



# News from BERT

*Fall Semester Edition*

Washington College is committed to fostering a welcoming community for all students, faculty, and staff. An informed awareness of the climate on campus is an essential part of Washington College's efforts to create a supportive academic, residential, and professional environment for our diverse population. Washington College has developed a system for reporting bias incidents that are reviewed by a Bias Education Response Team (BERT). BERT is responsible for serving as an educational support team to continue cultivating the values of Washington College.

News from BERT is disseminated each semester to share educational opportunities and bias incident reporting transparency among the community.



Washington  
College

Vol.5  
Fall 2024

## Warm Welcomes

*BERT is excited to welcome two new hires with roles that are focused on fostering both diversity and belonging on campus.*



### Nicolle Moaney

Director of Student  
Intercultural Affairs

Nicolle Moaney (she/her) is a lifelong education advocate and has always believed quality education has the potential to change a person's life trajectory.

A proud Williams College alumna, Nicolle began her professional career in Washington DC, where she served as a recruitment intern while in undergrad and later as a Capital Teaching Resident and elementary school teacher at KIPP DC. In 2020, Nicolle co-founded The Needle's Eye Academy. The organization strives to facilitate access to literacy opportunities for students of color on Maryland's Eastern Shore. In early 2024, Nicolle was named a 2024 Tiny Fellow with 4pt0 for her work with The Needle's Eye Academy. Nicolle transitioned to the Instructional Talent Acquisition and Retention Team at DC Public Schools in 2022, where she recruited and supported prospective teachers to land roles within the DCPS' high schools and dual language schools. Nicolle recently joined the Student Affairs team at Washington College as the Director of Student Intercultural Affairs. In her new role, she helms the Intercultural Center and provides leadership, support, and guidance for students from diverse backgrounds.



## Warm Welcomes

**Jane Ann Williams**  
Assistant Vice Provost of  
Global Education

Jane Ann Williams previously served as Associate Provost at Montclair State University with responsibility for internationalization across 10 colleges, as well as international admission, immigration, international student and scholar services, study abroad, global partnerships and grants, scholarships, strategic planning, and crisis management. She earned United Nations Academic Impact certification for MSU and actively supports the United Nations Sustainable Development Goals.

Prior appointments include: Associate Vice President and Associate Provost of International Engagement, Admissions, Enrollment Management, and Advising at University of Central Arkansas; Dean of Academic Affairs and Professor at Cap Cana Heritage School and Universidad Iberoamericana in the Dominican Republic; Director of Multicultural Education and Community Engagement at Virginia Tech; Director of Information Technology and Professor at Mercer University; and Department Chair and tenured professor at Anne Arundel Community College.

Williams has directed research, grant, and study abroad programs in more than 45 nations throughout Europe, Asia, and the Americas. She holds a bachelor's degree in International Studies and Spanish from Virginia Tech, a master's degree in Publication, Design, and Creative Writing from the University of Baltimore, and is ABD, completing her Ph.D. in Planning, Governance, and Globalization at Virginia Tech.

Williams has published over 250 articles in journals and newspapers; produced Alaskan statewide televised news for NBC, and won awards for international sustainable development projects from the United Nations, Ambassador Andrew Young Foundation, IIE, the African Union, Fulbright, the former president of Ecuador, Federal Legislature of Argentina, and others. Williams is bilingual in English and Spanish. She has lived and worked in Spain, Mexico, and the Dominican Republic.



## **Collaboration >>> Compromise: Conflict Resolution during an Election Season**

**Date:** Thursday, October 17, 2024

**Times:** 3:00-5:00p EST & 7:00-9:00p EST

**Location:** Hynson Lounge

**Facilitated by:** Obella Obbo - Radical Empath

As we approach this year's presidential election, we want to honor the experiences of tension and anxiety that many of us feel as we prepare to engage with our peers on sensitive political topics that can be deeply woven into the aspects of our identity. The Bias Education Response Team will be offering two opportunities for students, staff, and faculty to learn the tools and practice the vulnerable, uncomfortable, yet empowering work of resolving conflict. Please join us in Hynson Lounge on Thursday, October 17, 2024 from 3:00-5:00p EST and again at 7:00-9:00p EST. Prepare to listen, write, and speak about how we build community amidst unrest.

