



## STUDENT ADVOCACY

### **Bias Education and Response Team**

#### 2016-2017 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.

In 2016, the newly implemented BERT began to capture bias-related incidents in Maxient to assess and evaluate campus climate surrounding bias. The 2016-2017 academic year is the first-year annual data was collected by BERT.

During the 2016-2017 academic year, 52 unique bias-related incidents were reported to BERT. The tables represent a general overview of the nature of the bias-related incidents that were reported from August 1, 2016 - to July 31, 2017.

Notable trends for 2016-2017 include:

- 77% of the bias-related incidents were reported to have occurred on campus.
- Verbal behavior represents 33% of all bias-related incidents with 45% of incidents involving racial or ethnic bias.
- Students are the primary reporting party for all bias-related incidents submitted during the 2016-2017 academic year (46%) and represent 85% of the targeted population for all incidents reported.

## 2016-2017 Annual Report

How many bias-related reports were submitted?

	2016-2017
Unique Reports	52
Total Reports	52
Unique Individuals	64
Total Individuals Involved	104

Who submitted the bias-related report?

	2016-2017
Student	24
Staff	15
Faculty	8
Other	5
<b>Total</b>	<b>52</b>

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

	2016-2017
Unknown	24
Student	12
Other	1
Faculty	0
Staff	0
<b>Total</b>	<b>37</b>

*\*Multiple people could have caused each report*

Who was the target of the bias-related incident?

	2016-2017
Student	11
Other	1
Unknown	1
Faculty	0
Staff	0
<b>Total</b>	<b>13</b>

### What types of bias-related behaviors were reported?

	2016-2017
Verbal Behavior	14
Defacement/ Damage to Property	8
Written Behavior	8
Online Behavior	5
Symbol/Display	5
Physical Behavior	3
Phone/Text Behavior	0
<b>Total</b>	<b>43</b>

*\*Multiple behaviors could be present in each report.*

### What types of bias were reported?

	2016-2017
Race	30
National Origin/ Immigration Status	14
Religion	13
Ethnicity	6
Gender Identity/Expression	5
Sexual Orientation	4
Other	4
Sex	2
Gender	2
Disability	0
Age	0
Genetic Information	0
Veteran Status	0
<b>Total</b>	<b>80</b>

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

### Where did the bias-related incident occur?

	2016-2017
On-campus	40
Online	9
Off-campus	3
Unknown/Other	0
<b>Total</b>	<b>52</b>

## 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.

As Auburn University partners with university stakeholders across campus to develop a culture of response and support for bias related incidents, the campus community was encouraged to submit information regarding bias incidents through various communication channels and various personnel. Through these touchpoints, some reports were maintained solely in the Maxient system in addition to the Bias Incident Reporting Form. As the BERT Team continues to refine the reporting protocols for the Auburn Community, reports will be received by team members and entered into the system through the Maxient reporting form for record keeping.

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.