



# SIENA

## **BIAS AND DISCRIMINATION REPORT 2018-19 ACADEMIC YEAR**



**FROM THE OFFICE OF THE DEAN OF STUDENTS,  
TITLE IX COORDINATOR AND PRESIDENT'S ADVISORY  
COUNCIL ON DIVERSITY AND INCLUSION**



## CAMPUS INCIDENT REPORTS

As part of the College's commitment to addressing concerns of bias and discrimination, the Siena community is encouraged to report bias incidents. During the 2018-2019 academic year, 19 reports were received by the Title IX/EOS Office, an increase from 2017-2018 (10 reports) but a decline from 2016-2017 (25 reports).

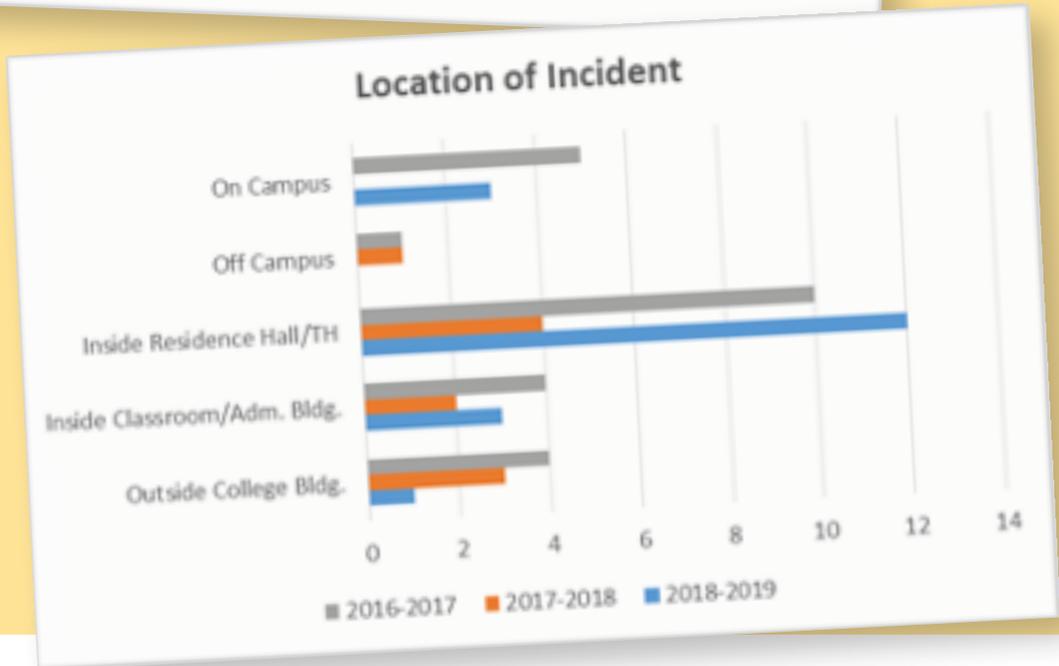
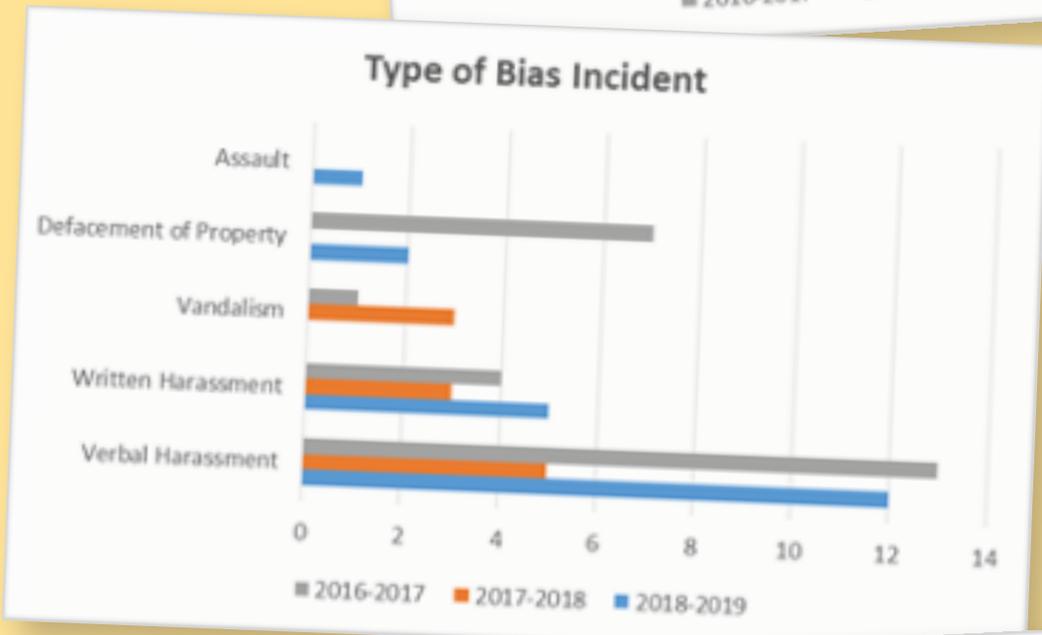
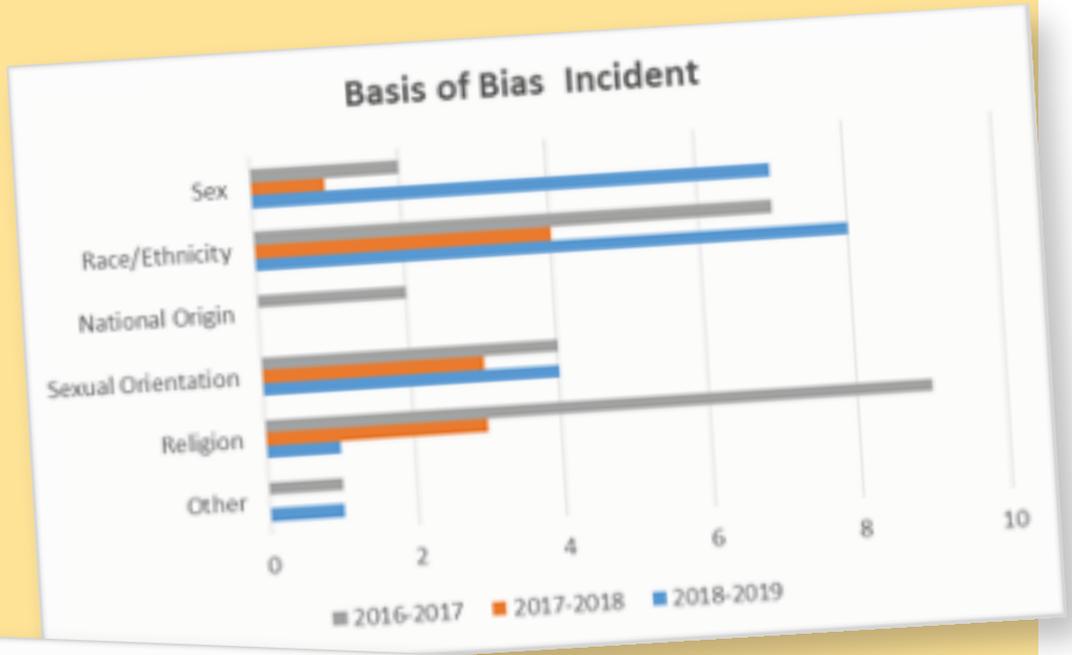
Note that a single report may be categorized as more than one "basis" or "type" of incident in the graphs on the next page.

The majority of the incidents were based on race/ethnicity followed by sex and sexual orientation based incidents. The most common incident type was verbal harassment, followed by written harassment and defacement of property. The majority of incidents occurred within residence halls and townhouses.