Keep an eye out for registration information through email or CampusGroups\*.

*\*Faculty and Staff members can sign up for CampusGroup access using SSO*

## Student Colloquium on Campus Free Expression

October 9: 6pm –8pm Plenary Session & Dinner  
October 10: 8:30am – 4pm Student Colloquium



Campus protests, political debate, classroom discussion, and interpersonal communications surround the college experience. The Student Colloquium on Free Expression explores the inception and promise of free expression and principles of dialogue across difference. Students will gain insights on how free expression influences social progress, scholarship, and inclusion while practicing skills to advance their own leadership and advocacy in these areas. All participants will earn a PEN America certificate as a free expression advocate.

Washington College is proud to partner with PEN America, a global champion of human rights and free expression, to welcome Lara Hope Schwartz, author of [Try to Love the Questions – From Debate to Dialogue in Classrooms and Life](#), as our colloquium facilitator. The colloquium is open to students by invitation and request. If you are interested in participating, please request your spot through Campus Events.

## Sexual Harassment & Discrimination (Title IX)-update

In accordance with new regulations issued by the Department of Education, effective August 1, 2024, an updated policy has been implemented. Previous communications have included the new policy that applies to ALL campus members, to include students, faculty, staff, and contractors. An important reminder, ALL employees, other than those who work in health services, counseling or campus ministry are mandated reporters. Information pertaining to a possible violation of the policy must be submitted to Greg Krikorian, Title IX Coordinator, or other members of the Title IX leadership team immediately. A series of trainings about the new policy are planned throughout the start of the semester.



## BERT Attendance at Centennial Conference Inclusion Summit

On June 4th, Head Coaches and Administrators, including Director of Athletics, Thad Moore attended the first ever Centennial Conference Inclusion Summit, held at Franklin & Marshall College. The Summit was a full day of programming designed to address various topics of Diversity, Equity, Inclusion, and Belonging in Sport. Participants heard from various speakers and panelists, including keynote speaker Kyle Williams from "A Long Talk."

Amber Thomas, Assistant Executive Director, spearheaded the planning and implementation of this first ever event, and was supported by ADIDs from all institutions throughout the planning process.

*The Centennial Conference is committed to providing an inclusive environment and equitable opportunities for all student-athletes. We believe that diversity and inclusion enhance learning and development for all conference members.*

The overview of the event can be found here:

<https://centennial.org/sports/2024/3/12/inclusionsummit.aspx>

Here is a link to the Washington College student-athlete inclusion policy:

<https://centennial.org/sports/2023/4/22/general-2021-22-inclusionpolicy.aspx>

## Human Resources - Highlighting DEIB

One of the mainstays of staff coaching and development is the annual performance review. As part of this review process at Washington College, employees engage in discussion with their manager about competencies and goals that are keys to performance success for all of us, and align them with operational and strategic goals. As we reviewed the format for these discussions this past year, we realized that while some of the competencies incorporated behaviors that promoted inclusion and belonging, the process didn't fully reflect the College's commitment to DEIB on campus. Working with Senior Leadership, the Human Resources Department undertook an update to this important opportunity for goal and skill development. Digging deeper into the behaviors that promote inclusion and belonging, we were able to identify the types of behavior we expect from everyone that insure more civility, awareness and belonging on campus.

Rather than weaving those behaviors into the five competencies that already existed, we added two new competencies to highlight the importance of how these behaviors impact the campus atmosphere. The new competencies are: engagement with inclusion and belonging, and a commitment to learning. Our hope is that by having these as stand-alone topics for annual discussion, we will help ourselves be more authentic, open and curious about different points of view, people who are different than we are and our own internal conflicts that may contribute to judgements we make about others.

