



STUDENT
ADVOCACY

Bias Education and Response Team

2022-2023 Annual Report

The Bias Education and Response Team (BERT) applies the university's response protocol to bias incidents, providing a process to comprehensively, collaboratively, and consistently address bias incidents that impact Auburn University students, faculty, and staff. The BERT annually produces a report summarizing bias incident data over time as part of its work.

During the reporting period of 2022-2023, 34 unique bias-related incidents were shared with BERT. The tables and charts represent a general overview of the bias-related incidents reported from August 1, 2022 - to July 31, 2023. Data from previous years is provided as a comparison and to show trends in behavior.

Notable trends for 2022-2023 include:

- Online reports and behaviors have decreased since 2020, while in-person incidents have increased, representing 56% of bias incidents reported.
- Online and verbal behaviors still represent 76% of all incidents, while 47% of all cases involve racial or ethnic bias.
- Since 2020, the reports indicate a decrease in the number of students being alleged to have been involved in bias-related incidents, going from 66% to 43% of the total alleged population.
- However, Students represent 88% of the reported impacted party and 55% of the reported alleged for the 2022-2023 academic year.
- Sexual orientation reports have steadily increased since 2018, while disability and gender have increased since 2021.

Data from bias-related reports

How many bias-related reports were submitted? *

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|
| Unique Reports | 14 | 50 | 40 | 41 | 34 |
| Total Reports | 17 | 56 | 42 | 45 | 34 |
| Unique Individuals | 23 | 98 | 93 | 96 | 65 |
| Total Individuals Involved | 25 | 110 | 96 | 113 | 78 |

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

Who submitted the bias-related report?

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--------------|-----------|-----------|-----------|-----------|-----------|
| Student | 3 | 17 | 15 | 18 | 13 |
| Staff | 10 | 16 | 11 | 14 | 13 |
| Other | 1 | 10 | 8 | 8 | 6 |
| Faculty | 0 | 7 | 6 | 1 | 2 |
| Total | 14 | 50 | 40 | 41 | 34 |

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

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--------------|-----------|-----------|-----------|-----------|-----------|
| Student | 1 | 23 | 27 | 23 | 17 |
| Unknown | 4 | 8 | 4 | 7 | 13 |
| Faculty | 1 | 2 | 3 | 7 | 5 |
| Other | 0 | 6 | 5 | 3 | 4 |
| Staff | 1 | 0 | 2 | 1 | 0 |
| Total | 7 | 39 | 41 | 41 | 39 |

*Please see BERT Data Reporting below

Who was the target of the bias-related incident?

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--------------|------------------|------------------|------------------|------------------|------------------|
| Student | 7 | 11 | 12 | 17 | 14 |
| Unknown | 0 | 1 | 1 | 3 | 2 |
| Other | 0 | 0 | 0 | 1 | 0 |
| Faculty | 0 | 3 | 1 | 0 | 0 |
| Staff | 0 | 1 | 1 | 0 | 0 |
| Total | 7 | 16 | 15 | 21 | 16 |

What types of bias-related behaviors were reported? *

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|-----------------------------------|------------------|------------------|------------------|------------------|------------------|
| Verbal Behavior | 9 | 7 | 8 | 15 | 14 |
| Online Behavior | 3 | 26 | 23 | 15 | 12 |
| Phone/Text Behavior | 0 | 0 | 3 | 1 | 5 |
| Physical Behavior | 0 | 4 | 0 | 1 | 3 |
| Symbol/Display | 1 | 2 | 2 | 2 | 3 |
| Defacement/ Damage to Property | 0 | 5 | 0 | 4 | 0 |
| Written Behavior | 1 | 6 | 5 | 3 | 1 |
| Total | 14 | 50 | 40 | 41 | 38 |

**Multiple behaviors could be present in each report*

What types of bias were reported? *

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--|------------------|------------------|------------------|------------------|------------------|
| Race | 6 | 36 | 17 | 17 | 17 |
| Ethnicity | 2 | 4 | 9 | 11 | 9 |
| Sexual Orientation | 1 | 3 | 4 | 7 | 7 |
| Disability | 0 | 0 | 0 | 3 | 4 |
| Sex | 3 | 3 | 3 | 12 | 4 |
| National Origin/ Immigration Status | 3 | 7 | 7 | 6 | 4 |
| Gender Identity/Expression | 1 | 3 | 4 | 6 | 3 |
| Gender | 0 | 0 | 0 | 2 | 3 |
| Religion | 1 | 6 | 4 | 1 | 2 |
| Age | 0 | 0 | 1 | 1 | 1 |
| Other | 3 | 2 | 13 | 5 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 |
| Veteran Status | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 64 | 62 | 71 | 54 |

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

Where did the bias-related incident occur?

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---------------|------------------|------------------|------------------|------------------|------------------|
| On-campus | 9 | 19 | 14 | 19 | 19 |
| Online | 3 | 26 | 21 | 16 | 11 |
| Off-campus | 1 | 4 | 3 | 1 | 3 |
| Unknown/Other | 1 | 1 | 2 | 5 | 1 |
| Total | 14 | 50 | 40 | 41 | 34 |

BERT Data Reporting

The BERT is not an investigatory body and has no 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 Affirmative Action/Equal Employment Opportunity, Campus Safety and Security, and Student Conduct to assess if any university policies have been violated and make 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 biased behavior or experiences and request that the BERT take no further action. An anonymous report describing biased behavior 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 record-keeping and reporting via annual reports. During 2022-2023, 7 of the 34 reports (29%) received by BERT were concern reports.

For this report, the BERT captures the number of unique individuals alleged to enact biased behaviors. Each report could contain multiple alleged, or each alleged individual could be included in multiple unique reports.

BERT also supports 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 and informing 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.