Although there were a few incidents where the offender was unknown due to the nature of the incident, in most cases those responsible were identified.



# BIAS INCIDENTS REPORTED ON CAMPUS





## BIAS RELATED INCIDENT REPORT SYSTEM

It is important that the Siena community understands how to report and access resources in the event of a bias incident. Acts of discrimination and harassment, which are offenses directed against persons because of their identification with one or more protected categories, are prohibited under Siena's Discrimination and Harassment Policy.

If you have witnessed, or believe you have been the victim of, an incident of discrimination or harassment, please submit a Bias Related Incident Report online. Your report will enable the College to track bias-related incidents, and may lead to an investigation through which those responsible are sanctioned for their conduct.

Lois Goland, Title IX Coordinator/EEO Specialist for Siena College, will receive all submitted forms and may follow up for an appointment to review the completed information. If needed, you may contact Ms. Goland at [lgoland@siena.edu](mailto:lgoland@siena.edu), or 518-782-6673.

Bias Related Reporting System: [www.siena.edu/biasreport](http://www.siena.edu/biasreport)

## SIENA COLLEGE DIVERSITY, INCLUSION AND EQUITY STATEMENT

**Diversity:** Siena is a community that commits to and values diversity including but not limited to race, ethnicity, sexual orientation, gender, gender identity and expression, religion, faith, ability, age, veteran status, nationality, disability and economic status. Siena seeks to celebrate the unique ideas, values, beliefs and experiences that individuals bring to our community.

**Inclusion:** At Siena, we foster a positive, safe culture where all identities are accepted and affirmed. We strive for an inclusive campus through the active, intentional and ongoing engagement with diversity among people, curriculum, co-curriculum and beyond. Through this personal engagement with diversity, together we build and maintain a community that is just, peaceable and humane.

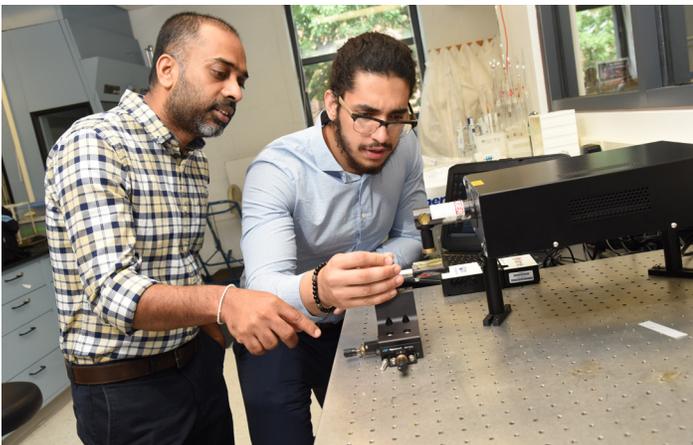
**Equity:** Siena is dedicated to providing equal access for educational and institutional opportunities among all community members and addressing issues of bias, discrimination, and exclusion where they exist. In particular, this is done with an awareness and willingness to address equity issues for underrepresented populations within students, faculty, staff and administrators.

## DIVERSITY STATEMENT:

At Siena, diversity is an invitation to celebrate the uniqueness of each individual, as well as the cultural differences that enrich us all. Siena strives to ensure that individuals from all backgrounds and perspectives are served equitably. The diversity that students, staff and faculty bring to the College are viewed as a resource, strength and benefit to the College as a whole.

In a world that is multicultural and ever-changing, Siena fosters a campus climate that is respectful and inclusive of the many identities of our community members in terms of gender, sexual orientation, disability, age, socioeconomic status, ethnicity, race, culture, perspective, and other background characteristics. We commit to incorporate diversity and equality into our hiring practices, student and staff recruitment, curricular and co-curricular activities and daily functions at the College.

