

# BERT Questions & Responses

- 1. How should a student behave in a bias situation?**
  - a. Each person may respond differently in an incident of bias, so while there is not one direct action we always encourage if you see an instance of Bias to report it. If you are involved as part of the Bias reporting process, we encourage you to remain open as the process is meant to gather information to determine what may/may not have happened.
- 2. How can we help students feel more inclusive?**
  - a. Education is key. Take some time to listen to a podcast, read an article/book, or even ask questions. The more we educate ourselves on the experiences of others, the more inclusive community we can create by applying what we have learned.
- 3. Can students be part of BERT?**
  - a. Unfortunately, not at this time. However, you can help by reporting any issues of bias that you see occur.
- 4. Can a report be done at any time of the day?**
  - a. Yes, the system is open 24/7, but we may not view the report for 2 business days. You can report a bias related incident at [https://cm.maxient.com/reportingform.php?ManhattanvilleCollege&layout\\_id=1](https://cm.maxient.com/reportingform.php?ManhattanvilleCollege&layout_id=1)
- 5. How do you reach out to them?**
  - a. You can contact any member of the BERT Team directly or by filling out the online reporting form. Please visit the BERT website at <https://www.mville.edu/life-manhattanville/diversity-equity-and-inclusion/responding-bias> for the contact information of any of the members.
- 6. When was the team developed? How long has it been running? Does the team meet on certain days to discuss?**
  - a. The team was developed in Fall 2019 and has been running ever since. The team meets monthly to review overall findings and training, but member meet on a case by case basis when reports are filed.
- 7. Are the BERT team like the police of Manhattanville College?**
  - a. No, BERT is an educational body who helps to resolve issues of bias and provide education to all parties involved even when bias does not occur. Campus Safety acts as our "police" for the campus community.
- 8. Could the BERT advisors be considered almost "guidance counselors"?**
  - a. In a way, BERT is here to support all members of our community in our process as well as any time during the year.
- 9. What does BERT do in case of any targeting happening outside of campus?**
  - a. Any instance of bias that affects members of our Manhattanville community may be reported to BERT. Members of BERT will work with the college administrators and Campus Safety to look further into any targeted incidents.
- 10. How BERT help my situation what I have do before the first day?**
  - a. After filing a report, a member of BERT will reach out and ask for additional information as well as an invitation to meet. We ask that you respond to the team member's outreach within 48 hours.

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### **11. Can students volunteer to help the BERT?**

- a. While students cannot help as part of the bias reporting process, you can help by encouraging people to file a report and spreading the word that the BERT does exist. Also, members of BERT are willing to work with students on programming.

### **12. What else can we do to make sure that bias is responded to correctly?**

- a. Always encourage anyone to file a report with BERT and to respond to outreach from the team.

### **13. Can I reach out to introduce myself?**

- a. Sure! Feel free to contact any member of the BERT team directly.

### **14. What kind of student involvement can be incorporated into BERT?**

- a. BERT shares its bias report data yearly, we encourage students to read this as well as encourage others to file a report if they suspect bias.

### **15. Do they deal with bullying too?**

- a. If bullying is coming from a place of bias, yes absolutely! If it is bullying that is perceived not to be motivated by bias, then this would fall under the College Code of Conduct.

### **16. How can we get in contact with BERT?**

- a. Feel free to visit the website and contact any member of the team directly. You can also reach BERT by filing an electronic bias report

### **17. What are some examples of bias incidents?**

- a. Bias can take many different forms. This includes, but is not limited to: name calling, tokenizing, singling out an individual, off-handed remarks, physical gestures, and more.

### **18. What other steps can I take or does BERT take to stop bias judging on campus?**

- a. BERT provides educational content during the Valiant UP Process, provides bias education throughout the year, and provides education at all times through the reporting process. The number one way to reduce bias is through education and reporting issues of bias.

### **19. How long does it take for an incident to be dealt with when reported?**

- a. It depends on the incident and response time, but typically we like to have incidents resolved within 2-4 business weeks.