

Online Bias Related Incident Reporting Form Launched!

[To View Form or Report an Incident Click Here -](http://www2.cortland.edu/offices/multicultural/forms/biasreporting.dot)

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We at SUNY Cortland are committed to mitigating behavior and conditions that work against the richness of a diverse and inclusive community. Biased related incidents on the SUNY Cortland campus are of great concern for all members of the campus community. A biased related incident not only impacts people at an individual level, it negatively impacts our entire community. If you have been a victim of a bias-related incident, you can report the information below. While many bias-related incidents may not rise to the level of recognizable action, please know that SUNY Cortland is committed to actively responding to these incidents. The reporting of bias-related experiences is helpful in accessing climate and setting community expectations for the treatment of others. Perpetrators of biased related incidents may face student conduct or human resource action. The faculty or staff person who receives this report will offer support, assistance, and guidance to the victim and will assure that proper campus authorities are notified. A list of campus resources is included at the end of the form.

What should be reported on this form?

This form is available for the reporting of incidents of bias related incidents, including, but not limited to (dis)ability, age, ethnicity, gender/sexism, gender identity/expression, nationality/immigration status, physical appearance, race, faith/non-faith, sexual orientation, and/or socio-economic status/class.

What should not be reported on this form?

Do not use this form to report events presenting an immediate threat to life or property. If you require emergency assistance, please contact the University Police Department at 607-753-2111 or for off campus incidents call 911

Will this be anonymous?

Those wishing to be kept anonymous can choose not to identify themselves. Those looking for follow up from a SUNY Cortland administrator should identify themselves. Either way of reporting is very helpful in creating the healthy cultural environment we have as set as a goal a priority at SUNY Cortland. You will see that the form offers both the anonymous and the identifiable options for reporting. We will make every effort to protect the privacy of all involved, but the information you provide in completing this form is not confidential and may be shared as necessary for us to take the appropriate action.

Who should use this form?

Anyone in our campus community can report a bias related incident as it relates to SUNY Cortland. You do not have to be a student/faculty/staff member of SUNY Cortland for you to disrupt bias related behaviors in our campus community.

What happens after I fill out this form?

All information will be sent to our Chief Diversity Officer and shared with the Affirmative Action Officer, in the case of alleged faculty/staff involvement, or the Student Conduct Officer in the case of alleged student involvement. Information will be shared with other areas (Title IX, Residential Life and Housing, President/Cabinet, etc.) if warranted.

A Letter from our Chief Diversity Officer, Dr. Noelle Chaddock

The semester, as I am sure it is for all of us, has been painfully busy. Our students are more engaged than ever with great ideas and programs. I am especially excited about the way that several of our students have decided that their experience here at SUNY Cortland has caused them to choose a student affairs profession. Our faculty, staff and alumni are very engaged as well. The diversity tour schedule is filled and we have started to book into Spring 2016. AnnaMaria has turned out to be, and I had no doubt, the exact person we needed in the assistant director position. Dana is the new face of MLDO and has set an expectation of civility that we all should strive to meet. Both of our new staff people are willing and open and the transition has been delightful.

I have been a part of some important conversations already this semester. The Student Information Survey that is being administered through our registrar's office has given us a bit of a challenge as we, as a system and as a campus, figure out how to identify marginalized students who do not fall into the identity groups we already track. Specifically this instrument was created to get to the numbers and needs of our LGBTQAIP students. We are deeply committed to understanding their experiences on campus and in the SUNY System. We are hoping that the survey allows us to provide support and retention mechanisms for this population. The Survey will also ask questions about first generation, veteran, and ability statuses. The system, with multiple rounds of feedback from the campuses, has done a lot of work around keeping this information protected and confidential. Students can anticipate seeing the survey pop up after they register this semester. Please encourage them to participate.

There are also conversations about social media behaviors and expectations. I will share that I am becoming more concerned and alarmed with the impact on our cultural and inclusive climate through social media, especially YikYak. Students, faculty, staff and alumni can start talking to each other about ways to engage social media and free speech that also bolster healthy diversity conversations on campus. The anonymous and often biased engagement on social media is causing real harm to individuals and groups of people on our campus. Social media, especially Yik Yak, and civility will be an ongoing focus for the institution.