Siena is committed to affirming and protecting the dignity and rights of each person and addressing issues of bias, discrimination and exclusion where they exist. Grounded in our Franciscan and Catholic traditions, we celebrate and value the diversity and strive to promote an inclusive community that is welcoming and supporting of all.



## WANT TO BECOME MORE INVOLVED?

Consider joining a committee or student group related to issues of diversity on Siena's campus.

### Unity Council:

Chaired by the Vice President for Student Life (VPSL), the Unity Council is meant to provide a structure to effectively increase communication among student leadership groups and address diversity related issues on campus from a student perspective.

### Diversity Action Committee:

The committee is composed of faculty and students of Siena College, working together to increase knowledge of diversity and to effect positive change within the Siena community concerning issues related to gender, race, ethnicity, class, age, sexual orientation, gender expression, and disability on campus.

### President's Advisory Council on Diversity and Inclusion:

The Committee is charged with assessing the College's current status in relation to diversity and inclusion and making recommendations to assist the College in further cultivating an environment that is welcoming, supportive and respectful to all.

### The Healthy Campus Coalition:

The Coalition is dedicated to promoting whole person well-being by inspiring healthy lifestyle choices and creating a more positive campus climate through outreach and prevention efforts across multiple dimensions of well-being including physical, mental/emotional, social/relational, and spiritual wellness.

The Coalition is led and inspired by Siena students who have a passion for health and wellness and who collaborate with the Office of Health Promotion, the Title IX Office, and campus stakeholders who serve as advisors to the council. The students of the Coalition work together to develop and execute workshops, programs, events and classroom experiences aimed at creating a safe and healthy campus environment in which every person has the opportunity to thrive.



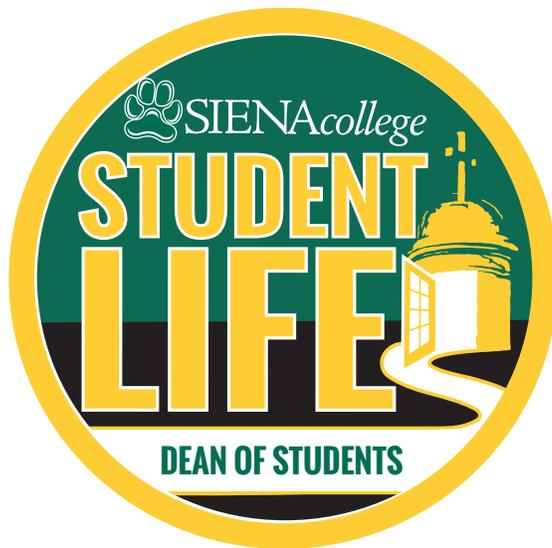
## **Damietta Cross-Cultural Center:**

The Damietta Cross-Cultural Center is part of the Mission Office. It provides innovative initiatives that educate, engage and empower students to live and work effectively in culturally diverse environments. Damietta Advocates are trained peer leaders who facilitate diversity workshops both inside and outside the classroom. Utilizing the dialogue framework, Damietta Advocates educate students about oppression, privileges and how to be active bystanders to promote diversity and social justice.

Affinity Clubs help students learn about new cultures, meet new friends or find cultural connections: Asian Students Association, Black Student Union, Muslim Students Association, Latinx Student Association, and Pride - Gay Straight Alliance. The Center hosts monthly dialogue groups: Breaking Bread Series – the mystery of religion and beliefs through an interfaith lens; and Let's Taco Bout It – difficult discussions about diversity.

## **Sr. Thea Bowman Center for Women:**

The Sr. Thea Bowman Center for Women was founded in 2006 to provide innovative, value-based programs and initiatives that educate, engage and empower students to advocate for social justice, gender equality, and women's development. Through relationship-building, service and peace-making, we strive to sustain a community where all students flourish.



**Title IX/EEO Office**

**SSU Room 235**

**518-782-6673**