



Bias Response Team Report for Summer-Fall 2016

The purpose of the Bias Response Team is to provide impacted parties of bias incidents opportunities to be heard and supported; understand and respond to situations that affect the University of Wisconsin; educate and inform the community; and create awareness of ignorance and intolerance. The Bias Response Team provides services to witness(es), bystander(s), targeted individual(s), offender(s), or a member(s) of the community.

The Bias Response Team (BRT) refers investigation and adjudication to the Office of Student Conduct and Community Standards and University Housing; criminal investigations are managed by UWPD and/or Madison Police Department. The BRT refers incidents involving employees to the Office of Compliance and/or the Office of Human Resources.

UW-Madison is committed to creating a safe and supportive environment for all people. Only when faculty, staff and students feel at home here can the university achieve its mission of learning, research and outreach on behalf of the state of Wisconsin. As UWS 17 of state law states, the university can only accomplish its educational mission if living and learning environments are safe and free from violence, harassment and intimidation. By definition, learning and research are challenging enterprises. In order to take the intellectual risks required in a top-flight university, individuals have to believe they are part of a community that will support them in those efforts.

UW-Madison is also committed to freedom of expression. Our campus can be a diverse and inclusive community while also preserving the university's long tradition of fierce intellectual sifting and winnowing.

Any act of bias is taken seriously, and the Bias Response Team has been charged with addressing any issue related to bias or hate.

Summary

This report covers the period from July 1, 2016, to December 31, 2016. The UW-Madison community saw an increase in reported incidents from the last reporting period. It is expected that this increase in reported incidents may be due in part to the additional marketing and communication efforts about the Bias Reporting system. Some of the patterns that emerged as the incident reports were examined include:

- A significant portion of the incidents were written speech or symbols on whiteboards, bulletin boards, bathroom stalls, chalkboard, door decorations, as well as graffiti and vandalism on campus and community buildings
- A majority were verbal racial insults, microaggressions, and derogatory language
- Several reports were related to disrespectful or threatening dialogue on social media and/or via email communications
- An increase in incidents (verbal and written communication) targeting people based on political affiliation
- An increase in reports the week after the presidential election

Definitions

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.

An example of a bias incident would be someone yelling “ISIS” at a student wearing a hijab (headscarf) or yelling “fag” at a man.

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.

An example of a hate crime would be someone 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 [Chapter 17 of the UW System Administrative Code](#).

An example of a conduct violation would be a person 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.

An example would be a person submitting a report because UW-Madison has an LGBT Campus Center.

Summary of Incidents

Total number of bias incidents reported	87
Requested to be charged as hate crimes	0
Processed through Chapter UWS 17	5
Reporting individuals requesting follow-up*	27
Reports not related to bias	19

* Sixty of the reporters asked for no action or follow-up with Dean of Students Office or BRT. The reporter did not want contact, resources or to pursue an investigation, but simply to make the university aware of this information. Many of the reporters did not provide contact information and/or there were no details on the offender.

For Summer-Fall 2016:

Bias incidents: During this reporting period the bias reporting system received 87 bias related incidents. There were additional reports received, but they were duplicates or were not bias or hate related.

Hate crimes: No incidents were charged as hate crimes. Note that targeted individuals may choose not to file a criminal report, the person being accused may be found not guilty or innocent, and/or the accused may be unknown.

Conduct process: Five incidents were processed through the UW Chapter 17, non-academic misconduct. Note that targeted individuals may choose to not file a report in the conduct process and/or the perpetrator/accused may be unknown.

Of the five incidents that were processed through the UW Chapter 17 two students were found responsible and the sanctions included university reprimand, parental involvement, no contact directive, and referral to mental health services.

Location of Incidents

Some reporters did not provide specific locations.

- 35 incidents occurred in a campus building (Not residence hall).
 - Animal Sciences
 - Birge Hall
 - Camp Randall
 - Chazen Museum of Art
 - College Library (3)
 - Computer Science Building
 - Education Building
 - Grainger Hall (2)
 - Helen C. White
 - Humanities Building
 - Kohl Center (2)
 - Memorial Union (2)
 - Merit House
 - Noland Hall
 - North Hall
 - Russell Labs
 - School of Human Ecology
 - Science Hall (2)
 - Southeast Recreation Facility
 - Teacher Education Building
 - Van Hise Hall
 - Veterinary Medicine
 - Vilas Hall

- 21 incidents occurred in residence halls
 - Adams Hall
 - Bradley Hall (3)
 - Chadbourne Hall
 - Dejope Hall (3)
 - Merit House
 - Ogg Hall (2)
 - Phillips Hall
 - Tripp Hall
 - Sellery Hall
 - Witte Hall (2)

- 27 incidents occurred outdoors or off campus
 - 300 block of East Campus Mall (3)
 - Langdon Street (2)
 - 100 block of North Bedford Street
 - 400 block of North Frances Street
 - Bascom Hill
 - Library Mall
 - Madison Metro Bus [#4, #9 (2), #10, #80 (2)]
 - 400 block of West Gilman Street
 - South Korea

- 11 incidents occurred online
 - Etsy
 - Facebook (5)

- GroupMe
- Instagram
- SMS
- Twitter

Summary of Populations Targeted (Self-reported)

- Targeted populations based on demographics in reports (multiple identities could be selected)
 - Ethnicity/Race: 53 reports (African American, Asian, Asian American)
 - Gender: 25 reports
 - Sexual Orientation and Gender Identity/Expression: 17 reports
 - Religion: 17 reports (Jewish, Muslim)
 - National Origin: 14 reports
 - Age, disability, socio-economic status, marital status, and political affiliation were all less than 5 reports each

Actions

Reports to the Bias Response Team led to:

- Support meetings: the meetings provided a time and space for the targeted person to share the incident, to receive connections to campus mental health resources, such as Counseling and Consultation Services, and to discuss what action they hoped would happen.
- Investigations by law enforcement officials.
- Investigations through Chapter UWS 17 by campus judicial officers. The disciplinary sanctions that may be imposed for nonacademic misconduct, are any of the following:
 - A written reprimand
 - Denial of specified university privileges
 - Payment of restitution
 - Educational or service sanctions, including community service
 - Disciplinary probation
 - Imposition of reasonable terms and conditions on continued student status
 - Removal from a course in progress
 - Enrollment restrictions on a course or program
 - Suspension
 - Expulsion
- Educational initiatives and restorative justice practices
- Town hall discussions and open forums for discussion
- Broad messages (emailed letters) were sent to communities (residential, academic, and/or identity communities).

Recent Efforts

Workshops and Trainings

The Bias Response Team conducted 23 trainings to student organizations, staff divisions/departments, and academic departments/programs for approximately 1,169 people. The workshops provided basic definitions of hate crimes, bias incidents, ways to report, and ways to support those experiencing incidents.

Recommendations and Next Steps

During the spring 2017 semester the university 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.
- Host an open bias training workshops
- Increase educational marketing to populations who are frequently targeted
- Updated the Bias Reporting web site and include more details and regular updates on incidents

- Hire a full-time staff member, the coordinator of bias response and advocacy for spring, summer, and fall 2017.

Bias Response Team for Fall 2016

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Ashley Smith, Graduate Assistant for Bias Education

Jelani Rivera, Student Assistant for Bias Education

Jaimee Gilford, UW Police Department

Mariam Coker, Associated Students of Madison

Gabe Javier, LGBT Campus Center and Multicultural Student Center

Jacqui Scott-Papke, Division of Diversity, Equity, and Educational Achievement

Tonya Schmidt, Office of Student Conduct & Community Standards

Kathy Kruse, Dean of Students Office

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