

## Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) between its launch on January 13, 2014 and the end of the quarter on March 31, 2014. 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**

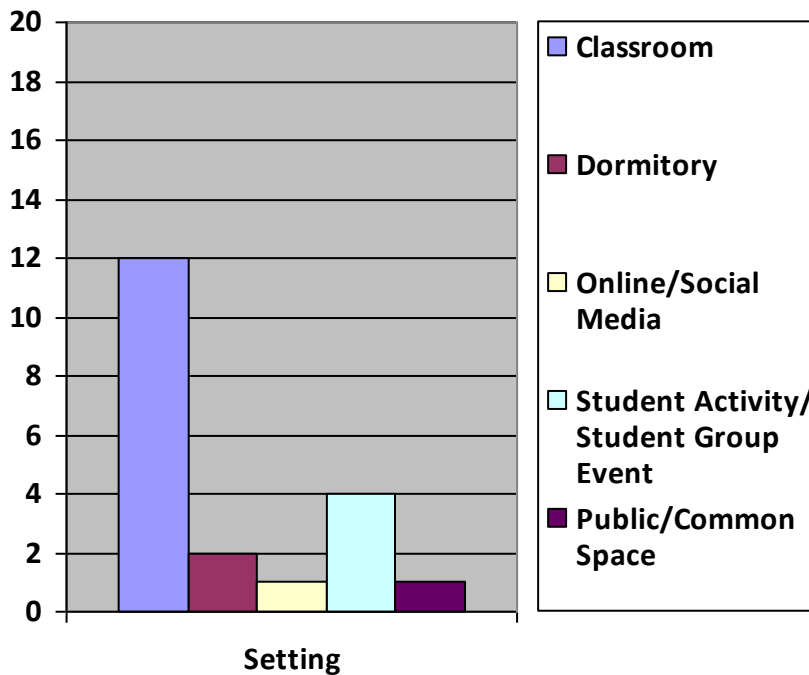
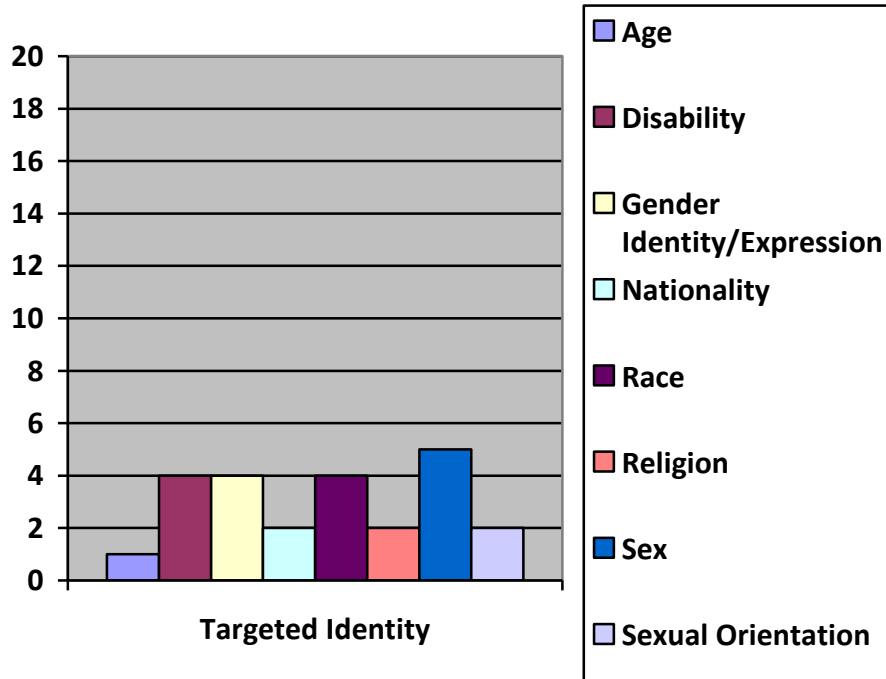
Prior to the release of this report, the BRSS Coordinator met with both the Office of the Vice Chancellor for Students and the Office of the Provost to discuss trends and potential further action. These offices have shared the information with school Deans and the Associate Vice Chancellors in student services.

