



Hate & Bias Incident Report - Fall 2015

The University of Wisconsin-Madison is committed to creating a safe and supportive environment for all people. Any act of hate or bias is taken seriously, and the University Hate & Bias Incident Team has been charged with addressing any issue related to bias or hate. The Team also focuses on prevention, intervention, and education on reporting.

Summary

During fall 2015 23 reports were submitted to the Hate & Bias Incident reporting system. However, one incident that was reported in the fall actually occurred in April of 2015. The Hate & Bias Incident Team expects that the number reported does not represent all incidents that occurred. Some of the patterns that emerged as the incident reports were examined were:

- Many deal with written hate and biased speech and vandalism on whiteboards, bulletin boards, chalkboard, door decorations
- Majority were racial slurs, insults, and derogatory language
- Defaced program materials related to racial diversity events
- Discrimination based on language (students speaking Spanish)
- Not all reports occurred on campus; several incidents took place on the bus and in private residence halls
- Several reports were related to intense and disrespectful dialogue on social media, but did not rise to hate speech

Incidents Occurrence per month

April 2015—1 report (reported in fall 2015)

August 2015—1 report

September 2015—5 reports

October 2015—7 reports

November 2015—5 reports

December 2015—4 reports

Location

- Ten of the 23 were in residence halls
 - Dejope 3rd floor (2 incidents)
 - Witte, Kronshage (Swenson House)
 - Phillips Hall (2 incidents)
 - Liz Waters
 - Turner House
 - Mack House
- Seven of the 23 were located on campus or in campus buildings
 - Vilas Hall (2 Incidents)
 - Signe Skott Cooper Hall

- Library (Ebling library)
- Outside the Registrar's Office
- Kohl Center
- Three of the 23 were online—via YikYak, Facebook, UW Badgers Page and Online Classroom Communication via a student organization
- Two of 23 were on a city bus (#2 bus)
- One of the 23 was off-campus at the Nitty Gritty

Populations Targeted (race, gender, religion, etc.)

- Nearly half of known reporters were women; 11 out of 23
- Targeted populations based on demographics in reports
 - Race/ethnicity: Indian, Mexican, Asian (Japanese), African American/Black, International, and Australian
 - Religion: Muslim, Jewish
 - Sexual Orientation: Lesbian
 - Gender: Women

Reporters

- Majority of reports came directly from House Fellows (staff in the Res Halls)
- Two reports came from Faculty members

Actions

Many of the reporters did not ask for follow-up with Dean of Students Office or a member of Hate & Bias Incident Team. However, five of those who reported did ask. The meetings provided a time for the reporting person a space to share the incident, to get connections to campus mental health resources, such as Counseling and Consultation Services, and to discuss what action they hoped would happen. Most of the perpetrators were unknown. Action included town hall discussions and open forums for discussion, and UHS mental health professionals were present. The School of Nursing also provided diversity and inclusion training for faculty and staff members. Additionally, letters were sent to entire communities, schools/college, and departments addressing the incident and providing resources.

Recommendations and Next Steps

During the spring semester the committee plans to create a long-term plan on addressing hate and bias incidents. A comprehensive marketing campaign will be created to educate the campus on what hate and bias is and how to report. Additionally, a training program will be created and implemented to ensure staff, faculty, and students are able to recognize, report, and support during an incident.

Hate & Bias Incident Team

Joshua Moon Johnson, Chair
 Ashley Smith, Graduate Assistant for Hate & Bias
 Gabe Javier, LGBT Campus Center
 Jacqui Scott-Papke, Division of Diversity, Equity, and Educational Achievement
 Anton Altman, UW Police Department
 Cleda Wang, University Housing
 Noreen Siddiqui, Dean of Students Office
 Mariam Coker, Associated Students of Madison
 Susan Tran Degrand, School of Pharmacy