

Bias Incident Response Team 2015-16 Report



Campus Life

OVERVIEW

The Bias Incident Response Team (BIRT) was developed from a recommendation in the 2013 Campus Life Compact. The online reporting system was launched during the 2013-14 academic year. A total of 23 reports were submitted during the 2015-16 academic year. During this time period, the Black Students of Emory University movement presented university administrators with 13 demands concerning racial justice at the institution, including a demand related to BIRT. Specific changes to BIRT were proposed and will be overseen by the Emory Commission on Racial and Social Justice.

SUMMARY OF REPORTED INCIDENTS 2015-16

There were 23 reports submitted through the online reporting form and the bias@emory.edu e-mail. These reports included 20 individual incidents. Two reports involved classroom settings while the other 21 took place in other locations on campus including outdoor areas, dining facilities, non-classroom areas of academic buildings, residence halls, and the Dobbs University Center. The majority of reports occurred in March, when several events of open expression (e.g. fliers, chalking, campus response to chalking) tied to Donald Trump occurred.

Month	2014-15	2015-16
August	0	0
September	1	1
October	4	2
November	3	0
December	1	2
January	2	1
February	2	2
March	3	12
April	3	3
May	0	0
Total	19	23

The current online reporting form includes a question related to the nature of the bias (identities) and classification of bias (actions). Individuals may select multiple options for these questions. Over the last year, the majority of reports included bias based on ethnicity-culture (15), race (12), color (7), religion (8), and other (7). The majority of incidents were classified as hostile environment (16), intimidation (11), written harassment online/e-mail (8), and vandalism (7) (Full results of this self-reported data can be viewed in the Appendix). In addition, Individuals may choose to report anonymously. Only 4 reports (17%) were received anonymously, while the majority (19) of reporters requested follow up.

It is important to note that this data only includes reports submitted through the online reporting form, bias@emory.edu e-mail, or were brought to the attention of the Sr. Director for Community. The data does not include data from the Emory Police Department, Office of Residence Life, Office of Student Conduct, Employee Relations/Human Resources, and the Office of Equity and Inclusion.

PROGRESS ON RECOMMENDATIONS

The Emory Commission on Racial and Social Justice was charged in 2016 to manage the progress on the recommendations from Racial Justice Retreat. *Demand 2: BIRT* is now being coordinated by a new leadership team made up of staff from Human Resources, Office of Equity and Inclusion, Office of

Student Conduct, Emory Campus Life, and the Emory Ombudsperson. The team's charge was to implement the recommendations. The progress on [Demand 2: BIRT](#)¹ recommendations include:

- 1. Reconfigure the bias incident response team into a leadership team and support team.**
The team was established in the spring of 2016 and now includes members from Community (Emory Campus Life), Office of Equity and Inclusion, Employee Relations, and Office of Student Conduct. This team will be supported by a network of departments across campus.
- 2. Timely and regular communication.**
The communication recommendation involves communication with the individual who submitted the report. The revised reporting and case management process will meet this recommendation and be implemented by the start of the 2016-17 academic year.
- 3. Revamp the bias incident report and response website.**
The website and report form will be updated by the start of the 2016-17 academic year.
- 4. Review protocol and response.**
The protocols are being updated and will be implemented by the start of the 2016-17 academic year.
- 5. Connections between BIRT, Provost Office and the College, Professional and Graduate Schools.**
The BIRT leadership team will work in coordination with the Assistant Vice President for Community to coordinate with the Deans of Student Affairs to develop strategies to share data and coordinate responses. The Deans of Student Affairs group is coordinated by the AVP for Community.
- 6. Expand diversity, equity, and inclusion programming.**
One of the goals of the reorganization in Emory Campus Life, including the creation of the Center on the Advancement of Student Agency and Advocacy, will begin to address this recommendation. In addition, BIRT will provide data on specific issues impacting the community that should be addressed through targeted and campus-wide education. These recommendations and processes will be developed by spring 2017.
- 7. Expand resources to support University hub for diversity, equity, and inclusion.**
One of the goals of the reorganization in Emory Campus Life, including the creation of the Center on the Advancement of Student Agency and Advocacy, will begin to address this recommendation.
- 8. New recommendation from the leadership team: Develop awareness of the bias incident reporting purpose, process and team to the Emory community.**

NEXT STEPS

Launch new webpage	August 1, 2016
Develop Communications and Reporting Strategies	Fall 2016
Collaborate with CASA ² to develop programming and intentional connections across campus	Spring 2017

¹ http://dialogue.emory.edu/racial_justice/demands/2.html

APPENDIX

