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.

**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**

AssistantDirector, 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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