Bias Response Program



WPI is committed to creating an equitable, inclusive community where all are valued and respected as intrinsic members of the community. As part of our work to develop a campus culture that rejects bias, prejudice, discrimination, and hateful acts, WPI has established this Bias Response Program (BRP).

At the direction of WPI's president, the primary function of WPI's Bias Response Program is to foster an inclusive campus culture at WPI by addressing individual and community-wide incidents of bias.

The BRT is not a judicial group with the ability to adjudicate, but rather, a coordinated network of support to WPI's formal reporting channels.

The Bias Response Team (BRT)

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The BRT is a working group of subject matter experts who strategize how to address reported incidents of bias and discrimination impacting the WPI community. Together with other campus stakeholders, the BRT provides recommendations on education and outreach as appropriate.

The BRT is meant to supplement, not supplant, the responsibilities of other groups at WPI devoted to addressing bias and discrimination experienced by students and employees. *The BRT is not an adjudicatory body. Rather, the BRT is a coordinated network of individuals who can assist in directing community members to departments or divisions responsible for addressing the reported conduct. Any invitation or engagement to meet with a member of the bias response team, is entirely voluntary.*

There may be circumstances where the BRT may recommend referral of an individual to another group, office, or resource for support and assistance. For example, depending on the circumstances, allegations of bias or discrimination may be referred to WPI's Division of Talent & Inclusion, the Dean of Students Office or to the Office of Equal Opportunity and Outreach.

Bias Response Team Membership

- Meredith Merchant, Assistant Director of Facilities & Recreation (Co-Chair)
- Stanley Horton, Senior Director of Equal Opportunity and Outreach (Co-Chair)
- Amy Curran, Director of the Office of Accessibility Services
- Catherine Whittington, Assistant Professor, Biomedical Engineering
- Colleen Callahan-Panday, Director, International Student Life Designee
- Kathryn Keyes, Senior Director Talent Strategies, Talent and Inclusion Designee
- Lisa Stoddard, Associate Teaching Professor, Social Science & Policy Studies
- Matthew Foster, Director, the Housing & Residential Experience Center Designee

Other colleagues from across WPI, including the Office of Accessibility Services, Student Development and Counseling Center, the Ombuds Office, and others will be consulted as needed for case-specific issues.

How to Report Bias

The Incident Reporting Form is available to report any concern about discrimination, discriminatory harassment, and bias based on race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, or national or ethnic origin committed by or against any WPI community member.

In addition to using the online reporting form, community members are encouraged to seek assistance from a trusted resource on campus, including advisors, department heads, someone in their living group, or other campus resources.

Bias Response Form