Our keynote has been chosen for the 7th Annual Student Conference on Diversity, Equity, Inclusion and Social Justice. I am excited to welcome Dr. Lubna Chaudhry from Binghamton University to our campus in April. Our Kente Alumnae speaker has accepted and it will be our pleasure to host Ms. Tiffany Lewars (will have for you shortly- her graduation date) in April as well.

Finally, I know that folks are wondering, "Why is Noelle never in her office?" I am happy to say that I am being utilized at a level like never before. Our institution is taking the CDO resource very seriously. Along with student support, mentoring two NASPA Undergraduate Fellows, and publishing a few book chapters this year; I am happy to say I am doing a lot of diversity training. I had the honor of presenting the first ever University Faculty Senate Diversity Workshop in October. I have been asked to do diversity training for the Binghamton Police Department starting in November and I am collaborating on admissions trips and alumni engagement initiatives.



Important Dates

Fall 2015

Re-thinking Disabilities

Thurs., Nov. 19th from 1-4pm
Corey Union, Fire Place Lounge

Spring 2016

President's Conversation II: Let's Talk about LGBTQAI Matters

Thurs., Jan. 28th – Time and
Location TBD

President's Conversation III: Let's Talk about Cultural Climate

Thurs., March. 31st – Time and
Location TBD

Kente Celebration

Sat., April 2nd @ 6pm
Corey Union, Function Room

The 7th Annual Student Conference on Diversity, Equity, Inclusion and Social Justice: "Grab the World"

Sat., April 9th from 8am-4pm
Corey Union

I Challenge You Project

Fri., April 22nd from 5:30-7:30pm
Corey Union, Fire Place Lounge

**More important dates to be
added as we get closer to Spring
2016 semester.*

President's Conversation I: Let's Talk About Race

In the beginning of the semester President Erik Bitterbaum invited the campus community to a series of conversations on diversity, equity and inclusion. These conversations are meant to gather perspective, cultivate a communal respect for difference, and to shape the direction we as a campus community might take to achieve a truly equitable and inclusive SUNY Cortland.

On October 8th, 2015 at 3pm, over 240 members of our SUNY Cortland community, including students, faculty, staff and alumni, gathered to take part in the President's Conversation I: Let's Talk About Race. After President Bitterbaum introduced the conversation, Dr. Seth Asumah led us through a framework about the history of race in the United States. His presentation was then followed by comments from a faculty/staff/student panel. The panelists were Dr. Lewis Rosengarten, Dr. Jena Curtis and Jasmine Meikle.

Attendees were broken up into small group discussions lead and facilitated by SUNY Cortland leaders across campus. Everyone then came back together to talk as a whole. Attendees were able to discuss their fears about talking about race, why race is such a hot button topic, barriers to discussions about race, what they want others to know about how race impacts their lives, and what they would like to see implemented as a next step towards a culturally well community. Those in attendance agreed that the single most important take-away is that we are all raced and we all must find our voice in this conversation.

We would like to thank all those who contributed to this amazing discussion and hope to see you at the next two discussions.



Black Student Union (BSU) Town Hall Meeting

On Tuesday, November 16, 2015, the Black Student Union held a Town Hall meeting in Old Main Brown Auditorium. The goal of the event was to gather input, concerns and experiences of students, faculty, staff, and alumni to develop a strategy for a more inclusive and welcoming campus climate, in light of the tension building across the country due to discrimination. The president of BSU, Michael Guity explained, “With this meeting, we want to acknowledge that it’s an issue that affects us here and those on other campuses.”

The panel consisted of President Erik Bitterbaum, the president’s cabinet members, which includes Vice President of Academics/Provost Dr. Mark Prus, Vice President of Student Affairs Greg Sharer, Vice President of Institutional Advancement Peter Perkins, Vice President of Finance and Management David Duryea, Executive Assistant to the President Dr. Virginia Levine, and students. Our student panelists were Cynthia Alvarez, Madeline Brito, Ricardo Destinvil, Michael Guity, Deidre Kirkem and Alexis Vilceus. Each student was given time to speak about their personal experiences here at SUNY Cortland. Madeline Brito expressed that, “This problem will not go away until every individual human works together to educate each other and work towards breaking down the borders... I want to see unity in diversity. Getting educated is the first step, spreading awareness is the next.” After each of the students were given the opportunity to speak, President Bitterbaum and VP of Student Affairs Greg Sharer, both spoke and then the audience was given the opportunity to write out questions on index cards to submit for the panel to answer. Attendees were invited to write recommendations of what could be done to improve our campus climate.

