



## **Bias Response Team Report for Spring-Summer 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.

It is not the purpose of the Bias Response Team (BRT) to investigate, adjudicate, or to take the place of other University of Wisconsin processes or services; rather, the aim is to complement and work with campus entities to connect impacted parties and communities with appropriate support and 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 January 1, 2016 to June 30, 2016. The UW-Madison community saw an increase in reported incidents. It is expected that this increase in reported incidents may be due 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
- Majority were verbal racial insults, microaggressions, and derogatory language
- Defaced program materials related to diversity events
- Several reports were related to intense, disrespectful, threatening and controversial dialogue on social media and/or via email communications

### **Recent Efforts**

#### *Workshops and Trainings*

The Bias Response Team conducted 18 trainings to student organizations, staff divisions/departments, and academic departments/programs for approximately 550 people. The workshops provided basic definitions of hate crimes, bias incidents, ways to support those experiencing incidents, and ways to report.

## *Educational Materials*

Poster campaign: During spring 2016 the Bias Response Team created a poster about reporting bias and hate incidents and distributed them across campus, including academic and student services building. Posters were also widely distributed to departments in an electronic form.

Brochures: A comprehensive brochure was created, that included basic definitions of hate and bias incidents and crimes, ways to report, and resources to learn more. The brochures were distributed in hard copy and electronically to departments across campus.

Online reporting link: An electronic icon and link to report bias incidents were distributed to departments and many departments now include icons and links on their webpages to encourage reporting.

Email messages: Three emails were sent to all students to inform them about the bias reporting system and ways to create a safe and positive community.

Open forums: Two open forums, one in February and one in April, were hosted to address campus climate issues and to share information about hate and bias incidents and protocols.

Planning retreat: In June a cross-campus workshop was hosted to examine and improve the bias reporting protocol. Participants represented Division of Student Life, Division of Diversity, Equity, and Educational Achievement, University Communications, Housing and Residence Life, Associated Students of Madison, Dean of Students Office, Office of Student Conduct and Community Standards, Office of Compliance, Office of Equity and Diversity, Minority Disadvantaged Coordinators, UW-Madison faculty, and Human Resources.

## **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.

### *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 [Chapter 17 of the UW System Administrative Code](#).

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 and does not relate to a specific protected identity.

Example, a report submitted because UW-Madison has an LGBT Campus Center.

## Summary of Incidents

As a recap on Fall 2015, 18 incidents were reported (23 actual reports, but some were duplicates or not related to bias). No incidents were charged as hate crimes, and no incidents were part of the conduct process—those who reported may have chosen not to proceed with a criminal or conduct process and/or the person(s) responsible may have been unknown. Thirteen of the reporters asked for no action or follow-up with Dean of Students Office or BRT. The Fall 2015 report can be seen [here](#).

*For Spring-Summer 2016:*

Bias incidents: During this reporting period the bias reporting system received 66 bias related incidents. There were additional reports received, but they were duplicates or were not bias or hate related.

Hate crimes: One incident was charged as a hate crime. 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: Ten students in seven separate 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.

Forty-five of the reporters asked for no action or follow-up with Dean of Students Office or BRT.

## Location of Incidents

- 14 of the 66 were in residence halls
  - Dejope Hall
  - Witte Hall
  - Phillips Hall
  - Sellery Hall
  - Smith Hall
  - Slichter Hall
  - Ogg Hall
  - Eagle Heights
  
- 24 of the 66 were located in a campus building (Not residence hall)
  - Wisconsin Institute for Medical Research
  - Wisconsin Institute for Discovery
  - Helen C. White Library
  - Grainger Hall
  - Sewell Social Sciences
  - Computer Sciences
  - Library Mall
  - Memorial Union
  - Ingraham Hall
  - Camp Randall
  - Southeast Recreational Facility
  - Union South
  - Signe Skott Cooper Hall
  - Ebling library
  - Kohl Center
  - Campus Village Apartments
  
- 7 of the 66 were online—via Facebook, Twitter, Email, Badger Herald
  
- 21 of the 66 were off campus or outside – Madison Metro Bus, West Towne Mall, Lakeshore Path, Capitol Square, and Langdon Street

## **Summary of Populations Targeted (Self-reported)**

- More than half of known reporters identified as women; 22 out of 39
  - Targeted populations based on demographics in reports (multiple identities could be selected)
    - Ethnicity/National Origin: 30 Reports
    - Race: 18 Reports (African American, Asian, Native American)
    - Religion: 19 Reports (Jewish, Muslim)
    - Sexual Orientation: 6 Reports
    - Gender: 12 Reports (Women)
    - Gender Identity/Expression: 1 Report
    - Disability: 4 Reports (Regarding accommodations)
    - Veteran Status: 2 Reports
    - Parental Status: 2 reports (single parent status)
    - Socio-economic Status: 3 Reports
    - Age: 3 Reports
    - Marital Status: 1 Report

## **Reporters (self-reported)**

- Majority of reports came from students and staff members
  - Five reports from graduate students
- Mostly students of color, women, and women of color reporters

## **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.
- Criminal 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).

## **Recommendations and Next Steps**

During the next 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 forum on bias to provide updates and gain feedback
- Define the process for reports that include faculty and staff

**Bias Response Team for Spring 2016**

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