

Bias Incident Response Team 2018-19 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 43 reports were submitted during the 2018-19 academic year.

SUMMARY OF REPORTED INCIDENTS 2018-19

There were 43 reports submitted through the online reporting form and the bias@emory.edu e-mail, or brought to the attention of the Sr. Director for Campus Life through other means. The data does not include data reported directly to the Emory Police Department, Office of Residence Life, Office of Student Conduct, Employee Relations/Human Resources, and the Office of Equity and Inclusion.

The majority (23) of the reported bias events took place in residential facilities (residence halls, themed housing, and fraternity/sorority houses). Of the 23 reports, 19 of them were related to the same incident in April 2019 involving mock eviction notices in the residence halls. Seven reported bias incidents (represented in 9 individual reports) took place in the classroom. Five reports involved direct and indirect communications via phone and/or social media. The remaining reports occurred in other locations in workplace locations (3) or outdoors (3).

Month	2014-15	2015-16	2016-17	2017-18	2018-19
August	0	0	1	0	1
September	1	1	2	0	7
October	4	2	1	6	1
November	3	0	3	3	2
December	1	2	0	0	2
January	2	1	1	3	4
February	2	2	2	1	0
March	3	12	3	1	0
April	3	3	2	2	24
May	0	0	1	1	1
Total	19	23	16	17	43

Through the information provided on the report and through follow-up conversations, the reported incidents in 2018-19 were related to bias based on religion (23), race (12), sexual identity (3), non-social identity (2), political beliefs (2), disability (1), genetic information (1), and/or sex/gender (1). Seventeen of the reports were received anonymously. Thirty-six of the reporters identified as students and seven identified as faculty or staff.

UPDATES ON PAST RECOMMENDATIONS

Each year BIRT proposes recommendations for the upcoming year. The following points include information on recommendations that are not yet completed.

I. Implementation of case management software.

Campus Life continues to work with departments and schools across campus to implement a new case management system that will support the needs of students.

II. Develop a process with members of the working group for the Commission on Racial and Social Justice *Demand 4: Faculty Evaluations* to improve the ways in which issues in the classroom are addressed. There are currently questions related to the best way to report classroom issues in real time. A partnership with the working group will ensure that a more systemic and consistent process is used in the future.

The Commission on Racial and Social Justice's work has been complete and no longer meets. BIRT began work with the Center for Faculty Development and Excellence. Over the next year it will continue to work with CFDE and the new Vice Provost for Faculty Affairs.

III. Improve language on the reporting form related to anonymous reporting. It is currently challenging to take action if there is not enough information in a report. Improved language on the reporting form should be developed to ensure that individuals reporting bias provide as much information as possible while providing them with anonymity.

The language on the reporting form was updated based on the suggestions.

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. Develop and implement strategies to educate students on the reporting process as well as other methods of resolving concerns on campus.

II. Develop and implement strategies to educate faculty and staff on the purpose and function of the bias reporting system.