

BIAS EDUCATION RESPONSE TEAM (BERT)



Current members of BERT include:

<p>Tricia Connor Biles <i>Assistant Dean for Student Engagement & Success</i> <i>Acting chair of BERT</i></p> <p>Antoine Jordan <i>Director of Student Engagement</i></p> <p>James Allen Hall <i>Director of Rose O'Neill Literary House</i></p> <p>Annie Kietzman <i>Field Hockey Coach</i> <i>Coordinator of Diversity and Inclusion for Athletics</i></p>	<p>Kelley Wallace <i>Director of Communications</i></p> <p>Pamela Hoffmann <i>Director of Public Safety</i></p> <p>Greg Krikorian <i>Dean of Students</i> <i>Ex-officio member</i></p>
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The Bias Education Response Team aims to foster a safe and inclusive environment by providing advocacy and restorative education to any individuals that have committed a bias incident or acts of discrimination. This team is charged with reviewing alleged bias incidents and providing educational resolutions that encourage the growth of the individual that address historical injustices and social inequities.

BERT is here for you

BERT meets regularly to address concerns that are brought to us through both formal complaints and through our areas of professional responsibility. We are a team of professionals committed to building a positive culture of inclusion and belonging here at Washington College.

Tips from BERT

Lift Your Voice

Your perspectives on bias are important to us. You can make a report to anyone on BERT, in person, via email, or through the CARE system. Our team is active and responsive.

YAK BACK

Yik Yak is a social media site where participants within a small geographic location can post anonymous messages. Unfortunately, some messages get personally hurtful. What can you do? Yak Back!

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Yik Yak has the power we give it. If Yak posts are bringing you down, remember these things that you CAN do:

- Post Positive – send good words, energy, and intention out to our community
- Report Abuse – immediately down vote and report any post that names, shames, or defames
- Show Support – reach out in-person with a friendly word, especially for those who have been named on the app
- Delete the App

Conflict Happens – meet it with Courage and Care

We bump into one another all the time. Most of the time it is unintentional and both parties automatically say, “excuse me” “I’m sorry” and “that’s ok”. We meet the situation with a generosity of assumption that the other person did not mean to bump into us. BERT recommends that you do this when you “bump into” someone with an interpersonal conflict.

When someone offends you:

- Be generous and assume the other did not mean harm
- Say “ouch” - express how you feel with care for the other person
- Be patient - allow the other person to process the situation
- If you strongly believe you are being targeted unfairly and you are not able to resolve an interpersonal conflict, you have college resources at your disposal.
 - Talk to Tricia or Greg in Student Affairs
 - Use the CARE system to submit suspected bias incidents
 - Make an appointment with Counseling Services

When you learn you’ve offended someone else:

- Apologize
- Listen to understand
- Refrain from a defensive/reactionary response
- Self –reflect
- Accept feedback as a gift
- Apologize again and seek to make amends

In all interactions, maintain your dignity and strive to leave the other person with their dignity.