

## Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) during the spring 2015 semester. Information from the BRSS underscores the need for the university community to recognize the impact of actions and words on fellow community members.

Washington University in St. Louis is committed to fostering an environment that values diversity, inclusion and human dignity. For each member of our community, this means becoming more in tune with how what we say and do might affect others. The information in this report gives the university more insights on students' day-to-day experiences with the intention of promoting discussion and taking steps to ensure that our community is inclusive and respects everyone.

### Context

The Bias Report and Support System (BRSS) at Washington University was created to promote an inclusive community by providing a clear and streamlined process for reporting incidents of hate, bias, and/or discrimination against students and by offering support and referral resources when requested. The BRSS is composed of a six-person team of trained Washington University students, staff, and administrators who are tasked with three primary responsibilities:

- *Support*: Support students who have reported that they witnessed or were the target of a bias-related incident;
- *Refer*: Refer students to campus partners, groups, or individuals who can provide ongoing support;
- *Inform*: Inform the larger Washington University community of the frequency and general nature of bias incidents reported through the BRSS.

### Reporting Structure

Reports can be submitted in one of two ways: "For Information Only" or "For Support and Referral". If the first option is selected, the reporter will remain anonymous and as such, there is no opportunity for the BRSS team to follow up with the reporter. Depending on the circumstances, the information disclosed may be forwarded to appropriate university administrators. If the latter option is selected, a BRSS team member will schedule an in-person meeting with the reporter to discuss the incident in greater depth, and identify and explain available campus resources and other referrals. After the meeting, the assigned BRSS team member will send a follow-up email to the reporter to ask if additional support is needed. Brief de-identified descriptions of all of the submissions will be published in this summary report.

### Reading This Report

In this report, graphs summarizing the identities perceived to be targeted and the location or setting of the bias incident are presented first, followed by brief narrative descriptions of the reports. Reporter confidentiality is crucial to the success of the system; as such, any potentially identifying information has been removed from the narrative summaries. For reports that were filed "For Support and Referral", the referrals given are noted. Finally, the BRSS is not an investigative body, and thus inclusion in this summary report does not signify the completeness or accuracy of any incident. In some cases it was evident from the face of the report or after contact with the alleged reporter that the report was fictitious. Examples include reports submitted against or on behalf of fictitious names. These reports are not included in this summary.

## **Follow Through**

Prior to the release of this report, the BRSS Coordinator met with the Vice Chancellor for Students, the Vice Provost, and the Senior Associate Dean for Education (Medical School) to discuss trends and potential further action. These individuals have shared the information with school Deans and the Associate Vice Chancellors in Student Affairs.

