

# BIAS REPORTS

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June-December 2015

In keeping with our ongoing commitment to communication about bias incidents on the JCU campus, the Office for Institutional Diversity & Inclusion offers this report of data collected by the Bias Reporting System during the 2015 summer and fall semesters.

This summary is a mid-year supplement to our annual Bias Report. The 2014-2015 Bias Report, available online at <http://sites.jcu.edu/bias>, provides more detailed information about how the Bias Reporting System functions here at JCU. This document is intended to update the data and findings of that report.

During the course of the past semester, several community members using the Bias Reporting System have requested more timely and descriptive feedback from the system. This report attempts to provide that feedback in as transparent a manner as possible.

The most notable new inclusion here is that of brief narrative descriptions of reported incidents. The raw numbers of these reported incidents are small. Though they may not represent statistical significance, they are important nonetheless. Each bias report represents an incident of harm experienced by our community. Narrative details of these reports are shared here, therefore, in order to ensure that reported incidents of bias are seen and heard in a real way, beyond simple statistics, by the entire university community.

During the course of this academic year, the University is continuing to investigate ways to improve the bias reporting process through the implementation of new procedures for resolution of complaints. Many of these procedures are already in development and will be adopted over the course of this year. Some of these include:

- improvements to the Bias Report Form to allow reporter to self-identify more privately, and to indicate preferences for possible resolutions of the complaint;
- streamlining of the bias resolution system into four clear stages: 1) Report, 2) Notification, 3) Investigation, and 4) Intervention;
- the development of a more consistent and community-oriented response to reports involving faculty conduct, in close partnership with the academic deans;
- exploration of possibilities for additional training for faculty and staff charged with handling referrals of bias reporting incidents;
- the development of new policies for responding to bias complaints submitted by staff, in partnership with Human Resources; and
- closer attention across the University to matters of institutional and structural bias.

We look forward to presenting more about these developments in the 2015-2016 Annual Bias Report.

The 2014-2015 Bias Report stated that “the primary role of the bias reporting system on our campus is to help all of us transform ourselves into the community we aspire to be.” It is our hope that this interim report continues to serve this stated purpose in a way that is mission-driven, inclusive, and transparent.



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## Bias Reporting System Data, June-December 2015 John Carroll University

### Types of reports received:

Anonymous Reports <sup>1</sup>	46
Identified Reports	12
Total reports received, June-Dec 2015	58
Total unique incidents reported	22

### Reports (allegedly) filed by:<sup>2</sup>

Students	42
Staff	10
Faculty	3
Contract Employee	1
Campus Visitor	2

### Alleged Offender

Faculty	7
Student	3
Staff	1
Student Group	1
Campus Visitor	2
Institution	2
Unknown	7

### Type of Incident Reported (out of discrete incidents)

Classroom incident	7
Graffiti/signage	4
Social media	3
Overheard remark	3
Intimidation	2
Written slur	1
Property damage	1
Profiling	1
Structural bias	1
Not bias	1

### Total reports & incidents, per month:

	Reports	Incidents
June	1	1
July	1	1
August	1	1
September	3	2
October	5	5
November	37 <sup>3</sup>	2
December	10	10
TOTAL	58	22

### Type of Bias (out of discrete incidents)

Race/Ethnicity	11
Sex/Gender	4
Disability	3
Sexual Orientation	2
Nationality	1
Religion	1
Mental Health	1
Physical Appearance	1
Not bias	2

### Reporter's Role in Incident (out of all reports)

Target	43
Witness	12
Informed by Target	3

1. Reported via webform at <http://sites.jcu.edu/bias>. This report does not include bias reports made in person or by other means.
2. These numbers are unverified and based on the reporting person's self-report. For example, multiple anonymous reports appear to be submitted by the same individual who self-reported as being from different university constituencies.
3. 36 of these reports were identical. See narrative on p. 4 under "November."

JUNE

- Property damage reported in the CSDI lounge. JCUPD responded. Unclear whether or not motive for damage was bias.

JULY

- Staff member reported racial profiling by JCUPD. Concerted response from HR, JCUPD & OIDI. Examining possible policy change to improve resolution of staff reports.

AUGUST

- Staff member reported an unidentified student carrying a sign with an ethnic slur written on it.

SEPTEMBER

- Student reported dismissive behavior from faculty in the classroom. Referred to dean, department chair and Title IX coordinator for further action.
- Two reports received about an off-campus party with a theme featuring ethnic stereotyping. Students responsible met voluntarily with CSDI & other students for educational conversation about bias and community standards.

OCTOBER

- Report of campus visitor distributing letters on campus containing anti-gay invective. Referred to JCUPD for further action.
- Student reported offensive sexist comments from a faculty member in the classroom. Referred to academic dean, department chair and Title IX coordinator for further action.
- Student reported offensive sexist comments from a faculty member in the classroom. Referred to academic dean, department chair and Title IX coordinator for further action.
- Student reported offensive jokes about suicide from a faculty member in the classroom. Referred to academic dean for further action.
- Student reported a classroom assignment with offensive racial content. Referred to department chair for further action.

NOVEMBER

- Student reported offensive sexist comments from a faculty member in the classroom. Referred to academic dean, department chair and Title IX coordinator for further action.
- 36 identical reports were received demanding a policy change establishing disciplinary action for reported acts of bias. Content of demand was drawn from demands of the African-American Alliance received in November and is being explored by University leadership in that context.

DECEMBER

- Student reported offensive language from a faculty member in the classroom. Referred to academic dean for further action.
- Two reports received about a series of anonymous, derogatory comments on race and religion appearing on the YikYak social media platform. University continues to investigate to explore options for response.
- Anonymous student reported that African-American Alliance's student protest was making white students feel uncomfortable.
- Staff member reported that a "Black Lives Matter" sign on an office door had been defaced.
- Anonymous report received accusing an unidentified campus speaker of 'microaggressions.'
- Student discovered a racial slur written in marker in a residence hall stairwell. Mass email sent to all students in the building, reminding them of the Residence Life community standards.
- Cars in parking lot were discovered defaced with racist, homophobic and sexual content. Referred to JCUPD for follow-up.
- Anonymous report of a racial slur overheard at a campus sports event. Referred to Student Affairs for follow-up.
- Student reported a pile of beer cans on campus after a party. Report was determined not to be bias.

More information on the bias reporting system at JCU can be found at <http://sites.jcu.edu/bias>.