What is the role of Human Resources?
- What is the role of the District Ombuds?
- How will we be using these data in the long term?
- What is the process if a referral includes one or both of the other colleges?



Questions?



References

- LePeau, L. A., Snipes, J. T., Morgan, D., & Zimmerman, H. (2018). Campus educators deploying cultural and social capital: Critically examining a bias response team. *Journal of College Student Development*, 59(6), 681–697. <https://doi.org/10.1353/csd.2018.0065>
- Miller, R.A., Guida, T., Smith, S., Ferguson, S.K., & Medina, E. (2018). Free Speech Tensions: Responding to Bias on College and University Campuses. *Journal of Student Affairs Research and Practice*, 55(1), 27-39.
- Miller, R.A., Guida, T., Smith, S., Ferguson, S.K., Medina, E. (2018). A Balancing Act: Whose Interests Do Bias Response Teams Serve? *The Review of Higher Education*, 42(1), 313-337.
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- Wessler, S., & Moss, M. (2001). Hate crimes on campus: The problem and efforts to confront it. Bureau of Justice assistance monograph. Washington, DC: U.S. Department of Justice