

Bias-Related Incident Annual Reports Summary

College Diversity Roundtable Meeting
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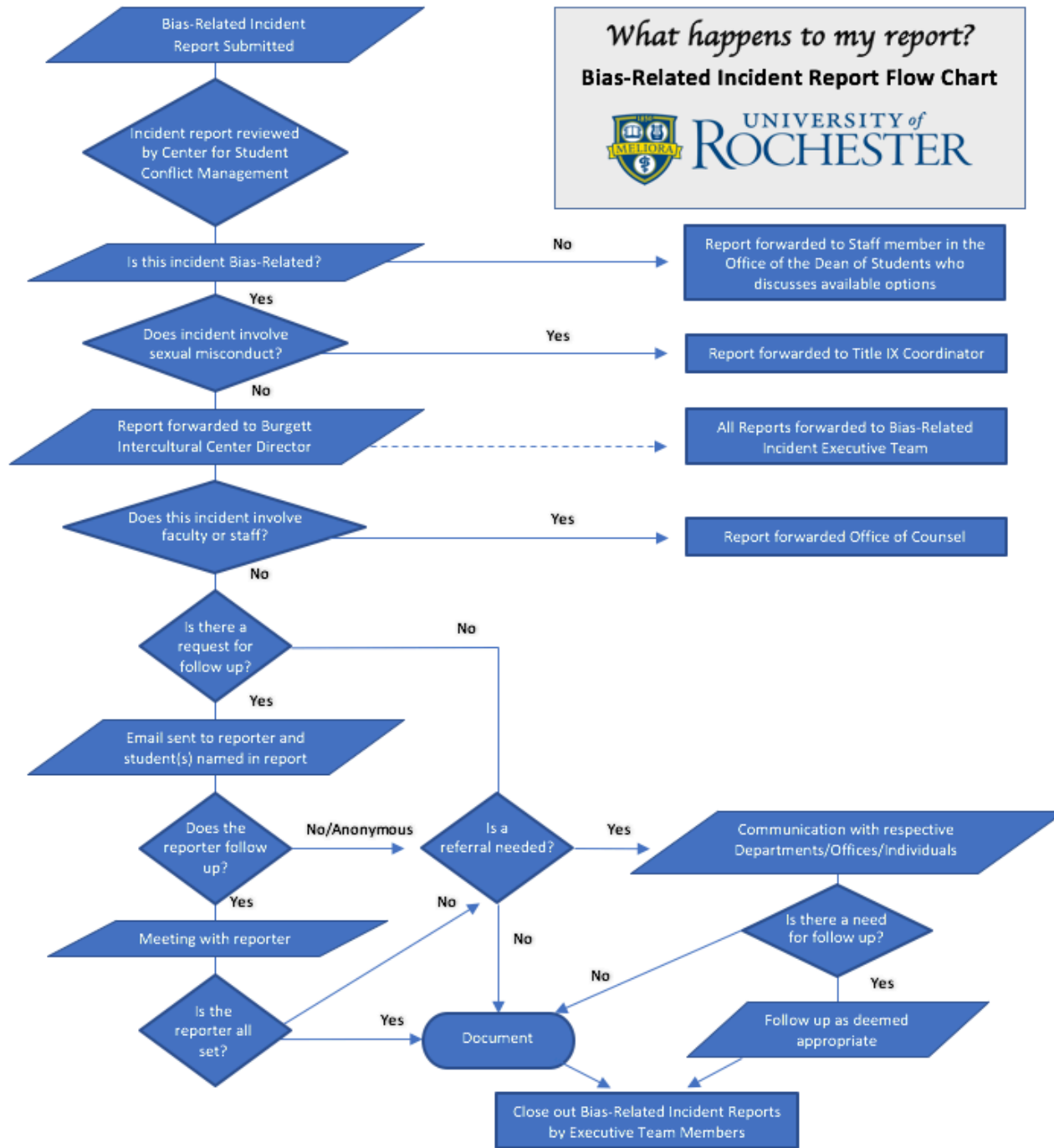
Chair, College Diversity Roundtable



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What happens to my report?
Bias-Related Incident Report Flow Chart



Summary Data

How many reports of bias-related incidents were submitted?

Bias-Related Incident Reports	Unique Incidents*	Reports Submitted
2017 – 2018 Academic Year	45	58
2016 – 2017 Academic Year	50	129
Total # of Reports Submitted	95	187

*Unique incidents may have resulted in more than one report submitted.



Who submitted the Bias-Related Incident Reports?

Reporter	2017 - 2018	2016 - 2017	Total
Undergraduate Student	32	62	94
Anonymous	18	52	70
Staff	6	10	16
Graduate Student	1	2	3
Faculty	1	1	2
Community Member	0	2	2
Total # of Reports Submitted	58	129	187



Who is the respondent in the Bias-Related Incident Reports?

