

# Bias Within The Community - 12-10

**Subject:** Bias Within The Community

Dear WiMSE Women,

On December 5th, an incident occurred which is considered to be bias-related in nature. This type of behavior is directly against the University of Connecticut's value of striving to create a safe and inclusive community for all students.

A bias-related incident is an incident that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

This incident included behavior that was bias against individuals sexual orientation on the floor. As a community, especially in a community that focuses on women's advancement in STEM, it is our expectation that you all respect the multitude of identities within WiMSE. Whether it be race, sexual orientation, gender identity, or anything else, as a community we should embrace one another with compassion and understand that we all do not have the same lived experiences. We as a community need to step up and stand together instead of apart. If you see something, say something. For more information, the following resources are available to you.

- Rainbow Center: <https://asacc.uconn.edu/>
- Women's Center: <https://womenscenter.uconn.edu/>
- SHaW: <https://studenthealth.uconn.edu/>

If you were impacted by this incident or have more information about it, please reach out to James Walker ([james.p.walker@uconn.edu](mailto:james.p.walker@uconn.edu)), Jeff Benike ([jeffrey.benike@uconn.edu](mailto:jeffrey.benike@uconn.edu)), or Devon Walker ([devon.walker@uconn.edu](mailto:devon.walker@uconn.edu)).

As you move forward in immersing yourself in the community, please keep in mind that small actions have a major impact. We can be proactive to situations like this by making the following changes in our daily behaviors:

- Hold your peers accountable for their decisions;
- If you see something, say something- to your RA or your Hall Director;
- Remind your guests that you are responsible for their behavior and that you will not tolerate biased acts within your community.
- If you encounter any other bias related incidents within the community, please do not hesitate to report it through the bias reporting form. <https://dos.uconn.edu/bias-reporting-2/>

Let's demonstrate that WiMSE is a community of acceptance and inclusion. If you have any information please reach out to any of the Werth Leadership Team.

Sincerely,

Werth Leadership Team