

BERT REFERRAL ACTION STEPS

ALL IN

ACKNOWLEDGE BIAS

Leave preconceived notions of the situation behind and actively listen to create a safe space for the person sharing about their bias incident. Offer an apology to acknowledge the hurt and impact the biased behavior has caused the impacted student even if you were not the person who engaged in the biased act.

LISTEN CLOSELY

There is a difference between hearing and actively listening. Give your attention to someone else without distraction or interruption. Create a space that is welcoming and accepting. Show concern for the impacted student by asking how they are doing and wait for an answer.

LOOK TO VALIDATE

Be careful not to tell someone how to feel. Believe what the student shared by accepting their experience as true. Make the person feel that their concerns are valid and avoid dismissing or minimizing their reality.

INFORM ABOUT BERT

The Bias Education and Report Team (BERT) is a non-judicial team of faculty, staff, and administrators that supports members of the University of Mississippi community who bring forward allegations of bias. BERT may connect individuals impacted by bias incidents to resources and support; facilitate restorative justice and community dialogue; and provide educational opportunities.

NAME RESOURCES & FOLLOW-UP

Seek additional support from resources such as faculty/staff, Counseling Center, Center for Inclusion and Cross-Cultural Engagement, U Matter: Student Advocacy, University Ombuds, etc. Call Campus Police at (662) 915- 7234 if you and/or the impacted individual feel unsafe or have been threatened. Follow-up in a few days to ensure that resources/support have been provided.

REPORT BIAS AT BERT.OLEMISS.EDU



THE UNIVERSITY OF
MISSISSIPPI

Bias Education and
Response Team



ALL INCLUDED. ALL INTEGRAL. ALL IN.