It is evident based on the discussion and the huge turn out of students, faculty, staff and alumni, that this conversation was much needed. We received amazing feedback and thank all those who spoke and attended. One request from attendees was that they wanted the opportunity to speak from the audience, so we have planned a second town hall meeting and encourage all faculty, staff, students and alumni to come join in the discussion!

BSU Town Hall Two: It’s About You

Date: Tuesday, December 1, 2015

Time: 5:00-6:30pm

Location: Brown Auditorium, Old Main

“In the midst of student narratives about personal frustrations, as well as the questions and responses from the audience, the themes of unity and the need for greater mutual respect were prominent,” President Bitterbaum said. “As an institution of teaching and learning, we have a responsibility to combat ignorance and fear, replacing the negative with a positive mutual understanding. By collectively identifying specific barriers to diversity on our campus we can provide important direction for concrete ways to improve in the future.”



Diversity Equity and Inclusion Subcommittees:

1. Inclusive Climate Committee – this subcommittee would be tasked with first defining climate and the areas of concern related to climate and then working to make a recommendation to the council about strategies to address/improve climate issues at SUNY Cortland. The committee will want to make themselves aware of existing surveys and data that are done institutionally and decide how to use that data as well as complement those surveys.

Chair: Lewis Rosengarten

Members: Ginny Levine, Sebastian Purcell, Abby Thomas, Mecke Nagel, Rhonda Moulton

2. Institutional Diversity and Inclusion Profile – this subcommittee would be tasked with research and recommendation around how to elevate our diversity and inclusion presence for the purposes of attracting and recruiting new faculty/staff/students to the SUNY Cortland community. This might include looking at website, materials, outreach, and advertisement around searches and admissions. Dawn and I have been working on this but would like to see a small committee bring this to fruition. There are examples and best practices that can be shared.

Chairs: Dawn Norcross and Bruce Mattingly

Members: Michael Sgro, AnnaMaria Cirrincione, Seth Asumah, Marinda Souva, Mary Kate Boland

3. Welcoming and First Point of Contact Behaviors – this subcommittee would be tasked with looking at what we do and what we could be doing to welcome and retain those who have chosen SUNY Cortland as their new community.

Chair: Ralph Carrasquillo

Members: Carolyn Bershada, Esa Merson, Lori Schlicht, Kharmen Wingard, Marie Blanden, Michael Bersani, Kathryn Coffey

4. Bias Related Protocol and Prevention Strategies – this subcommittee would be tasked with working with responsible agents on campus to revise, implement, and oversee the bias related protocol and processes from reporting intake through possible sanction recommendations (student conduct). This would include but not be limited to: revision and distribution of the bias related protocol, development of an intake instrument, education, and maintenance of such a process. Gemma and I have talked about this and have some examples and suggestions.

Chair, Noelle Chaddock and Gemma Rinefierd

Members: Greg Sharer, Nan Pasquarello, Christopher Kuretich, Jean Brown, Vicki Wilkins

Fall 2015 Annual Diversity Retreat

On September 11th, 2015, a diverse group of 37 students and 8 staff came together to attend a weekend long retreat focused on helping students gain an understanding of their leadership style, the role of diversity in leadership, the value of diversity, equity, civility, access, and inclusion in their educational experience, the value of teambuilding and teamwork in leadership development, and the value of working with people different than themselves as a key to achieving goals.

Participants experienced workshops and activities such as high and low ropes courses, a social identity exercise, the True Color activity, the LGBTQAIP Star Facilitation, the Diversity Challenge, etc. It was amazing to see the level that our students bonded and the willingness they expressed to learn from each other's lived experiences. Juan Rodriguez, SGA Vice-Treasurer and Resident Assistant for West Campus Apartments, described his experience at the retreat as a memorable one. He said, "I met long lasting friends that I would have never met otherwise. I learned that diversity is more than just race, it is learning how to accept everyone for who they truly are."

The students were so engaged that they wanted to be able to continue the conversations about diversity. They are currently participating in a series of dialogues titled the "I Challenge You" Project, which is being lead by students who attended the retreat. They hope to invite the entire campus to their discussion at the end of the Spring 2016 semester.



