



BIAS REPORT AND SUPPORT SYSTEM

Overview

The Bias Report and Support System (BRSS) at Washington University was created in 2014 to promote an inclusive community by providing a clear and streamlined process for reporting incidents of hate, bias, and/or discrimination. This process offers support and referral resources for students and witnesses who have been affected by hate, bias, or discrimination. In 2014, a team composed of trained Washington University staff, and administrators were 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.

The BRSS does not have investigative or dispute resolution capacity. Instead the BRSS connects students to the relevant campus authorities to pursue any investigative function. Additionally the BRSS is not a replacement for crisis or emergency services.

In 2016, the case management of BRSS reports was centralized with the Assistant Director of the Center for Diversity & Inclusion (CDI), with support and guidance from the Associate Vice Chancellor and Dean.

Reporting Options

Reports can be submitted in one of two ways: “For Information Only” or “For Support and Referral.”

For Information Only Reports

- Reporting individual may remain anonymous
- There may not be an opportunity for the BRSS team to follow up with the reporter
- Depending on the circumstances and the nature of the report, the information disclosed may be forwarded to appropriate university administrators.

For Support and Referral Reports

- A BRSS team member will schedule an in-person meeting with the reporting individual(s) to discuss the incident in greater depth
- BRSS team member will identify and explain available campus resources and other referrals.
- After the meeting, the BRSS team member will send a follow-up email to the reporting individual(s) to ascertain additional support needed.

Reading This Report

The BRSS is not an investigative body and serves primarily as a referral and support function for students. This report summarizes the identities perceived to be targeted (by the reporting individual) and the location. Given the confidential nature of the submissions, the BRSS Coordinator will typically not answer questions about specific reports.

Follow Through

Every Spring Semester, the BRSS Coordinator meets with the Vice Chancellor for Student Affairs, the Associate Vice Chancellor for Student Affairs and Dean of the CDI, and the Vice Provost to discuss trends and potential further action. These individuals then share the information with the Provost, school Deans, and the other Associate Vice Chancellors in Student Affairs.

The staff in the CDI analyze the current trends in order to utilize the information from the BRSS to identify priority student support services and campus wide education.

Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) between Fall 2015 and Spring 2018. Information from the BRSS underscores the need for members of the university community to recognize the impact of their 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. Each member of our university community plays a role in shaping the campus environment. The information in this report gives the university community more insight 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.

Summary Academic Year 2015-2016

87 reports/incidents were submitted to the BRSS during the 2015-2016 Academic Year

- For Information Only- 68
- For Support and Referral- 19

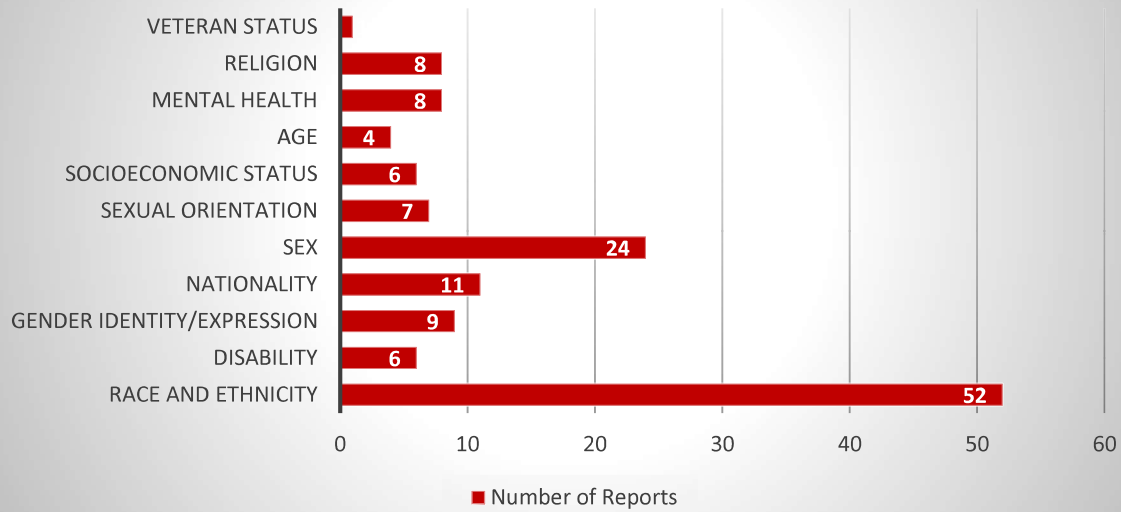
Breakdown of reports by setting

- Academic/Classroom -43
- Online, Email, Social Media-9
- Student Activity/Student Group event-8
- Public/Common Space-15
- Undergraduate Residential Space-8
- Off Campus- 1
- Unknown-1

