



## Division of Student Life

UNIVERSITY OF WISCONSIN-MADISON

Dean of Students Office

### Bias Incidents & Reports Summary Summer 2017

During the reporting period for Summer 2017, the bias reporting system received 11 bias-related reports for 11 bias-related incidents. One of the 11 incidents was processed through the [UWS 17](#), non-academic misconduct process. There were 3 additional reports received, but they were not bias-related. Of the 3 received that were not bias-related, two cases were referred to the appropriate resources or offices on-campus. Follow-up meetings, phone calls or emails with appropriate campus partners occurred in all 11 reports.

Reporters are asked to identify the singular or multiple identities that the incident targeted, allowing for an intersectional viewpoint in collecting data. The data shows that the most common type of targeted identity was race/ethnicity with the second and third largest categories being gender and national origin. The majority of incidents were microaggressions or written bias incidents (not vandalism).

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 11 incidents, six of the incidents occurred on-campus, two occurred off-campus and two occurred in the residence halls. Only one case occurred online through a social media platform.

The reporters vary in their role on campus and range from being targeted individuals themselves to bystanders or witnesses of bias or hate incidents. The majority of the reporters were the direct impacted party. Most of the reporters left contact information with one reporter remaining anonymous. Six of the reporters asked for action or follow-up with Dean of Students Office or BRAC.

The BRAC responds to incidents by collaborating with colleagues across campus. The most common response to a bias or hate incident is a support meeting for the targeted individual or reporter. 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. Additionally, educational conversations comprised the responses when engaging with the offender or respondent of an incident. When cases involved faculty or staff, the BRAC collaborated with Human Resources to address the incident.