



Division of Student Life
UNIVERSITY OF WISCONSIN-MADISON

Dean of Students Office

Bias Incidents & Reports Summary
Spring 2017

Introduction

The University of Wisconsin-Madison is committed to creating a safe and supportive environment for all people. The institution values a diverse community where all members are able to fully participate in the Wisconsin Experience. As Chapter 17 of the UW System code states, the university can accomplish its educational mission only if living and learning environments are safe and free from violence, harassment and intimidation.

Incidents of bias or hate affecting a person or group negatively impact the quality of the Wisconsin Experience for community members. UW-Madison takes such incidents seriously and will respond appropriately to reported or observed incidents of bias or hate.

Institutional Statement on Diversity

“Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background - people who as students, faculty, and staff serve Wisconsin and the world.”

Overview of Reporting System

The purpose of the Bias Response and Advocacy Coordinator (BRAC) and the Bias Incident Reporting process is to provide impacted parties of bias or hate incidents opportunities to be heard and supported.

The reporting process also allows the University to understand and respond to situations that affect UW-Madison students, to educate and inform the community about such events, and to create awareness of intolerance as it relates to bias or hate incidents. The reporting process also provides services to witnesses, bystanders, targeted individuals, offenders/respondents, or members of the community. This reporting system is intended as a resource for UW-Madison students. On occasion, the process incorporates collaboration with faculty and staff.

Responses to incidents of bias or hate will vary depending on the severity of the event. Responses range from educational conversations and restorative justice initiatives to possible conduct sanctions which include written reprimands, educational sanctions and housing contract jeopardies. When criminal activity occurs, UWPD or Madison Police Department are notified and pursue their own investigation and respond accordingly. Only when faculty, staff and students feel welcome and accepted can the university achieve its mission of learning, research, and outreach on behalf of the state of Wisconsin.

Definitions

Incident

An incident is a single event or occurrence for which we've received at least one report.

Report

A report is one submission of the online report through our bias reporting process. There may be multiple reports submitted per incident depending on how many people were impacted.

Bias Incident

Single or multiple acts toward an individual, group, or their property that have a negative impact and that one could reasonably conclude are based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors. Bias incidents may rise to the level of being a crime, a conduct violation, and/or an incident that creates a hostile environment.

Hate Crime

In the state of Wisconsin, if someone commits a crime and intentionally selects the person against whom the crime is under or committed or selects the property that is damaged or otherwise affected by the crime under in whole or in part because of the actor's belief or perception regarding the race, religion, color, disability, sexual orientation, national origin or ancestry of that person or the owner or occupant of that property, whether or not the actor's belief or perception was correct. For example, spray-painting a swastika on a Jewish-affiliated sorority house.

Conduct Violation

Conduct by a student that violates the list of prohibited actions outlined in the university's student nonacademic misconduct code contained in UWS 17. For example, disrupting a university-sponsored or authorized event for students.