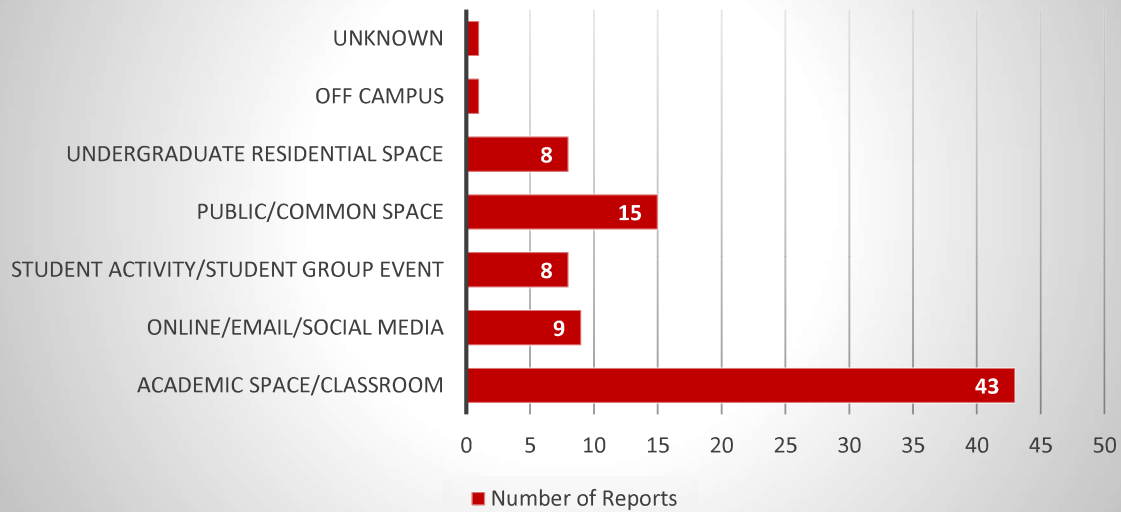
Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity, thus the total below may represent a larger number than total reports submitted)

- Disability-6
- Gender Identity/Expression-9
- Nationality-11
- Race/Ethnicity-52
- Sex-24
- Sexual Orientation-7
- Socioeconomic Status-6
- Age-4
- Mental Health-8
- Religion-8
- Veteran Status-1

Targeted Identities 2015-2016



Locations Reported 2015-2016



Summary Academic Year 2016-2017

84 reports/incidents were submitted to the BRSS during the 2016-2017 Academic Year

- For Information Only- 68
- For Support and Referral-15

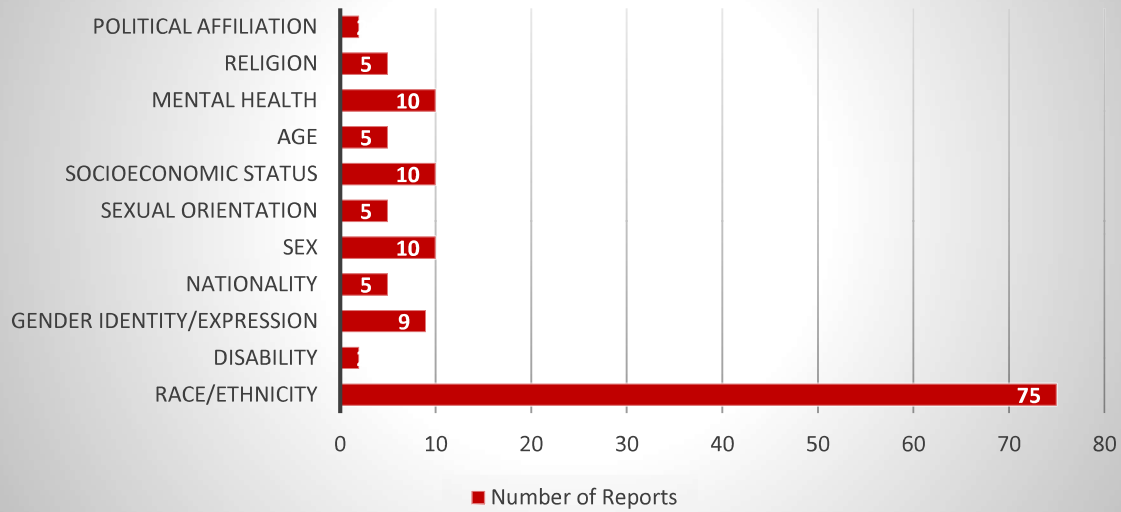
Breakdown of reports by setting

- Academic/Classroom -24
- Online, Email, Social Media-20
- Student Activity/Student Group event-5
- Public/Common Space-26
- Undergraduate Residential Space-4
- Off Campus- 3
- Administrative Office-2