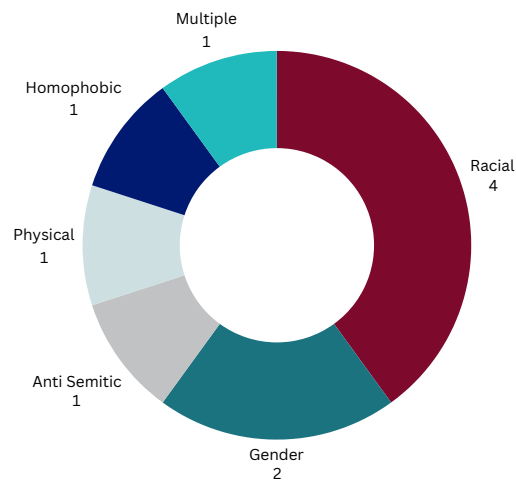


# Spring 2024 Reported Bias

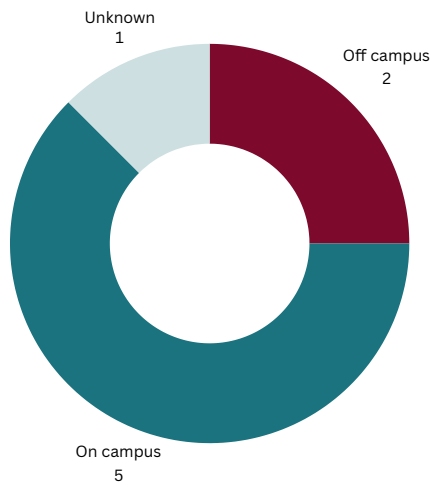
Bias report data from each semester is published at the beginning of the following semester.