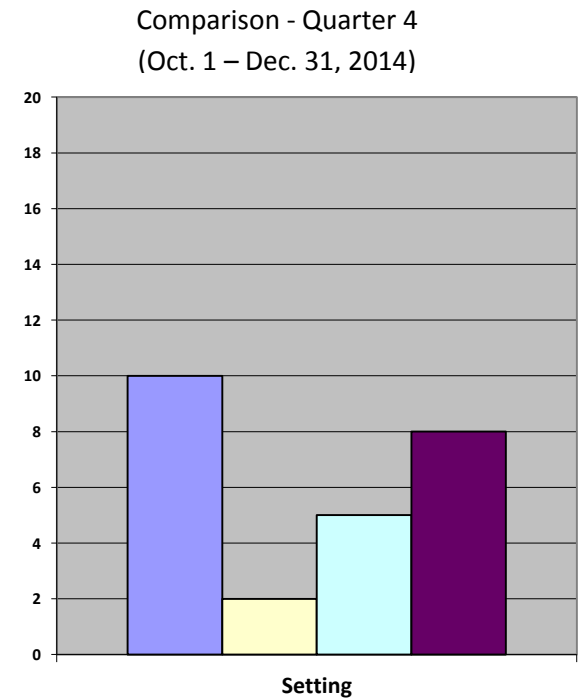
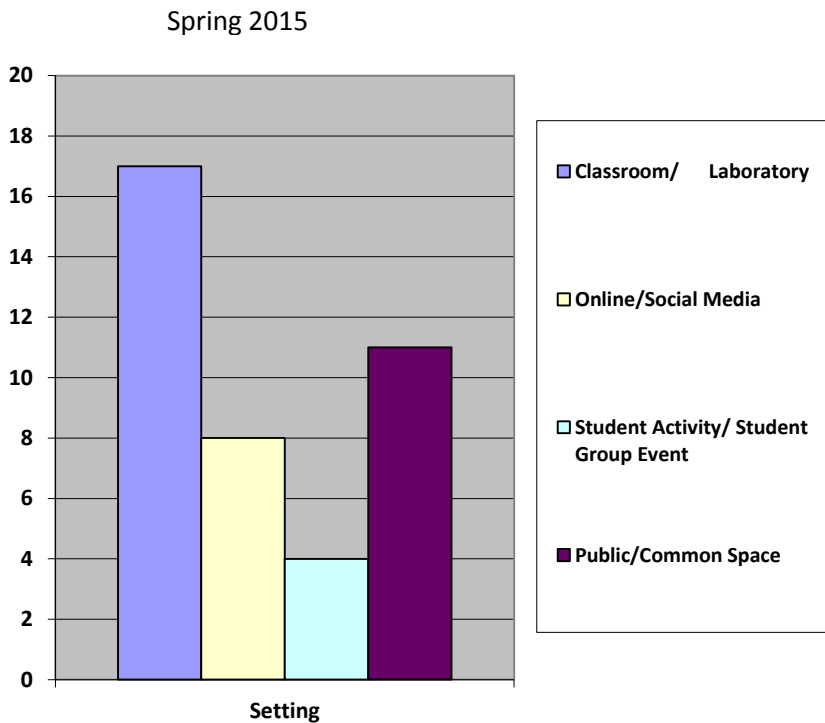
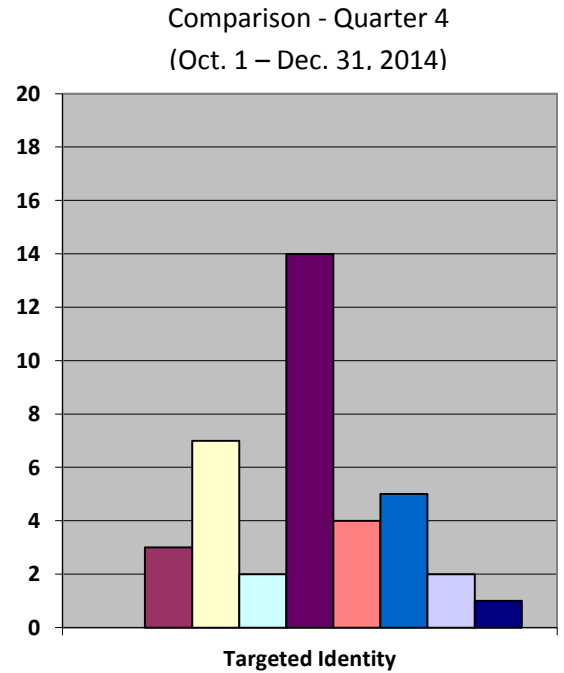
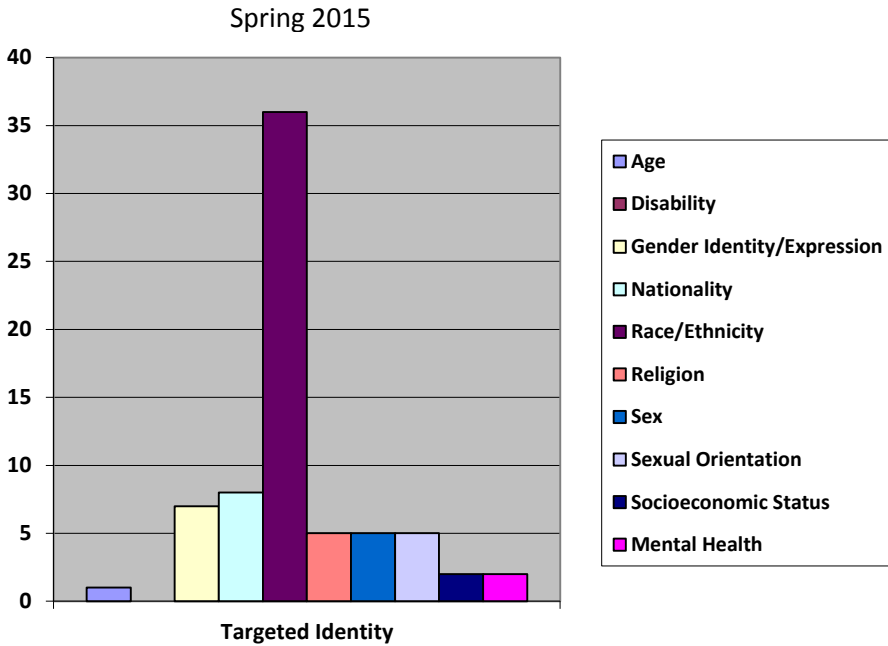
## **Summary Snapshot**

