

## Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) between April 1, 2014 and June 30, 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**

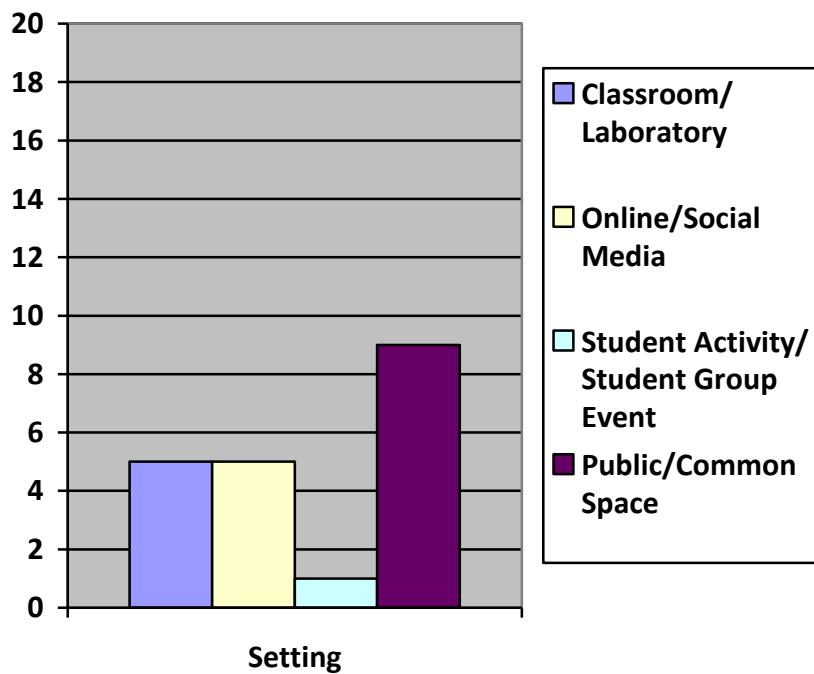
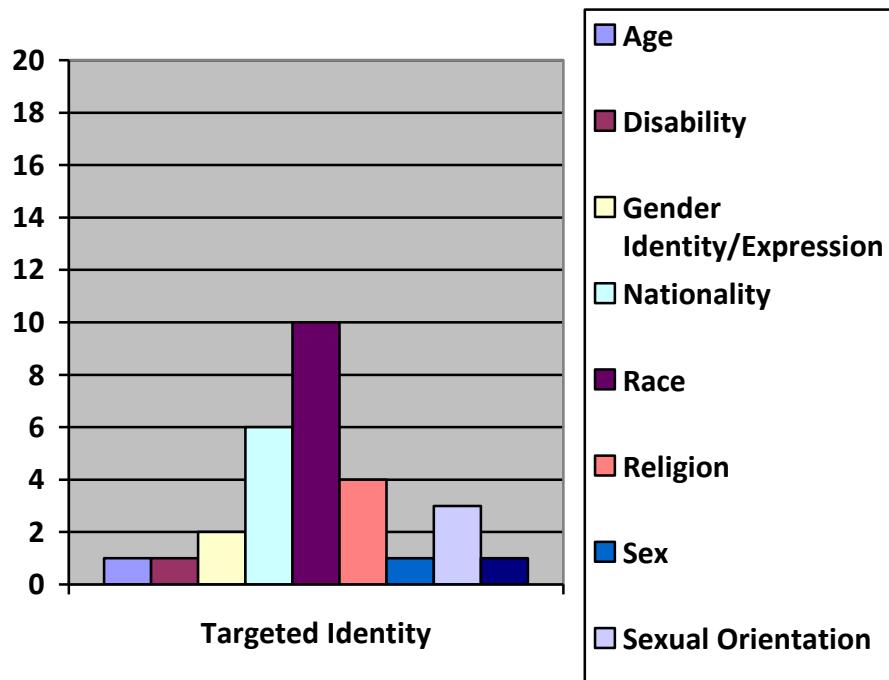
Prior to the release of this report, the BRSS Coordinator met with the Vice Chancellor for Students, the Vice Provost, and the Senior Associate Dean for Education at the School of Medicine to discuss trends and potential further action. These individuals have shared the information with school Deans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

