

## Summer 2020

**Summary of Reports** This summary provides information for Summer 2020. During this reporting period from June through August, the bias reporting system received 48 reports for 38 incidents. When we receive multiple reports for one incident, we respond to all reporters to offer support. When applicable, these cases are referred to the appropriate resources or offices on-campus for follow-up. Of the 46 cases, 15 cases were either alumni, admitted students but not yet attended or not affiliated with UW at all and were doxing cases that came to our office as a way to either expel, or deny admittance to the university based on on-line behavior.

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 46 reports, 38 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 national origin. Gender identity/expression were 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 46 incidents that occurred, 21 were on campus (including residence halls), 0 occurred in residence halls or dining facilities, 3 incidents occurred off campus and 22 incidents occurred online or via social media. Reporters are also allowed to select multiple types of categories that best describe the nature of the incident. The categorization of Microaggressions was the largest descriptor with 26 reports. The second largest category was online/social media with 22 cases. Verbal (non-threatening) exchanges with 18 reports including it as a descriptor for the type of incident that occurred was third. While, public space was the fourth largest descriptor with 16 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. 16 of the cases the reporter were a witness and 30 were targeted towards them. Undergraduates were the largest category of reporters, followed by 22 individuals not affiliated with UW Madison. This is a direct correlation to the doxing cases the office received over the course of Summer 2020. Of the 46 reporters only 22 wanted follow-up. Some changed their minds when the DoSO staff emailed a receipt of report. In most cases the reporter did not want contact, resources, or to pursue an investigation. DoSO staff find that reporters intend to inform the University about the incident rather than seek action. Actions Taken Reports to the DoSO staff 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 46 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. DoSO staff 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 and DoSO staff collaborated with the Office of the Provost, Human Resources and the Office of Compliance on addressing the incident or concern. The DoSO staff 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.