

# BIRT 2015-2016 Reporting Patterns *(as of July 15, 2016)*

## Total Number of Reports: 57

Bias Incidents = 26 (1 was a Hate Crime)

Not Bias Incidents = 23

Inconclusive/Not Enough Information = 8

## When the report was made:

Month	Number of Reports
Aug	3 (5%)
Sept	1 (2%)
Oct	5 (9%)
Nov	8 (14%)
Dec	3 (5%)
Jan	2 (3%)
Feb	1 (2%)
Mar	7 (12%)
Apr	18 (32%)
May	7 (12%)
June	1 (2%)
July	1 (2%)

## How the report was made:

Method	Number of Reports
Online Report	56 (98%)
Directly contacted BIRT member	0 (0%)
E-mail to BIRT	1 (2%)

## Who made the report:

Who	Number of Reports
Known Student	38 (67%)
Anonymous Student	8 (14%)
Known Staff	7 (12%)
Known Faculty	2 (3%)
Anonymous Staff/Faculty/Administrator	1 (2%)
Visitor/Guest	1 (2%)

## Reports From / About:

Who	Number of Reports
From Students about Faculty	12 (21%)
From Students about Students	23 (40%)

From Students about Staff	5 (9%)
From Students about Faculty & Staff	0 (0%)
From Students about Unknown/Other	6 (11%)
From Faculty about Faculty	3 (5%)
From Faculty about Students	0 (0%)
From Faculty about Staff	0 (0%)
From Staff about Faculty	2 (3%)
From Staff about Students	1 (2%)
From Staff about Staff	1 (2%)
From Staff about Community/Visitors/Various	3 (5%)
From Visitors/Guests about Unknown	1 (2%)

**Where the incident occurred (and/or what department was involved):**

Location/Department Involved	Number of Reports
Non-Academic Departments	17 (29%)
In Academic Buildings	2 (3%)
In the Classroom	13 (22%)
Online/Social Media/Media	8 (14%)
Residence Hall	6 (10%)
Off-Campus	4 (7%)
Other/Various (e.g. Oliver Hall, event, open area, restroom, or unknown)	9 (15%)

**Which identity/ies were targeted when report was Bias:**

Targeted Identity/ies	Number of Reports*
Other (Unclear or Too Many to List)	17 (29%)
Race / Ethnicity	17 (29%)
Gender	9 (16%)
Disability	6 (10%)
Religion / Spirituality	1 (2%)
Sexual Orientation	8 (14%)

**Highlights from the year:**

- Modified BIRT review process into Review Teams to ensure faster review and response of reports
- Seminar faculty educational sessions were provided at start of academic year to address: diversity, inclusion, microaggressions, classroom management, etc.

- Increase in reports from Staff
- Increase in reports in non-Academic departments
- Although political affiliation is not a CA category of bias, reports about Trump/campaign increased
- Recognized that BIRT should be represented by a staff member in Student Disability Services