

SCCO BIAS RESPONSE TEAM: PURPOSE AND PROCESSES

1. Definition: SCCO Bias Response Team (BRT) is a subgroup of the SCCO Social Justice Committee, formed to act when needed, in support of SCCO Social Justice Committee's *Vision Statement*:

The Santa Clara Community Organization Social Justice Committee (SCCO SJC) is committed to the right of every human being to live free from discrimination. No person shall be victimized, marginalized, or discriminated against in our community on the basis of race, gender, religion, ethnicity, sexual orientation, socioeconomic status, disability, education level, political affiliation, or citizenship status. We respect the right of all people to a healthy environment. We support dialogue and disagreement, so long as it is conducted in a respectful manner that fosters relationships. Our goal is equity for all at the table, through the recognition that there are enough resources in the world to meet everyone's basic needs. We reject hatred, bigotry, and vulgarity in all forms, knowing that when anyone in our community is harmed by discrimination, it hurts all of us.

The BRT is empowered to respond quickly on behalf of SCCO when a community member is experiencing hate or bias and seeking support, and/or where a more public expression of hate or bias has occurred; for example, if a swastika or racist language is painted on a business or building.

2. PURPOSE: The BRT of SCCO is available to:
 - a. Listen, Support, and Respect all people in our Santa Clara Neighborhood.
 - b. Partner with City of Eugene's Human Rights & Neighborhood Involvement (HRNI), schools, communities of faith, and other networks within our neighborhood and the greater Eugene-Springfield community.
3. PROCESS: How the BRT is activated.
 - a. Incident reports will be received by the BRT through: email, telephone call, direct observation, request from neighbors, and/or monitoring of social media sites. BRT members will organize themselves after the initial alert and decide what is the appropriate action.
 - b. The BRT will make a report of any action it has taken, to SCCO, at the soonest meeting after the incident and response.

4. PROCESS: What SCCO BRT can provide:
 - a. LISTEN: Active Listening
 - i. Hear the person's concerns
 - ii. Assist them in clarifying their need
 - iii. Help them set up an action plan
 - b. CONNECTION WITH RESOURCES: We recognize that trained and experienced individuals are needed to provide effective support to persons experiencing racial bias, from micro-aggressions to hate crimes. If requested and appropriate, we can offer known resources in the greater community such as:
 - i. City of Eugene Human Rights Neighborhood Initiative (HRNI) documents Hate Crimes and Bias incidents, provides information and support for targeted persons wanting to explore pressing charges for Hate Crimes or seeking redress for discrimination regarding their housing, workplace, or business.
 - ii. Trauma Healing Project offers support groups, professional counseling, and other healing modalities.
 - c. ACCOMPANIMENT: BRT members are available to help targeted persons with contacting HRNI or another agency, and/or physically accompanying them.
 - d. RESPECT:
 - i. We are committed to respect, for every person living in our neighborhood, regardless of ability, age, culture, economic status, gender, gender expression, political involvement, race, religion, or sexual orientation.
 - ii. Names and contact information for all will be kept confidential.
 - iii. We recognize that good people will have disagreements and we offer our listening, resourcing, and respect to help neighbors be the best neighbors possible during their disagreements.
5. PROCESS: Limits and conditions of BRT activities
 - a. BRT responses will be carried out only at the wishes of the targeted party (person, business, or organization).
 - b. No public presentations should give the impression that the BRT is an emergency intervention resource.
 - c. For the sake of safety, BRT communications regarding bias incidents or hate crimes in our neighborhood will maintain privacy and confidentiality of targeted individuals. Names, addresses, and other identifying information will not be included in BRT communications.
 - d. If funds are needed to pay for any action undertaken by the BRT, those funds will come from community fundraising specific to that incident, and not from SCCO.
6. HOW TO CONTACT your SCCO BRT:
 - a. Email the Attention Bias Response Team at: sjc@santaclaracommunity.org
 - b. SCCO number: (458) 209-9990