

## **BIAS INCIDENT RESPONSE TEAM (BIRT)**

### **Purpose:**

Promotes a culture of respect, equity, justice, and safety for all NKU students, staff, and faculty through preventative education and referring, reporting, and responding to bias incidents (defined as actions and/or expressions against an individual or group because of age, national origin, disability, gender, gender identity or expression, genetic information, race, religion, sexual orientation, veteran status, or any other basis protected by law).

### **Charge:**

- Support individuals and/or groups who have been targeted by bias-motivated actions and/or expressions
- Review reports of incidents involving students and employees
- Make referrals to available campus resources
- Provide timely intervention
- Maintain sensitivity to the rights of all parties involved and ensure that appropriate policies, procedures, and protocol are applied
- A BIRT response may involve approaches such as training, mediation, counseling, restorative justice, and group dialogue around diversity and inclusion concerns.

### **Membership Guidelines:**

- Senior Advisor to the President for Inclusive Excellence (Co-Chair)
- Assistant Vice President for Student Inclusiveness (Co-Chair)
- Faculty, staff, and students recommended by Co-Chairs

### **Membership Appointment:**

Faculty, staff, and student members are recommended by BIRT co-chairs.

### **Membership Terms:**

Varies. Members are evaluated annually to ensure accountability, expertise, and diversity.

### **Frequency of Meetings:** Monthly

### **Expected Lifespan:** Ongoing

### **Reporting Requirements: ???**

\*\*Reporting protocol for bias-motivated incidents is currently under review.

## Operating Procedures:

- Agendas and minutes for each meeting are recorded and sent to all members of the Bias Incidence Response Team (BIRT).
- BIRT may have subcommittees as needed.

**Relationship to Other Committees:** ???

**Typical Date of Membership Turnover:** Varies

**Responsible Office:** Office of Inclusive Excellence

**Administrative Contact Name & Position:** Kathleen Roberts  
([robertsk10@nku.edu](mailto:robertsk10@nku.edu))

**Website:** <http://inclusive.nku.edu/>

## Membership Roster (2018-19)

NAME	TITLE	DEPARTMENT	COMMITTEE ROLE	EMAIL
<b>Leadership</b>				
Kathleen Roberts	Senior Advisor to the President	Inclusive Excellence	Co-Chair	robertsk10@nku.edu
Dannie Moore	Assistant Vice President	Student Affairs	Co-Chair	moored8@nku.edu
<b>Other Members</b>				
Arnie Slaughter	AVP, Student Engagement & Dean of Students	Student Engagement	Member	slaughtera@nku.edu
Caroline Macke	Faculty	Counseling, Social Work and Leadership	Member	mackec1@nku.edu
Bonnie Meyer	Director	LGBTQ Programs and Services	Member	meyerb5@nku.edu
Angela Zippin	Asst. Director of Disability Services	Disability Programs & Services	Member	zippina1@nku.edu
Holly Riffe	Faculty	Counseling, Social Work and Leadership	Member	riffeh@nku.edu
Ericka Jay	Coordinator, Equal Opportunity Programs	Human Resources	Member	jaye1@nku.edu
Dawn Bell-Gardiner	Compliance Officer	Legal Affairs & General Counsel	Member	bellgardid1@nku.edu
Gabby Molony	Director	Norse Violence Prevention Center	Member	molonyg1@nku.edu
John Gaffin	Police Chief	University Police	Member	gaffinj@nku.edu

Janiah Miller	Community Connections	Community Connections	Member	millerj61@mymail.nku.edu
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