Not Bias Related

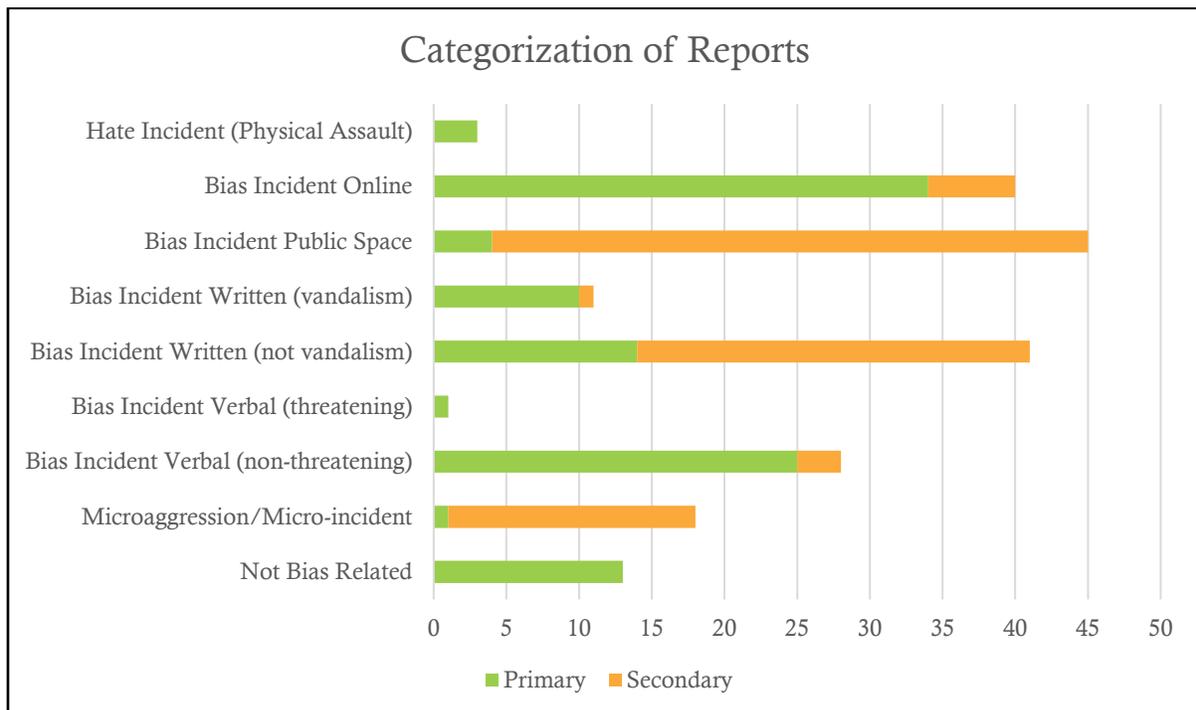
A report that is received but is not any type of incident or crime and does not relate to a specific protected identity. For example, a report submitted because UW-Madison has an LGBT Campus Center.

Executive Summary of Reports

The UW-Madison community saw an increase in reports from the last reporting period of Spring/Summer 2016. This increase may be due to the additional marketing and communication efforts about the Bias Incident Reporting system and the hiring of the BRAC. This summary covers the period from January 1, 2017 to May 31, 2017.

During this reporting period for Spring 2017, the bias reporting system received 92 bias-related reports for 74 bias-related incidents. For example, for one incident that occurred in a classroom setting, we received five reports. When we receive multiple reports for one incident, we respond to all reporters to offer support. There were 13 additional reports received, but they were not bias-related. Of the 13 received that were not bias-related, seven cases were referred to the appropriate resources or offices on-campus. Follow-up meetings, phone calls or emails with appropriate campus partners occurred in 89 out of the 92 reports.

