

Statute in Support of Reforming the Hate and Bias Response Team

Whereas: UW-Eau Claire currently has policy and procedure in place regarding hate and bias incident response that prioritizes transparency, accessibility, and inclusivity. With this system UW-Eau Claire has set a precedent and created a playbook for all UW System universities to follow when making reforms to their hate/bias incident response protocols.

Whereas: UWSP students have testified and expressed their frustration and dissatisfaction with the current hate/bias incident response process and have shared their own experiences with hate and bias incidents occurring on campus and the greater UW system community.

Whereas: Students have had slurs said to them on campus and written on their whiteboards on their bedroom door. Students have made attempts to report racial bias incidents through proper channels and been told that nothing could be done.

Whereas: Resident Assistants have testified that necessary resources for residence hall safety weren't met until the submission of 2 hate/bias reports were made within 24 hours, furthermore, the follow up after the report was "lackluster".

Whereas: The presence of DEI in the UW System is under threat by the state legislature as the Board of Regents recently approved a proposal to "freeze" DEI in UW schools.

Whereas: Studies conducted by the US Department of Education show that in 2021, 5% of reported crimes at colleges were hate crimes with race accounting for 24%, sexual orientation accounting for 9% and religion accounting for 7%.

Therefore, Be It Resolved: The University of Wisconsin - Stevens Point Student Government Association recognizes the importance of having a smooth, transparent, and personal hate and bias reporting process for students in the UWSP community.

Therefore, Be It Further Resolved: The University of Wisconsin - Stevens Point Student Government Association is in support of reforming the current Hate and Bias incident reporting process and response protocol; in conjunction with UWSP LIT and the larger multicultural student community, Stevens Point Student Government Association requests that the following five core elements be implemented at UWSP:

1. Beginning in the 2024-2025 school year, incident reports must be submitted in a compiled summary document and are publicly available on the university website for the previous five years
2. A minimum of 2 current full-time students on the campus hate/bias response team
3. The campus hate/bias response team must be made up of staff, faculty, and students that have relevant and meaningful experience in working with underrepresented

- 39 student groups and/or with folks that have experienced
40 identity-based traumas.
- 41 4. A clear and accessible step-by-step outline of the campus
42 hate/bias response process that can be found in one place on
43 the university website. A printed QR code with the link to
44 this page must be displayed in at least one high-traffic
45 location in every building on campus.
- 46 5. The HBRT responds to each report within 48 hours with a
47 personalized letter to the reporter that includes:
- 48 a. A list of financially and culturally accessible campus and
49 community resources
- 50 b. A response timeline - when the team will meet to
51 discuss the report and create an action plan
- 52 c. A point of contact on the team to reach out to with any needs,
53 questions, or
54 concerns throughout the process.
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56 **Therefore, Be it Finally Resolved:** That upon passage of this statute, it shall be sent to
57 Chancellor Gibson, Vice Chancellor Al Thompson, Chief of Staff Rob Manzke, Dean of
58 Students Troy Seppelt, Diversity and College Access Director Samantha Samreth, Professor of
59 Natural Resources Katherine Clancy, Professor of Sociology and Criminology Dorothy De Boer,
60 Housing Assignments Coordinator/Office Manager Taylor Hanson, Assistant Dean of Students
61 Brittany Kalish, Human Resources Director and Affirmative Action Officer Eric Roesler, and
62 Associate Professor Health Promotion
63 and Wellness Kelly Schoonaert.

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65 **Sponsors:** Elliot Fey, Kalli Mikkonen

66 **Sponsoring Committee:** Legislative Affairs Committee

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