



Bias Assessment and Review Team

Cornell's **Bias Assessment and Review Team** (BART) assesses all documented bias incidents in a timely manner to determine the appropriate response, and to complete intervention steps in conjunction with the appropriate campus partners as necessary. BART serves as the coordinating hub of a network of existing bias resources, focused on ensuring an appropriate response effort in a timely manner.

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Responsibilities

- Receive, review, and document information about bias incidents in the Cornell Community.
- Perform initial assessment of bias incidents and refer to other offices as needed for additional actions.
- Engage and escalate matters as necessary to assess and respond to incidents that have the potential to significantly affect the larger Cornell community, including those involving bias, harassment and discrimination.
- Make recommendations to university officials on appropriate actions consistent with university policies and procedures.
- Engage in ongoing refinement of Team procedures and protocols to foster optimal team functioning and interface with the university community.
- Identify university policy and procedural issues warranting further examination and refer such matters to the appropriate entity.

Bias Assessment and Review Team Members

Theoria Cason

Assistant Director, Residential & New Student Programs

Denise Zajac

Assistant Dean of Students; Dean of Students Office

Vijay Pendakur

Dean of Students

Aiden Cropsey

Assistant Director of the LGBT Resource Center

Laura Weiss

Associate Dean of Students

Sophie Sidhu

Associate Dean of Students and Interim Building Director of 626

Kara Miller

Director, Fraternity & Sorority Life

Wai-Kwong Wong

Counseling & Psychological Services, Cornell Health

Carmen Rogers

Assistant Director of Athletics for Student Services

Anthony Bellamy

Lieutenant, Cornell University Police

Christina Liang

Associate Judicial Administrator

Laurie Johnston

Senior Director, Workforce Policy & Labor Relations

Jess Cisco

Senior Human Resources Consultant

Key Units

In addition to these members, staff from key units will attend the team meeting to address specific situations as needed. These units include but are not limited to the following:

- Department of Athletics
- Cornell Health Services
- Undergraduate Advising
- Women's Resource Center
- Asian & Asian American Center
- Office of University Counsel
- International Students & Scholars Office
- LGBT Resource Center
- Crisis Managers
- Grad/Prof Schools
- Student Disability Services
- Workforce Policy & Labor Relations

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