Respondent*	2017 - 2018	2016 - 2017	Total
Unknown	17	17	34
Undergraduate Student(s)	10	18	28
Staff	12	6	18
Faculty	6	7	13
Community Member	0	2	2
Total # of Unique Incidents	45	50	95

*Many members of our community may occupy different campus roles. This chart indicates the role of the respondent while in performance of responsibilities.



What types of bias are alleged in these Bias-Related Incident Reports?

2017 – 2018 Academic Year

Types of Bias*	Unique Incidents	Reports Submitted
Race/Ethnicity	18	22
Other	11	16
Disability	7	7
National Origin	5	8
Political Beliefs	1	2
Religion/Creed	1	1
LGBTQ Identity	1	1
Retaliation	1	1
Total	45	58

2016 – 2017 Academic Year

Types of Bias*	Unique Incidents	Reports Submitted
Race/Ethnicity	22	36
Religion/Creed	8	8
Political Beliefs	7	13
National Origin	3	7
Age	3	3
LGBTQ Identity	2	3
Disability	2	2
Election Related	1	55
Gender	1	1
Retaliation	1	1
Total	50	129

*Individual reports that were submitted may have indicated more than one type of bias, however the primary type of bias was chosen for reporting purposes.



Where do these bias-related incidents occur?

Location of Incident	2017 - 2018	2016 - 2017	Total
Digital Land (emails, texts, etc.)	7	18	25
Residential Housing	6	10	16
Academic Building	7	8	15
Other - Not Listed	8	3	11
Painted Tunnel	7	0	7
Walkways and Roads	2	5	7
Off Campus	3	2	5
River Campus Libraries	3	0	3
Student Life Space	1	1	2
Athletic Facilities/Fields	0	2	2
Dining Halls	0	1	1
Interfaith Chapel Grounds	1	0	1
Total # of Unique Incidents	45	50	95



What happened with these bias-related incident reports once they were submitted?

2017 – 2018 Academic Year Actions Taken	Total # of Reports
Bias-Related Incident Reports submitted to the Executive Team for review and response, and follow up	58
Reports sent to the Title IX Coordinator for review, response, and follow up	2
Reports sent to Office of Counsel for review, response, and follow up	3
Documented anonymous reports and followed up as deemed appropriate	33
Individual meetings held with students and case conferences with colleagues	42
Referrals* made for additional resources, education, and support	18



What happened with these bias-related incident reports once they were submitted?

2017 – 2018 Academic Year Actions Taken

*Referrals include, but are not limited to the following: College Center for Advising Services, College Diversity Roundtable, David T. Kearns Center for Leadership and Diversity, Department of Public Safety, Disability Resources, Facilities, International Student Engagement, Medical Center, Office for Residential Life & Housing Services, Office of Minority Student Affairs, Office of the Dean of Students (such as the CARE Network, Center for Student Conflict Management, Fraternity and Sorority Affairs, M. K. Gandhi Institute for Nonviolence, Parent and Family Relations, Rochester Center for Community Leadership, and Wilson Commons Student Activities), Simon School of Business, and University Intercessor.



What happened with these bias-related incident reports once they were submitted?

2016 – 2017 Academic Year Actions Taken	Total # of Reports
Bias-Related Incident Reports submitted to the Executive Team for review, response, and follow up	129
Reports sent to the Title IX Coordinator for review, response, and follow up	8
Documented anonymous reports and followed up as deemed appropriate	52
Individual meetings held with students and case conferences with colleagues	24
Referrals* made for additional resources, education, and support	28



What happened with these bias-related incident reports once they were submitted?

2016 – 2017 Academic Year Actions Taken

*Referrals include, but are not limited to the following: Athletics & Recreation, College Center for Advising Services, Center for Excellence in Teaching and Learning, David T. Kearns Center for Leadership and Diversity, Department of Public Safety, Facilities, Office for Residential Life & Housing Services, Office of Minority Student Affairs, Office of the Dean of Students (such as the CARE Network, Center for Student Conflict Management, Fraternity and Sorority Affairs, M. K. Gandhi Institute for Nonviolence, Parent and Family Relations, Rochester Center for Community Leadership, and Wilson Commons Student Activities), Office of the Dean of the College, University Counseling Center, and the University Information Technology.



Outcomes and Next Steps

The *Bias-Related Incident Reporting System* has allowed members of our campus community a formal venue for submitting reports. Through this system, we have been able to respond, support, and provide referrals to students and members of our community in a timely fashion.

Regular updates regarding these Bias-Related Incident Reports were given to members of the College Diversity Roundtable on a semester basis. CDR members assisted in providing initial feedback on how the data should be reported. Revisions from these focus group meetings were then integrated into the final outcomes.

Moving forward, we plan on improving our marketing campaign in order to inform our campus community regarding this reporting mechanism for students. Aggregated data will be reported on an annual basis. There were also suggestions to implement a grading scale in which the seriousness, complexity, or severity of an incident can be identified through objective criteria. The Bias-Related Incident Executive Team will explore this and other suggestions made by members of the CDR and our campus community at large.

