



Division of Student Life
UNIVERSITY OF WISCONSIN-MADISON

Dean of Students Office

Bias Incidents & Reports Summary
Spring 2018

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. 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.

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 reporting system is to provide support and resources to the involved parties of bias or hate incidents impacting the UW-Madison community. The reporting system 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 system is primarily intended to be a resource for UW-Madison students. On occasion, the reporting system is utilized by faculty, staff and community members to report incidents that impact our student population.

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 the student code of conduct is violated, the Office of Conduct and Community Standards begins an investigation and determines possible sanctions. When criminal activity occurs, UWPD or Madison Police Department are notified and pursue their own investigation and respond accordingly.

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 that targets a specific protected identity. For example, a report submitted by a student who is upset because UW-Madison has a Gender and Sexuality Resource Center.

Summary of Reports

During this reporting period from January 1st to May 31st, the bias reporting system received 46 reports for 38 incidents. For example, for one incident that occurred, we may have received three reports. When we receive multiple reports for one incident, we respond to all reporters to offer support. There were 8 additional reports received, but they were not bias-related. These cases were referred to the appropriate resources or offices on-campus for follow-up.

Reporters are asked to identify the singular or multiple identities that the incident targeted, allowing for an intersectional viewpoint in collecting data. More than half of the 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 largest category being national origin. Gender, gender identity/expression, and socioeconomic status were tied for the third largest category.

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 46 reports, the majority of the incidents occurred on campus property with three of those occurring in residence halls or dining services. Nine reports occurred off campus and five cases occurred online.

Reporters are also allowed to select multiple types of categories that best describe their incident. Public space was the largest categorization with 24 reports and microaggressions were the second largest categorization with 19 reports.



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 at 85% were the direct impacted party or targeted individual. Seventeen reports were submitted anonymously.

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 known student reporters at 52% identified as White. The second largest category of known student reporters identified as Asian. Overall, 66% of the known student reporters were undergraduate students and 21% of the known reporters were staff or faculty.

Twenty six percent 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.



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.

None of the 38 incidents were processed through the UWS 17, non-academic misconduct process. None of the incidents were 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 also facilitated educational and restorative-based 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. 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 incidents occurred in Housing.

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

Outreach Efforts

The BRAC and a student intern co-facilitated 18 trainings to students, staff divisions/departments, and academic departments/programs in Spring of 2018. These included presentations for the Graduate Assistant Equity Workshops, University Health Services, the Crossroads Committee, College of Engineering, the Center for First Year Experience, the Center for Leadership and Involvement and the McBurney Disability Resource Center. These workshops provided basic definitions of bias or hate incidents, hate crimes and microaggressions, as well as information on campus trends, how to report incidents and how to support those experiencing bias or hate incidents.

In addition, the BRAC made professional connections and partnerships with colleagues at other universities by attending and presenting at the UW-LaCrosse Hate/Bias Symposium in February. Lastly, the BRAC held drop-in hours at the Multicultural Student Center in order to connect with a wide range of students and make services easily accessible to students throughout the University.



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.

Spring 2018 Membership

Kathy Kruse, Dean of Students Office

Satya Chima, Dean of Students Office

Jaimee Gilford, UW Police Department

Alex Hader, Associated Students of Madison

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

Heather Shimon, Libraries

Michelle Holland, Graduate School

Recommendations and Next Steps

This summer, the Dean of Students Office and the BRAC will provide student staff to work at the Student Orientation, Advising and Registration tabling fair in order to promote DoSO services and the bias reporting process to our incoming students. The BRAC also plans to work with Residence Life to provide training for House Fellows and Program Assistants so they can better serve their residents when bias or hate occurs in their community. Lastly, the BRAC will continue working with the Office of the Provost, Human Resources and the Division of Diversity, Equity and Educational Achievement to coordinate efforts related to training and outreach. During the next academic year, the BRAC will continue building professional networks with colleagues doing similar work throughout the UW system and across the Big Ten.