



## STUDENT ADVOCACY

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

#### 2018-2019 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 2018-2019 academic year, 14 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, 2018 - to July 31, 2019. Data from previous academic years is provided to provide a comparison and to shows trends in behavior.

Notable trends for 2018-2019 include:

- 64% of the bias-related incidents were reported to have occurred on campus.
- Verbal behaviors represent 64% of all incidents with 40% of incidents involving racial and ethnic bias.
- Reporting trends shows that there is an overall decrease in reporting, but students are still the primary party impacted by bias-related incidents.

## 2018-2019 Annual Report

### How many bias-related reports were submitted?

|                            | 2016-2017 | 2017-2018 | 2018-2019 |
|----------------------------|-----------|-----------|-----------|
| Unique Reports             | 52        | 22        | 14        |
| Total Reports              | 52        | 23        | 17        |
| Unique Individuals         | 64        | 52        | 23        |
| Total Individuals Involved | 104       | 55        | 25        |

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

### Who submitted the bias-related report?

|              | 2016-2017 | 2017-2018 | 2018-2019 |
|--------------|-----------|-----------|-----------|
| Staff        | 15        | 9         | 10        |
| Student      | 24        | 8         | 3         |
| Other        | 5         | 1         | 1         |
| Faculty      | 8         | 4         | 0         |
| <b>Total</b> | <b>52</b> | <b>22</b> | <b>14</b> |

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

|              | 2016-2017 | 2017-2018 | 2018-2019 |
|--------------|-----------|-----------|-----------|
| Unknown      | 24        | 2         | 4         |
| Student      | 12        | 10        | 1         |
| Faculty      | 0         | 0         | 1         |
| Staff        | 0         | 0         | 1         |
| Other        | 1         | 1         | 0         |
| <b>Total</b> | <b>37</b> | <b>13</b> | <b>7</b>  |

*\*Multiple people could have caused each report*

### Who was the target of the bias-related incident?

|              | 2016-2017 | 2017-2018 | 2018-2019 |
|--------------|-----------|-----------|-----------|
| Student      | 11        | 10        | 7         |
| Faculty      | 0         | 0         | 0         |
| Staff        | 0         | 0         | 0         |
| Other        | 1         | 0         | 0         |
| Unknown      | 1         | 0         | 0         |
| <b>Total</b> | <b>13</b> | <b>10</b> | <b>7</b>  |

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

|                                   | 2016-2017 | 2017-2018 | 2018-2019 |
|-----------------------------------|-----------|-----------|-----------|
| Verbal Behavior                   | 14        | 12        | 9         |
| Online Behavior                   | 5         | 3         | 3         |
| Written Behavior                  | 8         | 3         | 1         |
| Symbol/Display                    | 5         | 2         | 1         |
| Defacement/<br>Damage to Property | 8         | 1         | 0         |
| Phone/Text Behavior               | 0         | 0         | 0         |
| Physical Behavior                 | 3         | 1         | 0         |
| <b>Total</b>                      | <b>43</b> | <b>22</b> | <b>14</b> |

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

**What types of bias were reported?**

|  | 2016-2017 | 2017-2018 | 2018-2019 |
|--|-----------|-----------|-----------|
| Race                                   | 30        | 12        | 6         |
| Sex                                    | 2         | 2         | 3         |
| National Origin/<br>Immigration Status | 14        | 6         | 3         |
| Other                                  | 4         | 1         | 3         |
| Ethnicity                              | 6         | 1         | 2         |
| Sexual Orientation                     | 4         | 2         | 1         |
| Gender<br>Identity/Expression          | 5         | 1         | 1         |
| Religion                               | 13        | 1         | 1         |
| Disability                             | 0         | 1         | 0         |
| Gender                                 | 2         | 0         | 0         |
| Age                                    | 0         | 0         | 0         |
| Genetic Information                    | 0         | 0         | 0         |
| Veteran Status                         | 0         | 0         | 0         |
| <b>Total</b>                           | <b>80</b> | <b>27</b> | <b>20</b> |

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

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

|               | 2016-2017 | 2017-2018 | 2018-2019 |
|---------------|-----------|-----------|-----------|
| On-campus     | 40        | 19        | 9         |
| Online        | 9         | 3         | 3         |
| Off-campus    | 3         | 1         | 1         |
| Unknown/Other | 0         | 0         | 1         |
| <b>Total</b>  | <b>52</b> | <b>23</b> | <b>14</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.

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.