Bias Incident Response Team
2017-18 Report

EMORY UNIVERSITY

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 17 reports were submitted during the 2017-18 academic year.

SUMMARY OF REPORTED INCIDENTS 2017-18

There were 17 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 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 (8) of the reported bias events took place in the classroom and involved a faculty member. Two reports involved direct and indirect communications via phone and/or social media. The remaining seven reports occurred in other locations on campus, including sorority and fraternity housing (2), workplace locations (2), dining hall (1), library (1), and a non-classroom space within a classroom building (1).

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

Through the information provided on the report and through follow-up conversations, the reported incidents in 2017-18 were related to bias based on race (9), religion (6), disability (2), and/or sex/gender (1). Six of the reports were received anonymously. Of those not received anonymously, nine were reported by students, two were reported by staff, and one was reported by an alumnus.

Once the response protocols are complete, individuals who reported receive an online survey from the Emory University 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 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.   Finalize implementation of Emory Commission on Racial and Social Justice demands.
      Demand 2: BIRT was resolved by the Emory Commission on Racial and Social Justice during the 2017-18 academic year. There is ongoing work related to the demand (see next item) that will continue to be prioritized.

II.   Increase communications with students, faculty, and staff about BIRT.
      The BIRT leadership team continued 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. This group will be asked annually to include information on BIRT for all incoming students.

III. Implementation of case management software.
      The Office of Student Conduct will submit a request for proposal for a new case management system in the summer of 2019

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 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.

II.   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.