## **Summary Snapshot**

- 20 reports were submitted to the BRSS during this quarter
  - For Information Only- 13
  - For Support and Referral - 7
- Breakdown of reports by setting
  - Classroom/Laboratory- 5
  - Online/Social Media- 5
  - Student Activity/Student Group event- 1
  - Public/Common Space (DUC, dining facility, library, etc.)- 9
- Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity)
  - Age- 1
  - Disability- 1
  - Gender Identity/Expression- 2
  - Nationality- 6
  - Race- 10
  - Religion- 4
  - Sex-1
  - Sexual Orientation- 3
  - Socioeconomic Status- 1

## 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 the second quarter of 2014:*

One “For Support and Referral” report was submitted by an undergraduate in an unidentified school about a student publication that was alleged to be discriminatory on the basis of sexual orientation. The reporter was referred to the publication’s governing body and the Restorative Justice program.

One “For Information Only” report was submitted about a staff member at the School of Medicine regarding an alleged verbal microaggression on the basis of race.

One “For Information Only” report was submitted about a student in the School of Medicine regarding microaggressive comments on the basis of race.

Two “For Support and Referral” reports and two “For Information Only” reports were submitted about student group fliers (undergraduate) that were perceived to be harassing, discriminatory, and intimidating on the basis of nationality and religion. The reporters were referred to the Office of Student Involvement and Leadership.

One “For Information Only” report was submitted by a student in the College of Arts & Sciences about a laboratory assistant regarding a perceived unequal treatment on the basis of gender identity.

One “For Information Only” report was submitted by a student in College of Arts & Sciences about a laboratory test that was perceived to be microaggressive on the basis of gender identity.

One “For Information Only” report was submitted about a professor in the College of Arts & Sciences regarding comments perceived to be discriminatory on the basis of sex.

One “For Information Only” report was submitted about a student group flier (School of Medicine) that was perceived to be discriminatory on the basis of race.

One “For Support and Referral” report was submitted regarding alleged bullying on the basis of race by a student in the School of Medicine. The reporter was referred to the Dean of Medical Education, the Associate Dean of Graduate Education, and the Director of Diversity Programs at the School of Medicine.

One “For Information Only” report was submitted regarding alleged verbal microaggressions by two professors in the Graduate School of Arts & Sciences on the basis of race and socioeconomic status.

One “For Support and Referral” report was submitted regarding alleged discriminatory comments and verbal microaggressions on the basis of race by a group of graduate students in Arts & Sciences.

One “For Information Only” report was submitted regarding alleged discriminatory and microaggressive comments on the basis of race and nationality by a professor in the College of Arts & Sciences.

One “For Support and Referral” report was submitted regarding alleged harassment and perceived unequal treatment on the basis of race by a staff member at the School of Medicine. The reporter was

referred to the Dean of Medical Education, the Director of Human Resources, and the Assistant Vice Chancellor for Facilities at the School of Medicine.

One “For Support and Referral” report was submitted by a student in the Law School regarding perceived unequal treatment on the basis of age and ability status by two staff members in Student Services. The reporter was referred to the Vice Chancellor for Human Resources.

One “For Support and Referral” report was submitted about a graduate student in Arts & Sciences regarding alleged unequal treatment and harassment on the basis of nationality and race. The reporter was referred to the Washington University Police Department and the Associate Dean in the Graduate School of Arts & Sciences.

One “For Information Only” report was submitted regarding a student, whose school affiliation was not noted, for allegedly threatening physical assault, bullying, and making discriminatory comments to another student on the basis of sexual orientation at a University event. The report was forwarded to the Office of Student Conduct and the Office of Student Involvement and Leadership

One “For Information Only” report was submitted regarding alleged discriminatory remarks made online by a professor in Arts & Sciences on the basis of sexual orientation and race.