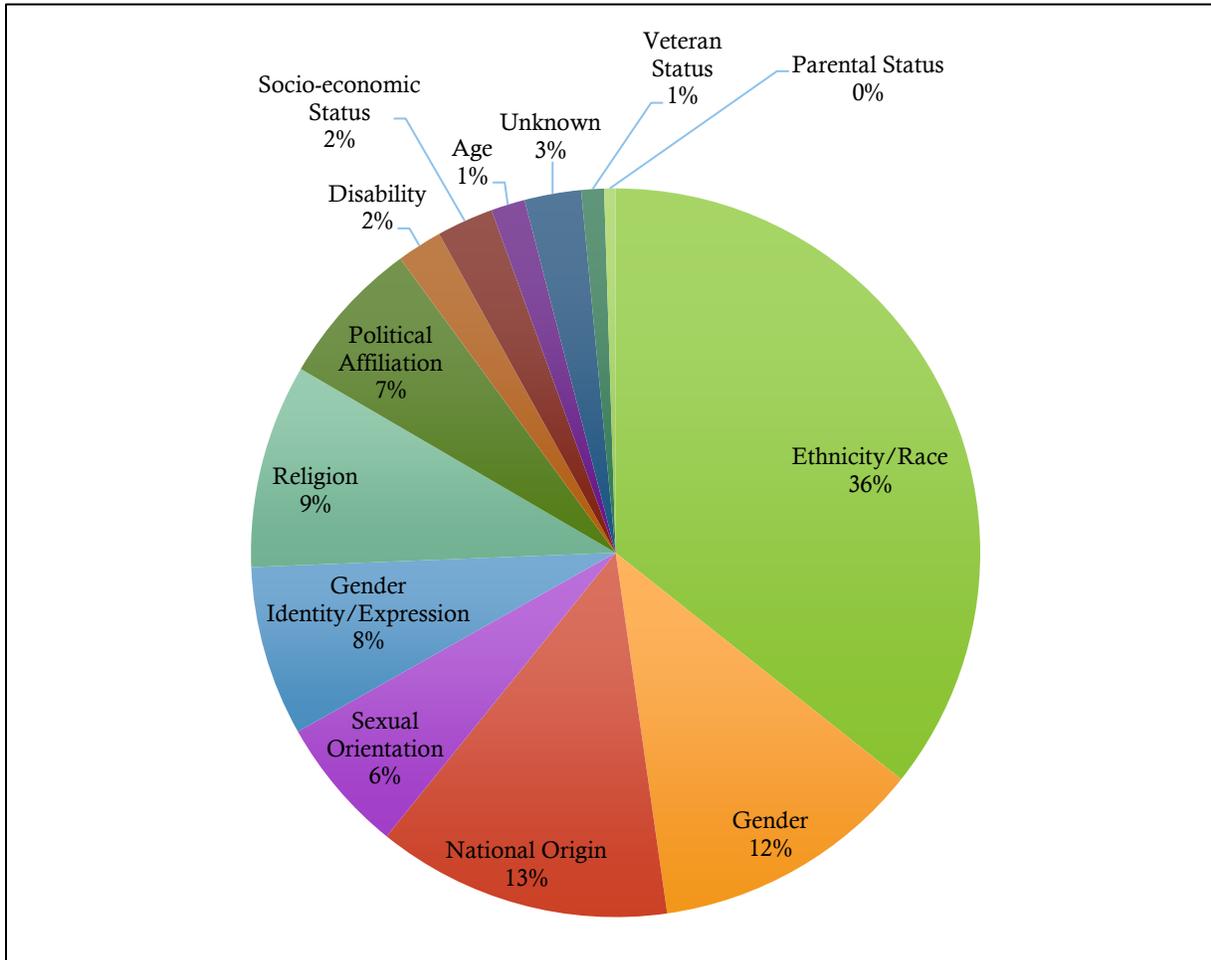
Some of the patterns that emerged as the reports were examined showed that the majority of incidents occurred on-campus with the second largest category being online, through social media platforms or through email. It is important to note that many cases fell into multiple categories when assessing what type of incident occurred. For instance, many of the online social media channels are considered public spaces and can be viewed or shared by multiple parties. Therefore, a large portion of the reports considered to be Bias Incidents Online were also documented for secondary categorization of Public Space/Forum. Additionally, the second largest category of reports were verbal, non-threatening language, epithets, slurs or speech, which are most often protected under the First Amendment. These forms of speech can sometimes also be considered as microaggressions or macroaggressions depending on the content of the language being used.