**41 reports/incidents** were submitted to the BRSS during the spring 2015 semester:

- For Information Only- 32
- For Support and Referral - 9
- Breakdown of reports by setting
  - Classroom/Laboratory- 17
  - Online/Email/Social Media- 8
  - Student Activity/Student Group event- 4
  - Public/Common Space (DUC, dining facility, library, etc.)- 12
- Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity)
  - Disability- 0
  - Gender Identity/Expression- 7
  - Nationality- 8
  - Race/Ethnicity-36
  - Religion- 5
  - Sex-5
  - Sexual Orientation- 5
  - Socioeconomic Status- 2
  - Age- 1
  - Mental Health- 2

## Summary Graphs

Below are two graphs (Spring 2015) that summarize the 41 reports filed this semester: the first presents the identities targeted and the second presents the setting in which the bias incident reportedly occurred. The y-axis represents the number of reports that were submitted. Comparisons of the prior reporting period are illustrated below as well.



## Summary Narratives

*Below is a de-identified list of the reports that were submitted to the BRSS in Spring Semester 2015:*

**Note:** An asterisk (\*) denotes that multiple reports have been submitted on the same incident.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences regarding a perceived discriminatory comment made by a professor on the basis of ethnicity.

One “For Support & Referral” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived bullying, harassment, inappropriate and microaggressive comments made by peers on the basis of race.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding the perceived unequal treatment, bullying, harassment, inappropriate and microaggressive behavior by a professor and peers on the basis of socioeconomic status.

One “For Support and Referral” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived inappropriate/discriminatory comments made by a professor on the basis of ethnicity.

One “For Support and Referral” report was submitted by an undergraduate student in the College of Arts & Sciences, regarding perceived sexual harassment, in a public space, made frequently by a stranger on the basis of sex. The report was forwarded to the Title IX Coordinator.

One “For Support and Referral” report was submitted by a graduate student (Arts & Sciences) about a professor regarding perceived microaggressive behavior and inappropriate comments based on ethnicity, nationality, and gender identity.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived inappropriate/discriminatory comments, posted on social media, on the basis of race and ethnicity.

\*One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived inappropriate/discriminatory comments, made by a professor during class, on the basis of ethnicity and race.

\*One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived inappropriate/discriminatory comments, made by a professor during class, on the basis of ethnicity and race.

One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived intimidation, email contact, and inappropriate/discriminatory comments, made by a professor, on the basis of ethnicity, race, and gender identity.

\*One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived inappropriate/discriminatory comments, made by a professor during class, on the basis of ethnicity and race.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived microaggressive behavior and inappropriate comments made by stranger (presumably a fellow student) in a public space, on the basis of race and ethnicity.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments, made by an instructor during class, on the basis of ethnicity and religion.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments, made by an instructor during class, on the basis of ethnicity, nationality, race and religion.