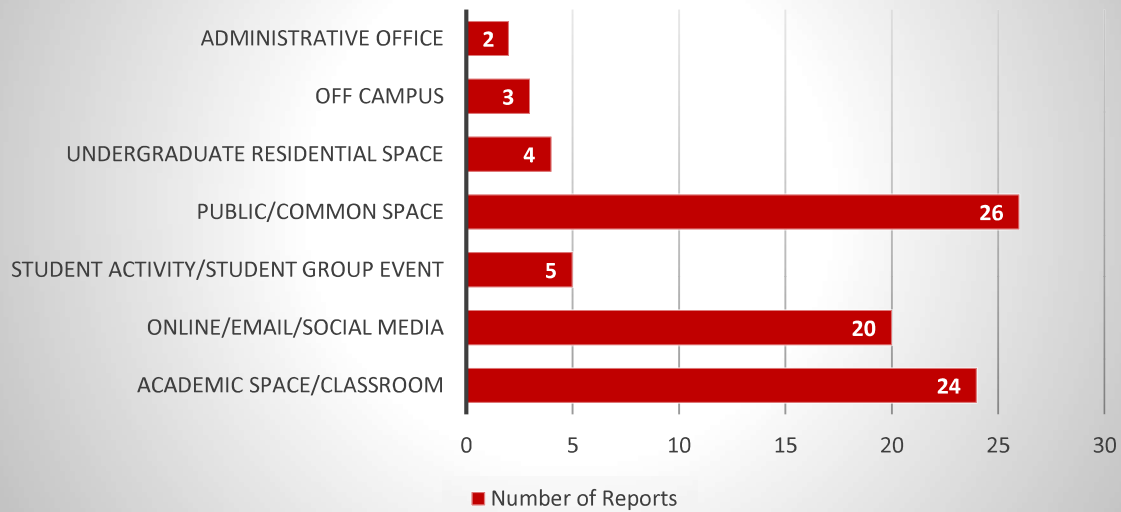
Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity, thus the total below may represent a larger number than total reports submitted)

- Race/Ethnicity-75
- Disability-2
- Gender Identity/Expression-9
- Nationality-5
- Sex-10
- Sexual Orientation-5
- Socioeconomic Status-10
- Age-5
- Mental Health-10
- Religion-5
- Political Affiliation-2

Targeted Identities 2016-2017



Locations Reported 2016-2017



Summary Academic Year 2017-2018

65 reports/incidents were submitted to the BRSS during the 2016-2017 Academic Year

- For Information Only- 48
- For Support and Referral-17

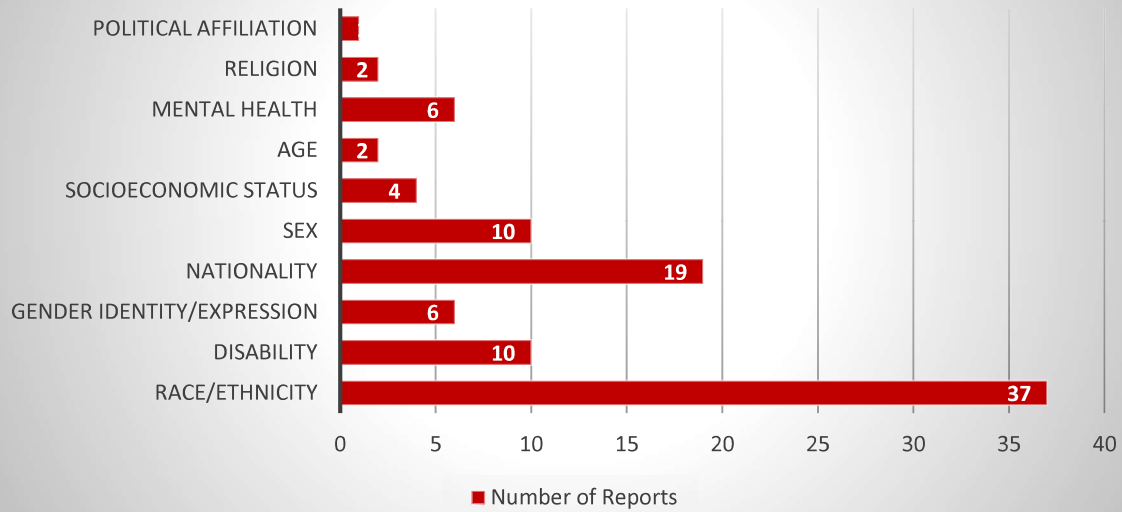
Breakdown of reports by setting

- Academic/Classroom -27
- Online, Email, Social Media-6
- Student Activity/Student Group event-2
- Public/Common Space-9
- Undergraduate Residential Space-3
- Off Campus- 6
- Administrative Office-4

