



Bias Incident Report (BIR) System 2015 - 2016

What is Bias?

A biased incident is an act or behavior motivated by the offender's bias against facets of another's identity. Identity can be shaped by a number of characteristics, which includes, but is not limited to, a person's race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability, veteran status, socio-economic position, and group affiliation.

The expression of an idea or point of view some may find offensive or inflammatory is not necessarily a bias-related incident. Bias can occur whether an act is intentional or unintentional. Bias may be directed toward an individual or group. Bias may contribute to creating an unsafe / unwelcoming environment.

Wake Forest values freedom of expression and the open exchange of ideas. The expression of controversial ideas and differing views is a vital part of University discourse. While this value of openness protects controversial ideas, it does not protect harassment or expressions of bias or hate aimed at individuals that violate student codes of conduct or other University policies.

Terms and Definitions

Caring Outreach = Supportive outreach to person(s) reporting, or effected by, a bias-related incident

Police Follow-up and/or Investigation = By protocol, WFU PD reviews each BIR after its submission to determine whether a crime has been committed and/or additional information or immediate caring outreach is needed. Additional investigation may occur as needed for criminal or administrative follow-up to occur.

Referral and/or Intervention = When person(s) at source of bias are identified, staff or offices may receive a referral for their review and/or action. Referrals may result in an investigation and/or intervention in a manner consistent with university policies and practices (e.g., faculty/staff-to-student discussion, student conduct review, supervisor review, Title IX review, Human Resource review).

BIRT = BIR Teams (BIRT) may be convened for support outreach, resource delivery/referral, intervention, and/or monitoring

Not Applicable = The information received does not reference a biased incident as defined by the BIR System

Social Context of Bias Incident Reports

Bias incidents reported through this system occurred within a wide range of social contexts at the University. Reports described observations of threatening and offensive language, administrative decisions, and interactions between community members that were believed to be identity-related.

Summary Data

The information contained in this document refers to reports submitted to the *Bias Incident Response System* (<http://reportbias.wfu.edu/>), and may not capture bias-related incidents reported through other systems at the university (i.e., Title IX, Silent Witness, Compliance Hotline, or other direct reports to university individuals/offices.)

| Semester | Reports received | Unique Incidents ¹ |
|-------------|------------------|-------------------------------|
| Fall 2015 | 12 | 11 |
| Spring 2016 | 15 | 13 |
| Total | 27 | 24 |

| Type of Bias | Frequency Reported Fall 2015 | Frequency Reported Spring 2016 | Frequency Total ² 2015-16 |
|---------------------------|------------------------------|--------------------------------|--------------------------------------|
| Race | 7 | 9 | 16 |
| Color | 4 | 3 | 7 |
| National Origin | 2 | 4 | 6 |
| Religion | 3 | 2 | 5 |
| Sex | 1 | 4 | 5 |
| Socio-Economic Status | 3 | 1 | 4 |
| Age | 0 | 1 | 1 |
| Sexual Orientation | 2 | 0 | 2 |
| Gender Identity and Expr. | 1 | 0 | 1 |
| Genetic Information | 1 | 0 | 1 |
| Physical Ability | 1 | 1 | 2 |
| Veteran Status | 0 | 0 | 0 |
| Citizenship | 1 | 0 | 1 |
| Member Affiliation | 1 | 0 | 1 |
| Medical Condition | 0 | 1 | 1 |
| Ancestry | 1 | 1 | 2 |
| Political Affiliation | 0 | 1 | 1 |

¹ Unique incidents may have resulted in more than one report submitted

² Individual reports may have identified more than one type of bias

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| Type of Bias | Frequency Reported Fall 2015 | Frequency Reported Spring 2016 | Frequency Total 2015-16 |
|----------------|------------------------------|--------------------------------|-------------------------|
| Not applicable | 2 | 1 | 3 |
| Not Specified | 0 | 1 | 1 |
| Total | 30 | 30 | 60 |

Source of Report

| Population | Fall 2015 | Spring 2016 | 2015-16 |
|--------------------------|-----------|-------------|---------|
| Students | 10 | 10 | 20 |
| Staff | 0 | 1 | 1 |
| Staff (student employee) | 0 | 2 | 2 |
| Faculty | 0 | 1 | 1 |
| Alumni | 0 | 0 | 0 |
| No affiliation | 0 | 1 | 1 |
| Anonymous | 2 | 0 | 2 |
| Total | 12 | 15 | 27 |

Actions Taken After Receipt of Bias Incident Report

| Range of Actions | Fall 2015 | Spring 2016 | 2015-16 |
|--|-----------|-------------|---------|
| Caring outreach | 10 | 13 | 23 |
| BIR Team convened | 1 | 1 | 2 |
| Discussion with student facilitated by faculty/staff | 3 | 4 | 7 |
| Discussion with faculty | 1 | 1 | 2 |
| Administrative response Referral for review under existing <i>Human Resource, Title IX, or Student Conduct Code</i> policies and regulations; Referral to CARE Team, ODOC, ARAMARK, Fraternity-Sorority National HQ for follow-up | 6 | 10 | 16 |
| Total | 21 | 29 | 50 |

Biased Incident Report – Review Group

The BIR Review Group met weekly throughout 2015-16 to discuss reports that have been submitted, caring response strategies, and insight gained from the experience that could decrease the likelihood of future harm. Members of the 2015–16 Review Group were:

- Adam Goldstein, Dean of Students/Associate Vice President for Campus Life
- Donna McGalliard, Dean of Residence Life/Associate Vice President for Campus Life
- Jose Villalba, Professor of Counseling and Associate Dean for Faculty Recruitment, Diversity, and Inclusion
- Angela Mazeris, Director of LGBTQ Center
- Tanya Jachimiak, Title IX Coordinator

Outcomes of the Biased Incident Report System

In its second year of use, the BIR system continued to support open communication between members of the community that resulted in timely, personal, and caring outreach to individuals experiencing bias-related harm. The system also provided a formal mechanism for tracking and analysis of reports to determine strategies that minimize the likelihood of future harm, including: educational meetings with students and student organizations, faculty follow-up, bias-related training for students, and human resource, Title IX and Student Conduct Code review and action.



<http://reportbias.wfu.edu/>

If you have questions about the information in this report, or other elements of the Bias Incident Reporting System, please contact birt@wfu.edu.