\*One “For Information Only” report was submitted regarding perceived inappropriate comments, microaggressive behaviors, and threatening statements, made by a student (via email) in the School of Law, on the basis of gender expression and sexual orientation. The report was forwarded to the Title IX Coordinator.

\*One “For Information Only” report was submitted regarding perceived inappropriate comments, microaggressive behaviors, and threatening statements, made by a student (via email) in the School of Law, on the basis of gender expression and sexual orientation. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived microaggressive behavior and inappropriate/discriminatory comments, made by peer students in a public space, on the basis of ethnicity, nationality, and race.

One “For Information Only” report was submitted by an unidentified individual regarding perceived unequal treatment on the basis of sexual orientation based on language/options given as choices on an online University event application form. The form was updated to reflect more inclusive language/options.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived written hate speech/graffiti on a t-shirt, worn by a student in a public space, on the basis of race, ethnicity and nationality.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived harassment and verbal assault from students in a public space, on the basis of sexual orientation. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding perceived unequal treatment by peer students, on the basis of age.

One “For Information Only” report was submitted by a student in an unidentified school regarding the perceived microaggressive behavior and inappropriate comments, made by a student in a classroom, on the basis of race, ethnicity, and religion.

One “For Information Only” report was submitted by an individual regarding perceived intimidation and microaggressive behavior, based on a t-shirt worn by a student, on the basis of race.

One “Support and Referral” report was submitted by a graduate student in the School of Medicine regarding a perceived inappropriate and discriminatory comment made by another student in class, on the basis of race and ethnicity.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived microaggressive behavior and an inappropriate comment made by a professor during class, on the basis of race and socioeconomic status.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments made by another student, in a course-related meeting, on the basis of gender identity. The report was forwarded to the Title IX Coordinator.

One “Support and Referral” report was submitted by a graduate student in the Brown School of Social Work regarding perceived unequal treatment and inappropriate comments made by a professor in class, on the basis of religion.

One “For Information Only” report was submitted by an individual regarding perceived inappropriate comments written by a student in student publication, on the basis of nationality and religion.

One “For Support and Referral” report was submitted by an undergraduate student in the School of Engineering and Applied Science regarding perceived inappropriate comments made by a group of people in an off-campus public space, on the basis of ethnicity.

One “For Information Only” report was submitted by a graduate student (Arts & Sciences) regarding perceived inappropriate comments made by a student in a graduate seminar course, on the basis of ethnicity and mental health.

One “For Information Only” report was submitted by an individual regarding perceived inappropriate and discriminatory comments written in a student publication, on the basis of ethnicity.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived inappropriate comments made by a student in class, on the basis of ethnicity, nationality, and race.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments, unwanted sexual conduct/harassment, and microaggressive

behavior from faculty members in an academic department, on the basis of sex. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding perceived inappropriate comments, fear for safety, and threatening statements from a student in a public space, on the basis of sex. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding perceived unequal treatment and microaggressive behavior in relation to coverage of an article in a student publication, on the basis of ethnicity.

One “Support and Referral” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived bullying and inappropriate comments made by a faculty member in class, on the basis of nationality.

One “Support and Referral” report was submitted by a student in the College of Arts & Sciences regarding perceived written hate speech during an event, on the basis of religion.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived unequal treatment, intimidation, microaggressive behavior and inappropriate/discriminatory comments written by a faculty member (Internet), on the basis of gender identity, race, and sexual orientation. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by a student in an unidentified school regarding inappropriate and discriminatory comments made by a faculty member in class, on the basis of gender identity. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding perceived harassment, inappropriate comment, and written graffiti on a residence hall room door, on the basis of gender identity. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived unequal treatment, microaggressive behavior and inappropriate comments written by students (social media), on the basis of mental health.