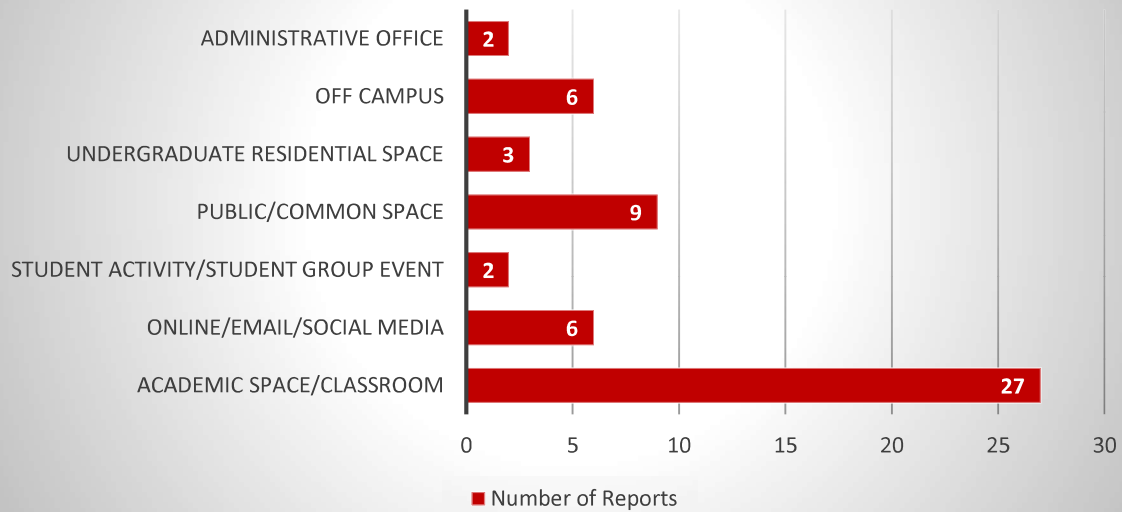
Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity, thus the total below may represent a larger number than total reports submitted)

- Race/Ethnicity-37
- Disability-10
- Gender Identity/Expression-6
- Nationality-19
- Sex-10
- Socioeconomic Status-4
- Age-2
- Mental Health-6
- Religion-2
- Political Affiliation-1

Targeted Identities 2017-2018



Locations Reported 2017-2018



Educational Interventions

Staff at the Center for Diversity & Inclusion analyze trends in the BRSS data to inform educational and programmatic efforts. In response to the frequency of reports in academic spaces and classrooms, in 2017, CDI staff began offering consultation to faculty members regarding strategies for building inclusive classrooms. Additionally, an Assistant Dean was hired in 2017 to strengthen collaborations with faculty and to serve as a liaison to the Teaching Center. Together, the CDI and Teaching Center developed curriculum and co-presented two workshops on civil discourse and academic freedom.

Other programs developed as a result of BRSS data include:

November 2017

The Associate Vice Chancellor and Dean of the CDI worked with colleagues from California to develop the “Facilitating Difficult Dialogues: Working Together for Student Success” two and a half day training for staff and faculty. A total of 52 participants attended, including representatives from the School of Medicine and the St. Louis College of Pharmacy.

A two-day version of this training was repeated in June 2018, specifically for staff and faculty at the Brown School.

January 2018

The Assistant Dean and Assistant Director developed and presented on the BRSS and strategies for creating inclusive classrooms at the **iTeach2018 Faculty Symposium on Teaching**.

August 2018

Associate Vice Chancellor/Dean of the CDI presented a workshop on “Managing Difficult Dialogues” for the Brown School faculty retreat and a workshop on “Developing Inclusive Classrooms” for Ph.D. students at the Brown School.

In August 2018, the CDI hired a new Training and Education Specialist. The AVC/Dean and the new Specialist conducted a 2.5 hour presentation for the Brown School Orientation for Masters level students.

The following educational interventions were coordinated in response to the most recent BRSS reports for the 2018-2019 academic year (all data not yet compiled).

October 2018

To respond to reports of a racially-motivated biased incident that occurred in a group messaging app and targeted Asian and Asian American students, the Center for Diversity and Inclusion hosted “The Racialization of Asians and Asian Americans.” This program provided historical

and sociological context for understanding the harm and impact of racism targeting Asian and Asian American communities and its members. In doing so, this program challenged the myth of the “model minority,” provided greater awareness of the realities of Asian and Asian American lived experiences, and centered Asian and Asian Americans within a critical exploration of the experience of racism at WashU and in our country as a whole. Attendees of this program included undergraduate and graduate students, as well as WashU staff.

November 2018

The CDI delivered an overview of BRSS data for Residential Life staff and administration team. This presentation increased the team’s understanding of students’ experiences of bias inside and outside of residential spaces on WashU’s campus. In doing so, it built staff capacity as they build inclusive spaces for students to learn about differences, live amongst diversity, and build community.