

BEYOND BIAS IMPACT:

Restorative Bias Impact Response at NC State University

Adrienne M. B. Davis
bias_impact@ncsu.edu
<https://bias-impact.ncsu.edu/>

This or That?

- Book or movie?
- Tea or coffee?
- Wings or pizza?
- Coca-Cola or Pepsi?
- Mountains or beach?
- Comedy or action?
- Hummus or salsa?
- Singing or dancing?
- Boat or plane?
- Michael Jackson or Prince?
- Cruise or resort?
- Phone call or text message?
- Sleep or eat?

A red speech bubble graphic with a white outline, containing the text "This or That?".

This or That?

Thanks for helping me settle that...

Adrienne M.B. Davis (she/her)

Antiracist/Anti-bias Educator/Facilitator

Restorative/Transformative Community Builder

Wife, Mom, Daughter, Sister, Friend, Reconciler

Associate Director of Campus Community Centers

Bias Impact Response Team Coordinator



Introduction to BIRT

Basics of Restorative Bias Impact
Response at NC State University

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- **Think of five or six favorite identities—visible or “invisible”—that you embody**
- **Write several on a post it note or piece of paper.**
(Don't worry, you can add more later if you like 😊)

Note: We will be sharing these with one another and working with them later in the session

Introductions

In pairs/small groups, introduce yourselves using your identities (30 seconds/person)

- My name is _____
- I use _____, _____ pronouns
- Some of the identities I embody include _____

My Commitments

I commit to:

- using preferred pronouns and names
- being entirely present and listening deeply
- speaking from my own experiences and truth
- being aware of my own physical, psychological, and emotional responses and how those are presenting
- naming power and inequity when necessary
- curating spaces where people are seen and valued

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Bias Impact Response

A Couple of Assumptions

IMPLICIT AND EXPLICIT BIASES ARE REAL

- Our biases are informed by our lived experiences and by the spoken and unspoken narratives that we organize our lives around. Those narratives are not inherently “bad” or “good”. The ways we engage with others based on those narratives, however, impact how we navigate the world and the relationships we are in. (D.A. Hooker, Transformative Community Conversations)

INTENT DOES NOT DICTATE IMPACT

- Impact can be personal, interpersonal, and organizational, and/or institutional (systemic). Causing bias related impact is not a reflection of being a “good” or “bad” person/organization/institution.

RESTORATIVE COMMUNITIES CAN HOLD OUR BIASES

- Restorative communities of practice can offer a container for navigating biases that can have harmful impacts at systemic and individual levels

What is BIRT?

BIRT envisions NC State as a proactive, restorative, equitable, and inclusive community that equips students, faculty and staff to engage across differences in deep and meaningful ways, even when harm is caused.

The NC State Bias Impact Response Team (BIRT) serves the campus community by:

- offering a system and processes that invite students, faculty and staff to document and proactively address the impacts of bias-related behaviors and actions.
- providing trainings and consultation for restorative community building;
- supporting interdisciplinary, practitioner-researcher led study and the integration of restorative practices into the NC State community;

NC State BIRT:
A Few Distinctions



Bias Impact
Response
vs
Bias Incident
Response

- BIRT (and BIRT-like) teams in place at colleges and universities all over the country
- Many of these teams are designed to respond to specific incidents by:
 - Supporting community members impacted
 - Communicating impacts, outcomes, and institutional changes related to specific incidents
- **NC State** BIRT expands this by adopting a restorative community approach AND by offering proactive opportunities to build competencies that support a healthy campus climate.

Building Restorative Communities of Practice

- Acknowledge shared collective humanness
- Assume unbreakable interconnectivity and interdependence (even when harm is done)
- Value collective learning, planning, celebrating, and resolution finding



BIRT values

- Building authentic relationships
- Collaborative solution finding
- Collective community accountability
- Deep Listening
- Establishing/Re-establishing Connections
- Humanizing
- Intentionality and Curiosity
- Power sharing and equity
- Proactive
- Seeking Understanding

Building Restorative Community

NC State BIRT is committed to building restorative community by:

- Offering a restorative bias impact response process that invite students, faculty and staff to document and proactively address the impacts of bias-related behaviors, actions, and institutional policies or practices.
- Supporting ALL individuals involved, promoting education and dialogue, cultivating a campus climate that is conducive to successful student matriculation and effective faculty and staff development.

NC STATE UNIVERSITY

Office for Institutional Equity and Diversity Bias Impact Response Team (BIRT) Feb 2018



<ul style="list-style-type: none">• Impact report received• Forward report to Bias Impact Response Team (BIRT)	<ul style="list-style-type: none">• Receipt confirmation to reporter(s) and/or impacted individuals• Identify immediate support needs• Refer report to other unit(s) as necessary*	<ul style="list-style-type: none">• BIRT Review and response determination• Route to other unit(s) as necessary*• Recommend BIRT actions• Identify and assign response team lead and members	<ul style="list-style-type: none">• Individual invitations to receive support and/or participate• Context & Impact Exploration	<ul style="list-style-type: none">• Collaborate with involved individuals/groups to identify and provide ongoing support, accountability opportunities, and/or educational options	<ul style="list-style-type: none">• Close/resolve report• Assess outcomes• Follow up
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*As necessary, BIRT will forward reports and/or new information to the appropriate department/university unit(s) for additional review/action

Impact Response Restorative Practices

Restorative community practices often include:

- Check in/processing support/visioning
- Impact statements
- Personal/professional development opportunities
- Restorative circles
- Restorative conferences
- Group decision making conferences
- Educational workshop/dialogue support
- Appreciative inquiry/mediated conversations
- Fishbowl community conversation

Building Restorative Community

BIRT is committed to building restorative community by:

- Introducing the NC State community to restorative practices through trainings, conflict resolution consultation, and learning sessions
 - Student organizations
 - Study abroad and alternative spring break groups
 - Course integration consultation
 - Student service provider trainings (Housing, Fraternity/Sorority Life, etc.)

Building Restorative Community

BIRT is committed to building restorative community by:

- Collaborating with faculty, staff, students, and practitioners to study and share equitable and inclusive restorative practices—and to integrate them into courses, programs, workshops, and external community outreach and service projects
 - Symposia for restorative practice
 - Study abroad preparation and debriefing
 - Volunteer engagement
 - Structuring challenging course discussions
 - Planning group projects

Check In

Observations?
Questions?
Common Experiences?

A red speech bubble with a white outline and a downward-pointing tail. The text "Check Out" is centered inside in white. The background features faint, overlapping concentric circles and dashed lines in light gray.

Check Out

This or That?

- Basketball or baseball?
- Soft Rock or Motown?
- Stuff animals or dolls?
- Pancakes or waffles?
- Hot chocolate or Hot apple cider?
- Doctor Who or the Walking Dead?
- Milk or juice?
- Gold or silver?
- 70's or 90's music?



Thank You!