

CRT Vision, Purpose Statement, and Goals/Core Functions

Vision: Respond, Support, Change

Purpose Statement:

CRT offers a process for UNI community members to report bias/climate related experiences. We engage those impacted and involved through support, empowerment, and education.

Goals/Core Functions:

The core functions of the Climate Response Team (CRT) include:

- Gathering information and listening to those involved in a bias/climate related experience
- Supporting individuals involved in a bias/climate related experience
- Engaging in providing appropriate and effective education
- Identifying and connecting with appropriate support services
- Coordinating, when appropriate, activities with other campus wide entities
- Reporting trends and making recommendations

CRT Procedural Guidelines

When a report is submitted:

- All reports are received by the Chief Diversity Officer, Vice President for Student Affairs, Director for DISJ, Dean of Students, Assistant to the President for Compliance & Equity Management.
- Upon submission, reports are immediately reviewed to determine if referral to or consultation with the Office for Compliance & Equity Management, UNIPD or other resource is needed.
- If the reporter wishes to talk to a member of the Climate Response Team (CRT):
 - The Director for DISJ is responsible for assigning cases to the appropriate member of CRT within one business day.
 - The team member reaches out to the reporter within one business day with the goal of personally connecting with the reporter in three business days.
 - Perhaps the most important part of the CRT's work is when a member of the team meets directly with the reporter to listen to their experience, discussing options for support, encouraging involvement in systemic change (the healing process).
 - The team member provides a synopsis of their work with the reporter focused on support and steps for change to the larger team.
 - The CRT documents for statistical purposes.

- If the reporter does not wish to speak with a member of the team:
 - The individuals who receive the report review the report to ensure it is not a critical/emergent issue.
 - If it is a critical/emergent issue, the Chief Diversity Officer, Vice President for Student Affairs, Director for DISJ, or Dean of Students may contact the reporter for additional information and/or refer and consult with other appropriate resources.
 - If it is not a critical/emergent issue, the report is marked for statistical/information purposes.

Referral of reports:

The Climate Response Team may immediately refer a report or the reporter to another office, if appropriate. It is more likely that while meeting with the reporter, the CRT member may provide alternatives to support including referral to another office.

- The Office of Compliance & Equity Management in instances of discrimination that deny, deprive, or limit the educational, employment, housing and/or social access, benefits, and/or opportunities of any member of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of the University policy on discrimination.
- University of Northern Iowa department of Public Safety in instances of hate crimes that require further investigation by law.
- Other on and off campus resources that may be integral in providing response, support, and change depending on the nature of the incident. Examples of such resources include the Dean of Students office and Counseling Center.