



THE UNIVERSITY OF UTAH

Racist and Bias Incident Response Team (RBIRT)

Background and Proposed Response Protocol

The Charge

- Overseeing the creation, implementation, and long-term success of university protocols, programs, and processes in order to provide appropriate and calculated responses involving bias incidents and racism on campus.
- Because several offices on campus were already engaged in this work, the committee aimed to bring these perspectives together, as “One U,” to develop a coordinated approach and capitalize on the knowledge, reporting structures, programming, and communication tools already in existence.

Proposed Solution

- #1: Identify a small team of individuals (RB-CIRT) who can provide updates on situations, advise on response, and take ownership of specific tasks related to communication and response
- #2: Provide access to Advocate to RB-CIRT members so the platform can be utilized as a centralized data collection, reporting, and communication hub; determine a mechanism for connecting RB-CIRT members to discuss concerns in a timely manner
- #3: Develop a communication and response matrix to guide the RB-CIRT team when situations arise

Coordinated Centralized Process



Success will require cooperation and reporting from wide variety of groups on campus: Student Affairs, colleges and divisions, Academic Affairs, student partners.

RB-CIRT Group

- RBIRT Co-Chairs
- EDI representative
- University Police
- Facilities Management
 - OEO/AA
- University Marketing and Communications
- Student Representative (Presidential Interns)
 - Ex-Officio members, as necessary

Incident
Reported



RBIRT CHAIRS AND
SPECIAL ASSISTANT
TO CSO TRIAGE
AND CLASSIFY



SPECIAL ASSISTANT
COORDINATE RB-
CIRT GROUP
RESPONSE