

Community Message from the Campus Climate Incident Response Team

Campus Climate Incident Response Team <campus.climate@trincoll.edu>

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To: DiChristina, Joe J. <joseph.dichristina@trincoll.edu>

Dear Faculty, Staff, and Students,

As members of the Campus Climate Incident Response Team (CCIRT), we are writing to remind our community of our presence and provide an update on our work. Our last report was in October 2020; our goal is to provide an update each year.

The Campus Climate Incident Response Team (CCIRT) was created as part of a comprehensive response to incidents of intolerance in our campus community. We represent each of the constituencies on campus: students, faculty, exempt and non-exempt staff, and administration. The CCIRT **does not** investigate or adjudicate incidents.

Our team meets regularly to promote inclusion and equity on campus by addressing the following goals:

- devise strategies of response to incidents of intolerance;
- develop networks of relationships across campus;
- collaborate with campus partners while responding to incidents;
- serve as a campus educational resource to aspire to prevent campus incidents;
- anticipate community needs and concerns;
- advise college personnel and offices regarding their responses to incidents;
- collect, record, and report campus incidents and provide an annual report to the campus community each fall semester; and
- evaluate responses to improve college practices and shared life in community with a focus on a restorative purpose.

As part of our work, CCIRT is informed of the reports that come to the team via the CCIRT reporting form or other methods such as Campus Safety reports. In academic year 2020-21, our committee was informed about 10 incidents.

- Seven of the 10 incidents concerned acts of bias or uncivil behavior that involved offensive comments being made about or directed towards a person(s).
- Three of the 10 incidents were separate acts of vandalism that created a hostile environment in different residence halls.
- The responsible person(s) were identified in 7 of the 10 incidents. Staff from the Office of Student and Community Life followed up with the responsible persons through the college disciplinary process, and also employed restorative justice practices when it was possible to address the harm within a community.
- One of the 10 incidents was referred to the Title IX Coordinator for follow-up.

We appreciate members of our community coming forward to inform us of incidents of intolerance. We will continue to monitor issues and report back to our community.

CCIRT also hosted two conversations for our community in spring 2021. Inter-Greek Council (IGC), Multicultural Affairs Council (MAC), and Student Government Association (SGA) along with CCIRT engaged in a dialogue with close to 90 students about our campus climate and how we can continue to demonstrate positive change. This was a productive conversation and we appreciate all those who attended. In a second conversation, CCIRT invited students to dialogue about the classroom environment. Students shared experiences of unconscious bias and discussed ways to address them.

We want to remind you that CCIRT has created a form for members of our community to report acts of intolerance. We are including a link to the [CCIRT](#) website, where there is a [reporting form](#) that can be used to inform CCIRT of acts of intolerance and bias. You can report an incident either anonymously or with information that allows for CCIRT to respond to the individuals who provide the information.

Finally, we ask that we all remember that only an intentional, long-term approach will transform our campus into “...an inclusive campus community that embraces diversity and complexity, engages across differences with integrity and empathy, and participates actively in the life and governance of the college.” We commit ourselves to this work and ask that you join us in this goal.

In Community,

The Campus Climate Incident Response Team

Joe DiChristina, *Vice President of Student Success and Enrollment Management – Chair of CCIRT*

Anita Davis, *Vice President for Diversity, Equity and Inclusion – Vice Chair of CCIRT*

Elizabeth Landell-Simon, *Academic Administrative Assistant- Secretary of CCIRT*

Trevor Beauford, *Assistant Dean of Students*

Jason Farrell, 2023, Major: *Political Science and Sociology*

Jody Goodman, *Dean of Student Life and Director of the Bantam Network*

Reverend Marcus Halley, *Chaplain and Dean of Spiritual and Religious Life*

Michelle Kovarik, *Associate Professor of Chemistry*

Rob Lukaskiewicz, *Dean of Community Life and Standards/Interim Director of Campus Safety*

Jim McLaren III, *Chemistry Technician and Assistant Chemical Hygiene Officer*

Takunari Miyazaki, *Associate Dean for Faculty Development, Associate Professor of Computer Science*

Irene Papoulis, *Principal Lecturer in the Allan K. Smith Center for Writing and Rhetoric*

Ayanna Platt, 2022, Major: *Educational Studies and English*

Josef Riccio, *Information Services Assistant*

John Selders, *Assistant Dean of Students*

Joelle Thomas, *User Engagement Librarian*

<https://www.trincoll.edu/incident-response-team>