Targeted Identities

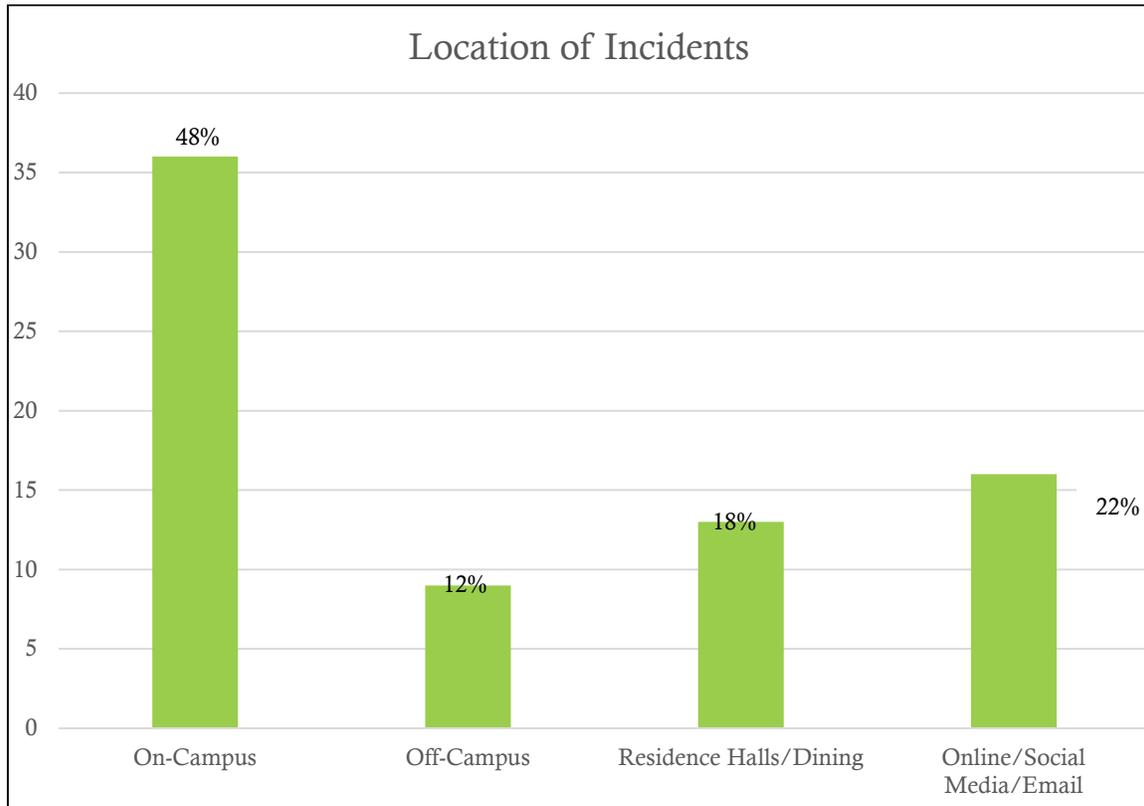
Reporters are asked to identify the singular or multiple identities that the incident targeted, allowing for an intersectional viewpoint in collecting data. Approximately 62% of reporters indicated more than one targeted identity being involved in the incident.

The data shows that the most common type of targeted identity was race/ethnicity with the second and third largest categories being national origin and gender. Collecting this data enables a better assessment of the impact of incidents and where more resources may be necessary on campus.



Location of Incidents

Reporters are requested to indicate the location of the incident. Some reporters did not provide specific locations of the incident but gave a general sense of where the incident occurred. Overall, out of the 74 incidents, the majority of the incidents occurred on campus (36) and online (16) with nine cases occurring off-campus and 13 cases occurring in the residence halls.



Demographics Summary

The reporters vary in their role on campus and range from being targeted individuals themselves to bystanders or witnesses of bias or hate incidents. The majority of the reporters, 83%, were the direct impacted party. However, many of the reporters did not leave contact information (15% were anonymous reporters) or there were no details provided on the offender or respondent involved in the incident. Less than half (34%) of the reporters asked for action or follow-up with Dean of Students Office or BRAC. In most cases the reporter did not want contact, resources, or to pursue an investigation. Their intent was rather to inform the University about the incident.

Reporters do not self-identify their race/ethnicity in the report. This data is gathered after the report has been submitted from other sources where the same students previously self-reported their race/ethnicity. The majority of reporters (44%) self-identified as being White. The second largest category (20%) of reporters were international students from Asia. Overall, most of the known reporters were graduate/professional students with only 35% as being undergraduates.

Actions Taken

Reports to the BRAC have led to numerous interventions and responses on behalf of the University. The most common response to a bias or hate incident is a support meeting. This meeting provides a time and space for the targeted individual or reporter to share what happened, to receive support and guidance and get connected to campus resources/partners. This meeting allows the individual to share the impact that the incident had on them and provides guidance on how to move forward with an appropriate response.

