



STUDENT ADVOCACY

Bias Education and Response Team

2021-2022 Annual Report

The Bias Education and Response Team (BERT) is responsible for applying the university's response protocol to bias incidents, which provides a process to comprehensively, collaboratively, and consistently address bias incidents that impact Auburn University students, faculty, and staff. As part of its work, the BERT produces a report annually to summarize bias incident data over time.

During the 2021-2022 academic year, 41 unique bias-related incidents were reported to BERT. The tables and charts represent a general overview of the nature of the bias-related incidents that were reported from August 1, 2021 - to July 31, 2022. Data from previous academic years is provided to provide a comparison and to shows trends in behavior.

Notable trends for 2021-2022 include:

- 49% of the bias-related incidents were reported to have occurred on campus.
- Online and verbal behaviors represent 73% of all incidents with 39% of incidents involving racial or ethnic bias.
- While reports of online behaviors are decreasing, 39% of bias-related incidents reported occurred online, with 63% of these reports involving a racial or ethnic bias.
- Students are reported to be the impacted party in 70% of bias-related incidents, while students are alleged to have caused the incident in 41% of the reports.

2021-2022 Annual Report

How many bias-related reports were submitted?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Unique Reports	22	14	50	40	41
Total Reports	23	17	56	42	45
Unique Individuals	52	23	98	93	96
Total Individuals Involved	55	25	110	96	113

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

Who submitted the bias-related report?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Student	8	3	17	15	18
Staff	9	10	16	11	14
Other	1	1	10	8	8
Faculty	4	0	7	6	1
Total	22	14	50	40	41

Who is alleged to have caused the bias-related incident?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Student	10	1	23	27	23
Faculty	0	1	2	3	7
Unknown	2	4	8	4	7
Other	1	0	6	5	3
Staff	0	1	0	2	1
Total	13	7	39	41	41

**Multiple people could have caused each report*

Who was the target of the bias-related incident?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Student	10	7	11	12	17
Unknown	0	0	1	1	3
Other	0	0	0	0	1
Faculty	0	0	3	1	0
Staff	0	0	1	1	0
Total	10	7	16	15	21

What types of bias-related behaviors were reported?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Verbal Behavior	12	9	7	8	15
Online Behavior	3	3	26	23	15
Defacement/ Damage to Property	1	0	5	0	4
Written Behavior	3	1	6	5	3
Symbol/Display	2	1	2	2	2
Phone/Text Behavior	0	0	0	3	1
Physical Behavior	1	0	4	0	1
Total	22	14	50	40	41

**Multiple behaviors could be present in each report*

What types of bias were reported?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Race	12	6	36	17	17
Sex	2	3	3	3	12
Ethnicity	1	2	4	9	11
Sexual Orientation	2	1	3	4	7
Gender Identity/Expression	1	1	3	4	6
National Origin/ Immigration Status	6	3	7	7	6
Other	1	3	2	13	5
Disability	1	0	0	0	3
Gender	0	0	0	0	2
Age	0	0	0	1	1
Religion	1	1	6	4	1
Genetic Information	0	0	0	0	0
Veteran Status	0	0	0	0	0
Total	27	20	64	62	71

**Multiple types of bias could be present in each report.*

Where did the bias-related incident occur?

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
On-campus	19	9	19	14	19
Online	3	3	26	21	16
Unknown/Other	0	1	1	2	5
Off-campus	1	1	4	3	1
Total	23	14	50	40	41

BERT Data Reporting

The BERT is not an investigatory body and does not have the authority to recommend or impose any discipline on students, faculty, or staff. When a reported incident contains information indicating a possible violation of university policy, the BERT works with the Office of Affirmative Action/Equal Employment Opportunity, the Department of Campus Safety and Security, and Student Conduct to assess if any university policies have been violated and makes the appropriate referrals.

The BERT Team provides opportunities for all reporters to meet with a BERT team member and explore resources and support available throughout the university. Sometimes individuals report bias behavior or experiences and request no further action be taken by the BERT. An anonymous report that describes bias behavior that occurred on campus would be one example of a concern report. In this instance, a referral is made to the BERT and logged as a concern report for use in record keeping and reporting via annual reports. During 2021-2022, 10 of the 41 reports (24%) received by the BERT were concern reports.

In addition to receiving reports of bias, BERT works to support the students impacted by bias incidents by providing referrals to appropriate resources. The BERT gathers information about the incident and identifies specific resources that may assist in addressing the report. In the past reporting year, the BERT has worked with campus partners such as the Office of Inclusion and Diversity, Auburn Cares, University Housing, Student Counseling and Psychological Services, and faculty and staff to ensure students have access to support resources.

Information collected by BERT is shared with the community as a part of reporting on the campus climate surrounding bias incidents as well as to inform the campus community of the resources available. This information could also be used to create support resources and awareness programs that will continue to support the mission and vision of Auburn University.