The Mosaic Project supports the University’s ongoing commitment to strengthen diversity, foster inclusion, and promote social justice in all aspects of the student experience. Our students and our community represent the intersection of different races, ages, ethnicities, religions, sexes, sexual orientations, socioeconomic statuses, national origins, tribal and indigenous populations, gender identities and expressions, and ability statuses. Our differences should not only be accepted and celebrated but fully woven into the fabric of the University. The Mosaic Project seeks to facilitate dialogue, support the ongoing work of existing campus diversity efforts, and develop new initiatives to cultivate a community that furthers our goal of making all Washington University members feel welcome and supported.

Commonly Asked Questions about the BRSS

What is the BRSS?
The Bias Reprt and Support System (BRSS) provides a central, streamlined process of reporting incidents of hate, bias, or discrimination involving students. The BRSS is a team of trained Washington University student and staff who work to:

- Support students who have witnessed or been the target of bias-related incidents;
- Refer community members to campus partner, groups, or individuals who can provide ongoing support;
- Inform the Washington University community about the frequency and nature of bias incidents reported through the BRSS.

What is a Bias Incident?
A bias incident is any discriminatory or hurtful act that appears to be motivated or is perceived by the victim to be motivated by race, ethnicity, religion, age, national origin, sex, disability, gender identity or expression, sexual orientation, veteran status, or socioeconomic status.

How do I submit a BRSS report?
If you have experienced or witnessed a bias incident you can submit a report by:

- Completing an online reporting form, which is found at brss.wustl.edu;
- Calling the BRSS at 314-935-8118 during business hours. After-hours calls will be returned at the earliest possible time the next business day;
- Submitting a paper report which is found on the BRSS website and can be submitted via campus mail to Campus Box 1167;
- Scheduling an in-person intake meeting with a member of the BRSS team by emailing brss@wustl.edu.

What happens when I submit a report?
You have two options when you submit a report. You can either choose to report “For Information Only” or “For Support and Referral”.

BRSS Launch Event
Interested in learning more about the BRSS? We are hosting a launch event on Wednesday, January 22 from 4-6pm in Umrath Lounge. At 4:10 there will be a presentation updating the community on the Mosaic Project's progress and also announcing some exciting next steps.

Student Spotlight
Nick Miller
Member, Center for Diversity and Inclusion Advisory Board

Nick Miller is a Ph.D. Candidate in English and a Lynne Cooper Harvey Fellow in American Culture Studies. Nick currently serves as an officer for the Latino Graduate Student Alliance (LGSA) and has previously served as the President of the Graduate Professional Council.
If you choose “For Information Only”, you can remain anonymous and a brief, de-identified description of the incident will be included in the BRSS summary report. If you choose “For Support and Referral”, a BRSS team member will contact you to schedule an in-person meeting. During this meeting, the team member will listen and support you as you provide details of the incident, identify campus resources that might be helpful to you, and walk you through what to expect should you choose to utilize referrals. After your in-person meeting, your BRSS team member will follow up and make sure you have everything you need to resolve the incident. A brief, de-identified description of the incident will be included in the BRSS report.

**How will reports be used?**

One of the primary responsibilities of the BRSS is to keep the Washington University community informed about incidents of bias. To this end, the BRSS will issue regular summary reports that will be freely available to members of the Washington University community. With the release of each report, the BRSS Coordinator will meet with the Vice Chancellor for Students and Vice Provost to discuss trends in when and where incidents occur and potential university actions. We anticipate the first report being released in April 2014.

**What is your confidentiality policy?**

The university will strive to protect, to the greatest extent possible, the confidentiality of persons reporting to the BRSS and of those involved in the reported incident. Because the university may have an obligation to address certain reported incidents, however, the university cannot guarantee complete confidentiality where it would conflict with the university’s obligation to investigate meaningfully or, where warranted, take corrective action. Even when some disclosure of the university’s information or sources is necessary, it will be limited to the extent possible.

**Additional Questions?**

Please see the BRSS website at [brss.wustl.edu](http://brss.wustl.edu) or email the BRSS at [brss@wustl.edu](mailto:brss@wustl.edu).

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### Update on the Center for Diversity & Inclusion

In December, the Task Force for the Center for Diversity and Inclusion submitted their [final report](#) to Sharon Stahl, Vice Chancellor for Students. That report is available for review on the Mosaic Project website, and identifies four primary pillars for the Center: advocacy, support, collaboration and education/outreach.

As a part of their process, the Task Force invited Professor Lori Patton Davis to campus in November to provide feedback about the opportunities and challenges associated with the development of a new Center. Dr. Patton Davis is an Associate Professor in the Higher Education and Student Affairs Program in the Indiana University School of Education.

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**Check Out Our Website**

**Like Us on Facebook**

**MOASIA PROJECT STAFF**

***Co-Chairs***

Josh Aiken
Robert Brown
Adrienne Davis
She is a well-known researcher and scholar in the area of culture centers. During her visit, Dr. Patton Davis met with representatives from the Mosaic Project and many others in the University community. Her report is also available on the Mosaic Project website.

Assessment and Benchmarking Updates

Save the date for the first Campus Climate survey! Between February 17 and March 10, all students on the Danforth Campus will have the opportunity to participate in a survey that assesses the campus environment in terms of diversity and inclusion. Check your email on February 17 for your invitation to participate. The information that you provide regarding your experiences at Washington University will help the campus make improvements and maintain a welcoming environment for everyone.

UPCOMING EVENTS

January 22, 4-6 PM, Umrath Lounge, BRSS Launch Event
January 28, 6-7:30 PM, Tisch Commons, Career Center’s Mosaic Slam