Two incidents were processed through the UWS 17, non-academic misconduct process and one student was found in violation of non-academic misconduct. None of the 74 incidents was charged as a hate crime through the criminal justice process. It is important to note that targeted individuals or reporters may choose to not pursue the conduct process or file a criminal report. Additionally, the offender or respondent may not be known and may not be found guilty if an investigation occurs.

The BRAC facilitated 3 restorative justice-based peace circles or conversations as responses to bias or hate incidents. These conversations were requested on behalf of the targeted individuals and mutually agreed upon with the respondents. Additionally, educational conversations comprised the bulk of responses when engaging with the offender or respondent of an incident. Sometimes, emailed letters were sent out to particular residential communities.

When cases involved faculty or staff, the BRAC collaborated with Human Resources and the Office of Compliance on addressing the incident or concern. The BRAC also worked with the Madison Police Department and UW Police Department on appropriate cases and with colleagues in the Office of Conduct and Community Standards when investigations were necessary.

Recent Efforts

In the Spring of 2017, the Dean of Students Office hired Satya Chima as the new Bias Response and Advocacy Coordinator. The BRAC conducted 8 trainings to students, staff divisions/departments, and academic departments/programs in the Spring of 2017. These included presentations to the Academic Staff Institute, Undergraduate Academic Advisors, Residence Life and Housing, the Center for First Year Experience, Peer SOAR Advisors, University Health Services, the School of Pharmacy and the School of Library and Information Systems. These workshops provided basic definitions of bias or hate incidents, hate crimes and microaggressions, as well as information on campus trends, national campus climate data, how to report incidents and how to support those experiencing bias or hate incidents.

Lastly, the BRAC held drop-in hours at the Multicultural Student Center during the last few weeks of the semester in order to connect with a wide range of students and make services easily accessible to students throughout the University. The BRAC was also able to foster and build relationships with campus partners and developed sustainable partnerships with partners and colleagues at Big 10 schools and beyond.

Bias Response Advisory Board

The purpose of the Bias Response Advisory Board is to advise the process of responding to incidents of bias or hate and also support the Bias Response and Advocacy Coordinator in their role as a student advocate.

Current Membership

Kathy Kruse, Dean of Students Office

Satya Chima, Dean of Students Office

Jaimee Gilford, UW Police Department

Gabe Javier, LGBT Campus Center and Multicultural Student Center

Tonya Schmidt, Office of Student Conduct & Community Standards

James Stein, Faculty in School of Medicine and Public Health

Susan Tran Degrand, MDC Rep in School of Pharmacy

Cleda Wang, University Housing

Andrea Lawson, University Health Services

Mike Peña, Facilities Planning & Management

Luis Pinero, Office for Equity and Diversity

Recommendations and Next Steps

During the upcoming school year, the BRAC will examine patterns and disparities that emerge from the reports. For example, a question to consider is why graduate/professional students are reporting at higher rates than undergraduates. What was learned from categorizing these cases is that often students engage in bias-related activity within their direct peer circles. This speaks to a need for increased efforts to develop a bystander intervention training related to bias or hate incidents. This also speaks to the need for more efforts to educate the campus community about the high standards the University holds and the expectations it has of students, staff and faculty. Lastly, community-building efforts such as the implementation of restorative justice practices would be beneficial in creating opportunities for students to engage in dialogue with each other in healthy and productive ways rather than directly or indirectly causing harm.

During the next semester the BRAC plans to continue the work of advocating for students and publicizing the reporting system. The BRAC plans to increase the number of in-person training workshops to ensure staff, faculty, and students are able to recognize, report, and support during an incident. The BRAC is also currently developing various ways to engage student voices in how the University responds to incidents by recruiting students to join the Bias Response Advisory Board. The BRAC will also be hiring student assistants in the Fall to assist in the planning and implementation of responses, trainings and programming. Other efforts include increasing educational marketing efforts to students and faculty and staff campus-wide in addition to updating the website and live bias incident log to include more details and regular updates on reports. Partnerships with colleagues across the U.S. will lead to the facilitation of a conference call for strategic thinking and visioning about the 2017-2018 school year. In addition, the BRAC will be implementing more restorative conversations and peace circles and promoting restorative principles across campus while building relationships with staff leads doing similar work.