Data is pulled from January 2024-May 2024

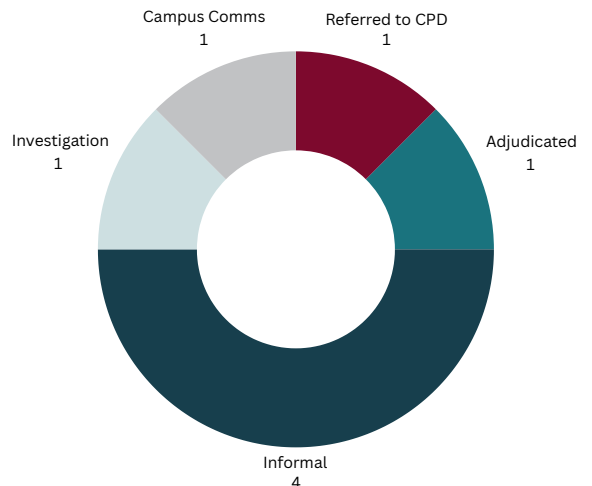
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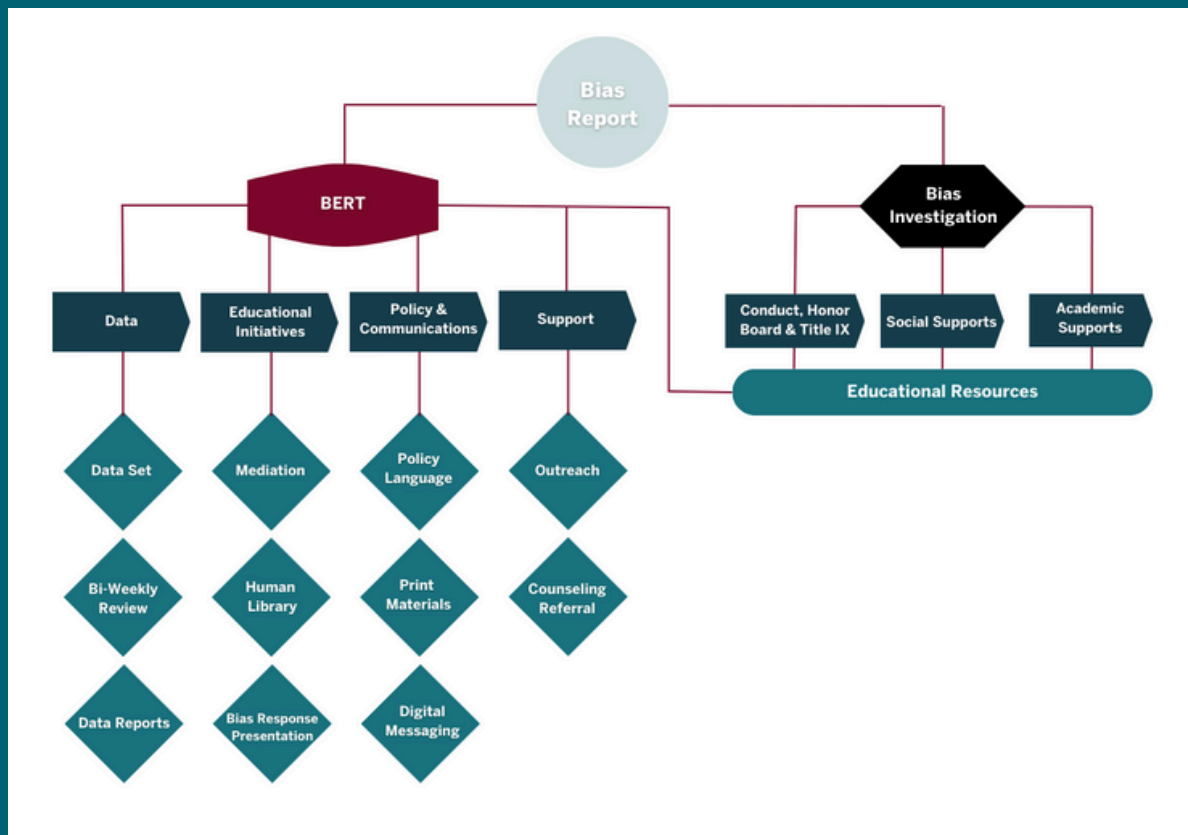


## Outcomes



## BERT Process

The diagram shows how a bias report gets addressed by both the appropriate department and BERT. Important to note, BERT receives reports with no personally identifying information attached. Our team takes responsibility for data collection and collaborations with other departments to ensure follow through and outcome reporting. BERT also focuses attention on educational initiatives and policy review.



### BIAS EDUCATION RESPONSE TEAM (BERT) PURPOSE

- collect, review, and report data
- support students impacted by bias
- review and monitor policy
- compile and share educational resources
- implement educational initiatives in response to data

## Report Bias

Keep on Reporting and Supporting!

A bias report can be submitted in many ways:

- Contact Public Safety (410)778-7810 or report anonymously
- Tell a member of BERT, an RA, or other trusted college leader
- Fill out a CARE report
- Chestertown Anonymous Tips (410) 778-3744



Public Safety Anonymous Reports

**Every individual in our community  
has value and is worthy of dignity.**

**When you hear of a troubling incident, remember that you are  
a part of a caring community that takes bias seriously and  
has a strong, responsive protocol in place.**

## Meet BERT

Tricia Connor Biles – Assistant Dean in Student Affairs , Chair

Greg Krikorian – Title IX/Conduct/Residential Life

Nicolle Moaney - Director of Student Intercultural Affairs

Obella Obbo – Intercultural Affairs

Ryan Colman – Public Safety

Alexandra Calder – Athletics

Hillary Bitting – Marketing & Communications

Antoine Jordan – Student Engagement

Kate Laking – Human Resources

Nick Garcia – Faculty Representative

Lillian Elgayar – Student Representative