## **Summary Snapshot**

- 20 reports were submitted to the BRSS during this quarter
  - For Information Only- 14
  - For Support and Referral - 6
- Breakdown of reports by setting
  - Classroom- 12
  - Dormitory- 2
  - Online/Social Media- 1
  - Student Activity/Student Group event- 4
  - Public/Common Space (DUC, dining facility, etc.)- 1
- Breakdown of reports by targeted identity
  - Age- 1
  - Disability-4
  - Gender Identity/Expression- 4
  - Nationality- 2
  - Race- 4
  - Religion- 2
  - Sex-5
  - Sexual Orientation- 2

### Summary Graphs

Below are two graphs that summarize the 20 reports filed this quarter: 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.



## Summary Narratives

*Below is a de-identified list of the reports that were submitted to the BRSS in its first quarter of operation:*

One "For Information Only" report was submitted about a student group flier posted in the dormitories that was alleged to be discriminatory on the basis of sex and gender.

Two "For Information Only" reports were submitted about a professor in the University College regarding an alleged verbal microaggression on the basis of race.

One "For Information Only" report was submitted about a professor in the College of Arts & Sciences regarding allegedly disparaging and trivializing remarks on the basis of ability status.

One "For Information Only" report was submitted about a professor in the Olin Business School (undergraduate) regarding an alleged inappropriate comment on the basis of gender identity and expression.

One "For Support and Referral" report was submitted about a professor in the Olin Business School (undergraduate) regarding alleged unequal treatment and insensitive verbal comments on the basis of race, and sex. The reporter was referred to the Associate Dean at Olin Business School.

One "For Support and Referral" report was submitted about an Arts & Sciences professor regarding an alleged inappropriate comment on the basis of gender identity and expression. The reporter was referred to the Arts & Sciences ombudsperson and the reporter's adviser.

One "For Information Only" report was submitted regarding alleged age discrimination at undergraduate events by a graduate student in an unidentified school.

One "For Information Only" report was submitted regarding an allegedly discriminatory/inappropriate comment by a peer in an unidentified school on the basis of nationality.

One "For Support and Referral" report was submitted regarding allegedly discriminatory/inappropriate comments on the basis of sex and gender identity made by an Arts & Sciences student on social media. The reporter was referred to the Office of Student Conduct and Student Involvement and Leadership.

One "For Information Only" report was submitted regarding alleged discriminatory and microaggressive comments on the basis of religion by a student group.

One "For Support and Referral" report was submitted regarding alleged bullying, verbal assault, harassment, and intimidation on the basis of sex and race by graduate students in the Olin Business School. The reporter was referred to their adviser and the Olin Ombudsperson.

One "For Information Only" report was submitted regarding an incident that took place in 2010 in which there was alleged unequal treatment on the basis of ethnicity and nationality by a professor in a graduate program in the Sam Fox school.

One "For Information Only" report was submitted about a professor in Arts & Sciences regarding alleged unequal treatment and accessibility issues on the basis of ability status.

One "For Information Only" report was submitted regarding two students, whose school affiliation was not noted, on the basis of allegedly discriminatory/inappropriate comments on the basis of ability status.

One "For Information Only" report was submitted regarding alleged unequal treatment and discriminatory remarks made by community member guests at the Law School on the basis of gender and age.

One "For Informational Only" report was submitted regarding alleged unequal treatment by a selection committee on the basis of disability and sexual orientation.

One "For Information Only" report was submitted against a student group regarding alleged microaggressions on the basis of sexual orientation.

One "For Information Only" report was submitted about a teaching assistant in an unidentified school regarding an alleged discriminatory and microaggressive comment on the basis of race..

One "For Support and Referral" report was submitted regarding alleged unequal treatment and discriminatory comments by an Arts & Sciences professor on the basis of gender identity and expression. The reporter was referred to the Arts & Sciences ombudsperson and the Dean of the College of Arts & Sciences.

One "For Support and Referral" report was submitted regarding alleged unequal treatment by an Olin Business School undergraduate professor on the basis of religion. This reporter was not interested in referrals.