Dean of Students Office

Bias Incidents Summary
Fall 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
This summary provides information for Fall semester of 2018. During this reporting period from September through December, the bias reporting system received 49 reports for 45 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. Eleven reports were submitted anonymously and there were 4 additional reports received, but they were not bias-related. When applicable, 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. Out of the 49 reports, 37 reports indicated more than one identity being targeted in the incident. The data shows that the most common type of targeted identity was race/ethnicity with the second largest category being gender. National origin and religion 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 the 45 incidents that occurred, 20 were on campus, seven occurred in residence halls or dining facilities, three incidents occurred off campus and eight incidents occurred online.

Reporters are also allowed to select multiple types of categories that best describe the nature of the incident. Public space was the largest categorization with 27 reports including it as a descriptor for the type of incident that occurred. The categorization of verbal (non-threatening) exchanges was the second largest descriptor with 25 reports and microaggressions was the third largest descriptor with 26 reports. Again, a reporter may indicate that an incident was a microaggression and a verbal (non-threatening) exchange as they are allowed to select multiple types of descriptor categories.

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. Nineteen reporters were witnesses and 30 reporters were the direct impacted party or targeted individual. Undergraduates were the largest category of reporters, followed by anonymous persons and staff members of UW-Madison.

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 reporters at 31% identified as White. The second largest category of known student reporters identified as International students (non-specified).

Thirty-one of the 49 reporters did not ask for action or follow-up with Dean of Students Office and only 18 wanted follow-up. Some changed their minds when the BRAC emailed a receipt of report. 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.

S. Chima 1/2019
**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 45 incidents were charged as hate crimes through the criminal justice process none were conduct violations through the UWS 17, non-academic misconduct 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 facilitated 6 trainings to students, staff divisions/departments, and academic departments/programs in the Fall semester. These included presentations for the Graduate Assistant Equity Workshops, College of Engineering, SAFEwalk and School of Pharmacy. 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
Mickey Kienast, UW Police Department
Agalia Ardyasa, Associated Students of Madison
Gabe Javier, Multicultural Student Center and Black Cultural Center
Nicholas Oleksy, Office of Student Conduct & Community Standards
James Stein, Faculty in School of Medicine and Public Health
Susan Tran Degrand, Office of Human Resources
Cleda Wang, University Housing
Andrea Lawson, University Health Services
Mike Peña, Facilities Planning & Management
Luis Piñero, Office for Equity and Diversity
Heather Shimon, Libraries
Katelyn Block, Graduate School