

IT HAPPENS HERE

BIRG Annual Report 2019-2020

St. Norbert College is a wonderful community, marked distinctively by the notion of *communio*. Even as our community calls one another to live by faith, sincerity, trust, responsibility, and mutual esteem, though, we still intentionally or unintentionally subject one another to incidents where bias is a factor.

The information presented below describes the sum total of incidents reported to BIRG in this academic year.

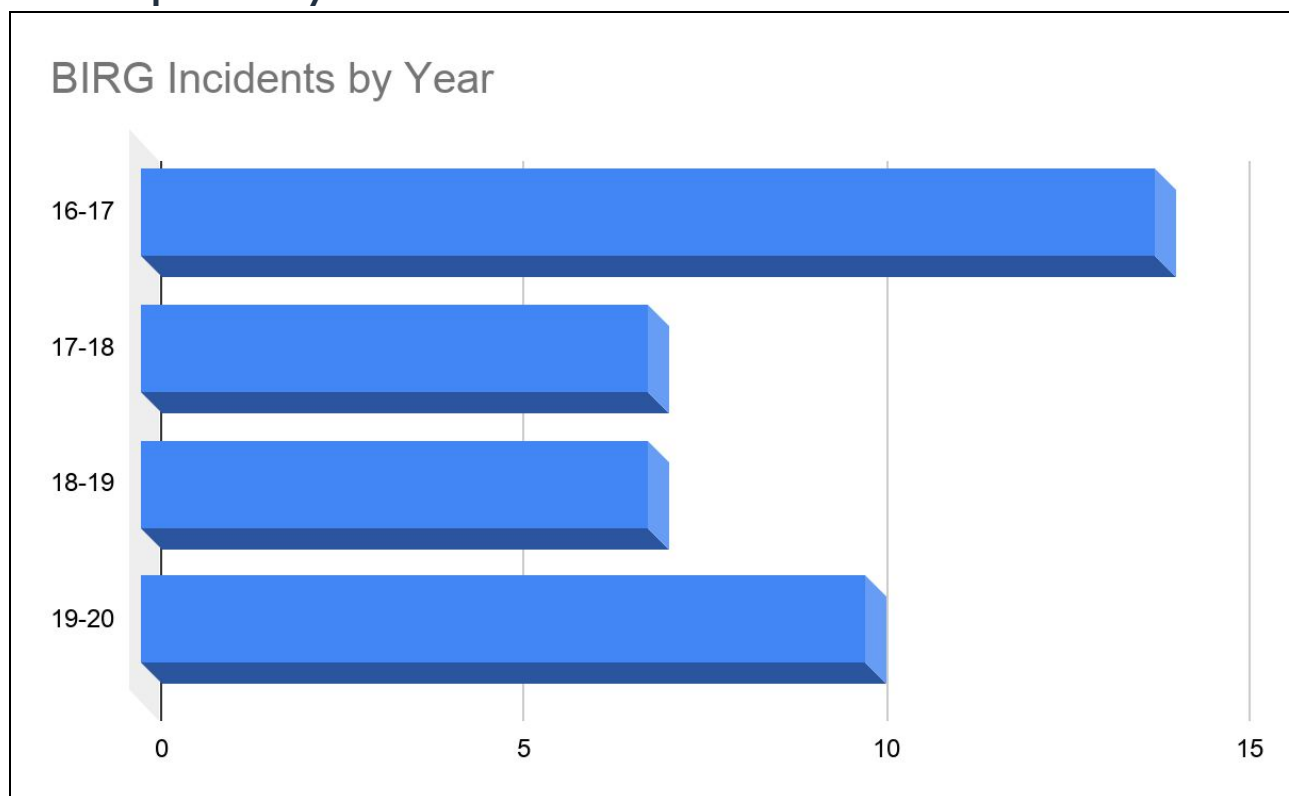
For a variety of reasons, we presume it possible that other incidents may have occurred that were never reported. To report one of those incidents, or any other incident where bias has been a factor, please go to <https://www.snc.edu/diversityaffairs/biasincidents/incidentreport.html>

The Bias Incident Response Group (BIRG) exists to support all who report bias incidents, and to raise awareness about bias incidents on campus.

Group Membership

Marie Billie, Cheryl Carpenter-Siegel (co-chair), Corday Goddard (co-chair), Christina Hankwitz, Jessica Horton, Amanda Kim, Bridgit Martin, Alaina Morales, Shelly Mumma, Mike Peckham, Chris Stewart

Incidents Reported by Year



Incidents Reported Academic Year 2019-2020

September 9

Residence Hall Incident. Epithets used in courtyard



September 9

Hurtful racial comments made during a session of Gateway Seminar

September 9

People distributing Gideon Bibles made a student feel uncomfortable with perceived religious intolerance



October 7

Food event with problematic title and advertising rooted in a racist stereotype

October 21

Student created hostile racial environment for another after disagreement during classroom discussion



March 9

Racist comments directed online toward SNC student employee by non-SNC person

June 3

Student posted picture of herself using the N-word in the caption; no obvious connection to SNC



June 5

Video shared in response to SNC Statement posted on social media showed a current student shouting a racial epithet from a car.

June 8

Student posted a SnapChat of another student dressed [from the report] "with a long black beard and a white hat that kind of looked like a religious head covering. He labeled it with the caption 'looking like I'm on my way to blow up some planes.'"



July 18

Racist photo on SNC alum's Facebook page shared with the College. We assume the post-er believed the alum was still a student at SNC.