#DontBoxMeIn: An Interview with Ricardo Destinvil

Ricardo is currently a senior at SUNY Cortland and is majoring in Political Science with a concentration in Law and Justice. After graduation, he plans on continuing his education by pursuing a master degree in Student Affairs/Higher Education Administration. He is passionate about promoting healthy student behavior and conversations in relationship to diversity and inclusion, which helped lead him to create and direct his campus initiative, #DontBoxMeIn.

It started off as a small project for his rhetoric class. As he sat in class, he realized he wanted to effectively relay a positive and important message. He started writing things down and this “DontBoxMeIn” idea popped into his head. Ricardo stated, “I thought about all the times I felt boxed in as a black man in society. I wanted to focus on the hurtful effects of stereotypes on and how it doesn't help promote a positive community for those living in it.”

Ricardo wanted people, regardless of their race, to see a glimpse of what it was like being someone who identifies as Black in the United States. He wanted his audience to be apart of the change that our society so desperately needs and to stop letting stereotypes and ignorance influence their perspectives of others.

When asked what kind of response he received from those who watched it, Ricardo said, “I was shocked with the response I received. People really connected to it. I've had people from the Chief of Diversity to the President of SUNY Cortland reach out to thank me, letting me know that this message was truly needed at a pivotal time like this.” Ricardo explained that he has always respected and appreciated the opinions of others and that this was a true blessing to him. Although, Ricardo was met with so much positive feedback and love, he did have a person tell him that he was reversing the progress that our country has made by shedding light on this topic. Although he expressed that he still appreciates and values that person’s feedback, he felt in his heart that this was something he needed to talk about, and nothing will stop him from continuing to talk about it.

Ricardo is currently in the process of selecting new students for #DontBoxMeInToo. Ricardo stated, “It's is a very exciting time, because I feel like I'm starting over, but this time, with so much more knowledge! I took the feedback from the first video, and plan on making improvements.” With this new video you can expect a larger range of social identities, stereotypes and experiences.

If you would like to contribute to the MLDO Newsletter, please email annamaria.cirrincione@cortland.edu with submissions.

Submissions in any language will be accepted.



If you would like to view Ricardo Destinvil's video #DontBoxMeIn you can go to the following link: <https://youtu.be/eMTv0rmBEKY>



Voice Office Orgs Weekly Meeting Times:

Black Student Union (BSU):

- Mondays at 6pm in the Corey Union, Voice Office

Caribbean Student Association (CSA):

- Wednesdays at 6pm in the Corey Union, Voice Office

Culture of Hip Hop:

- Wednesdays at 7pm in Corey Union, Voice Office

Hillel:

- Tuesdays at 8pm in the Corey Union, Voice Office

La Familia Latina (LFL):

- Tuesdays at 6pm in Corey Union Voice, Office

Men of Value and Excellence (MOVE):

- Tuesdays at 7pm in the Corey Union, Voice Office

Pan-African Student Association (PASA):

- Mondays at 7pm in the Corey Union, Voice Office

Spectrum:

- Thursdays at 7pm in the Corey Union, Voice Office

Women of Color (WoC):

- Thursdays at 6pm in the Corey Union, Voice Office

The 7th Annual Student Conference on Diversity, Equity, Inclusion and Social Justice:

“Grab the World”

SAVE THE DATE:**Sat., April 9, 2016 @8am – 4pm**

This is our 7th annual conference, created to give students an academic conference experience from start to finish. This is a necessary skill for graduate school. Students and their faculty mentor will move through the conference experience from the Call for Presentations to presentation. This interdisciplinary conference is also a space where students, faculty and staff can explore diversity as it relates to their discipline!

This year’s theme, “Grab the World,” is intended to invite participants to engage in a conversation about how internationalism, international and global citizenry, immigration, emigration, first generation, first nations, indigeneity, multilingualism and domestic international populations intersect and impact diversity and inclusion work in higher education. Participants are encouraged to think about the ways in which our campus communities can engage the global community through careful consideration of world identities, global languages and lived experiences. As we “Grab the World,” we will all gain a better understanding of how identities and lived experiences move, flex and sustain themselves in different contexts, historical moments and articulations.

Please join us for this amazing conversation, facilitated by the student conference committee, under the leadership of Jacquelynn Akins, here at SUNY Cortland. For more information please email multicultural.life@cortland.edu



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