

# Bias Incident Response Team 2016-17 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 16 reports were submitted during the 2016-17 academic year. During this time period, BIRT implemented changes overseen by the Emory Commission on Racial and Social Justice to improve its process and procedures.

## SUMMARY OF REPORTED INCIDENTS 2016-17

There were 16 reports submitted through the online reporting form and the bias@emory.edu e-mail, or brought to the attention of the Sr. Director for Community through other means. 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.

Five reports involved outdoor spaces (e.g. parking decks), while the other 11 took place in other locations on campus. The other spaces included classrooms (2), residence halls (2), university sponsored event (1), library (1), bookstore (1), and a workplace location (1). Three reports involved direct and indirect communications via phone and/or social media.

Month	2014-15	2015-16	2016-17
August	0	0	1
September	1	1	2
October	4	2	1
November	3	0	3
December	1	2	0
January	2	1	1
February	2	2	2
March	3	12	3
April	3	3	2
May	0	0	1
Total	19	23	16

Through the information provided on the report and through follow-up conversations, the reported incidents in 2016-17 were related to bias based on race (9), sex/gender (3), size (2), sexual identity (2), and religion (1) and/or religion (1). Seven (44%) of the reports were submitted by students or staff employees as a part of their roles on campus. Only 1 report was received anonymously.

During the 2016-17 academic year, BIRT implemented a new process to receive feedback from individuals who submitted bias incident reports. This feedback was sent directly to the

Ombudsperson. The Ombudsperson only received two online surveys back from individuals who used the process. Both responses had the same answers. Both strongly agreed that the BIRT responded in a timely way to their reports and that the BIRT provided a resolution to their incidents. Both said they were “very likely” to report to the BIRT if a similar incident occurs in the future. Neither wanted to be contacted by the Ombudsperson to discuss concerns regarding the BIRT process.

## UPDATES

The [Emory Commission on Racial and Social Justice](#) was charged in 2016 to manage the progress on the recommendations from Racial Justice Retreat. The 2015-16 report provided updates on Demand 2: BIRT. The updates below reflect additions since the previous report. Because of the progress on each of the goals within Demand 2: BIRT, the Bias Incident Response Team formally requested that the demand be resolved.

- I. 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, Office of Student Conduct and Emory College. During the 2016-17 academic year, a member was added from Oxford College to ensure a consistent process on the Oxford and Atlanta campuses.
- II. 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 was fully implemented during the 2016-17 academic year. A recommendation moving forward includes the use of case management software to better track all communications between BIRT and individuals who submit reports.
- III. Revamp the bias incident report and response website.**

The website and report form was updated prior to the start of the 2016-17 academic year.
- IV. Review protocol and response.**

The protocols were updated prior to the start of the 2016-17 academic year.
- V. Connections between BIRT, Provost Office and the College, Professional and Graduate Schools.**

The BIRT leadership team continues to 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.
- VI. Expand diversity, equity, and inclusion programming.**

This programming is being coordinated by the Center on the Advancement of Student Agency and Advocacy in Emory Campus Life.
- VII. Expand resources to support University hub for diversity, equity, and inclusion.**

This is being coordinated by the Center on the Advancement of Student Agency and Advocacy in Emory Campus Life.

## RECOMMENDATIONS AND NEXT STEPS

The Bias Incident Response Team identified several recommendations and next steps based on the data, feedback, and experiences from the last year:

- I. BIRT will implement case management software during the 2017-18 academic year. Emory Campus Life contracts with an external vendor (Advocate is the current product) to provide case management software for several offices, including the Office of Student Conduct and the Office of Student Success Programs and Services.
  - a. The coordinator of BIRT will be trained to use this software to improve communications with those who report bias. August 2017.
  - b. BIRT will implement the use of Advocate for reporting and case management. August 2017.
  - c. BIRT will assess the implementation and impact of the use of Advocate. Summer 2018.
- II. Increase communications to students, faculty, and staff about BIRT.
  - a. The coordinator of BIRT will manage trainings with the following units to ensure BIRT is fully utilized.
    - i. Office of Equity and Inclusion (Implicit Bias Training). Fall 2017.
    - ii. Emory Police Department. Fall 2017.
  - b. Request information on BIRT be included in orientation materials
    - i. Develop content for all deans of student affairs to include in their fall communications. Summer 2017.
    - ii. Office of Undergraduate Education (Emory College Orientation). Summer 2017.
    - iii. Emory Campus Life (First year student communication). Fall 2017.