



## **Biased Incident Report (BIR) System 2016 – 2017 Annual Report**

### **What is Bias?**

A biased incident is an act or behavior motivated by the offender's bias against facets of another's identity. Identity can be shaped by a number of characteristics, which includes, but is not limited to, a person's race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability, veteran status, socio-economic position, and group affiliation.

The expression of an idea or point of view some may find offensive or inflammatory is not necessarily a bias-related incident. Bias can occur whether an act is intentional or unintentional. Bias may be directed toward an individual or group. Bias may contribute to creating an unsafe / unwelcoming environment.

Wake Forest values freedom of expression and the open exchange of ideas. The expression of controversial ideas and differing views is a vital part of University discourse. While this value of openness protects controversial ideas, it does not protect harassment or expressions of bias or hate aimed at individuals that violate student codes of conduct or other University policies.

### **Terms and Definitions**

**Caring Outreach** = Supportive outreach to person(s) reporting, or effected by, a bias-related incident

**Police Follow-up and/or Investigation** = By protocol, WFU PD reviews each BIR after its submission to determine whether a crime has been committed and/or additional information or immediate caring outreach is needed. Additional investigation may occur as needed for criminal or administrative follow-up to occur.

**Referral and/or Intervention** = When person(s) at source of bias are identified, staff or offices may receive a referral for their review and/or action. Referrals may result in an investigation and/or intervention in a manner consistent with university policies and practices (e.g., faculty/staff-to-student discussion, student conduct review, supervisor review, Title IX review, Human Resource review).

**BIRT** = BIR Teams (BIRT) may be convened for support outreach, resource delivery/referral, intervention, and/or monitoring

**Not Applicable** = The information received does not reference a biased incident as defined by the BIR System

### **Social Context of Biased Incident Reports**

Biased incidents reported through this system occurred within a wide range of social contexts at the University. Reports described observations of threatening and offensive language, administrative decisions, and interactions between community members that were believed to be identity-related.

## Summary Data

The information contained in this document refers to reports submitted to the *Biased Incident Report System* (<http://reportbias.wfu.edu/>), and may not capture bias-related incidents reported through other university systems (i.e., Title IX, Silent Witness, Compliance Hotline, or other direct reports to individuals/offices.) This is the third year the BIR system has been in use at Wake Forest University.

## Semester/Year, Reports

	F15	S16	Total 2015-16	F16	S17	Total 2016-17
Reports Received	12	15	27	53	45	98
Unique Incidents <sup>1</sup>	11	13	24	30	24	54

Table 1

### Reports Received

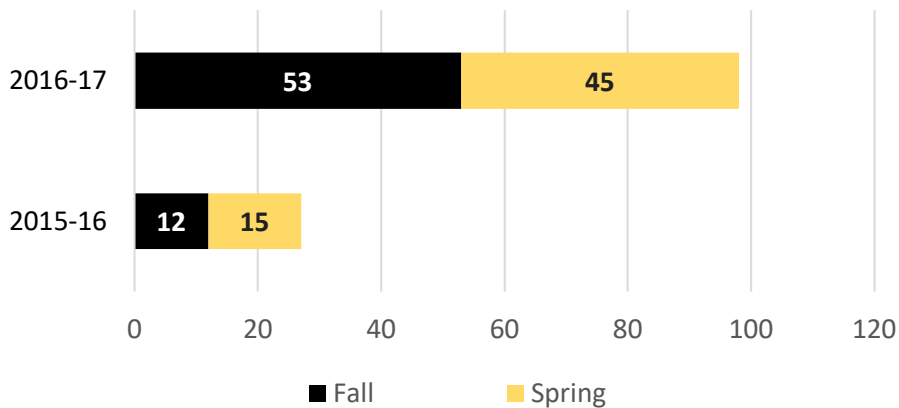
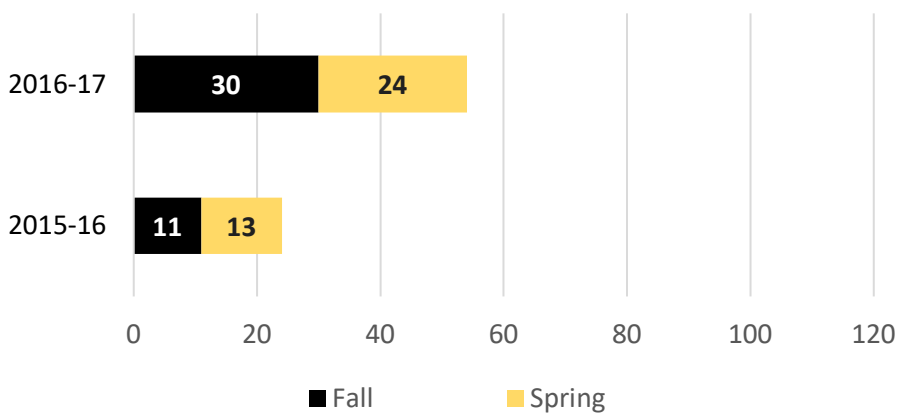


Table 2

### Unique Incidents

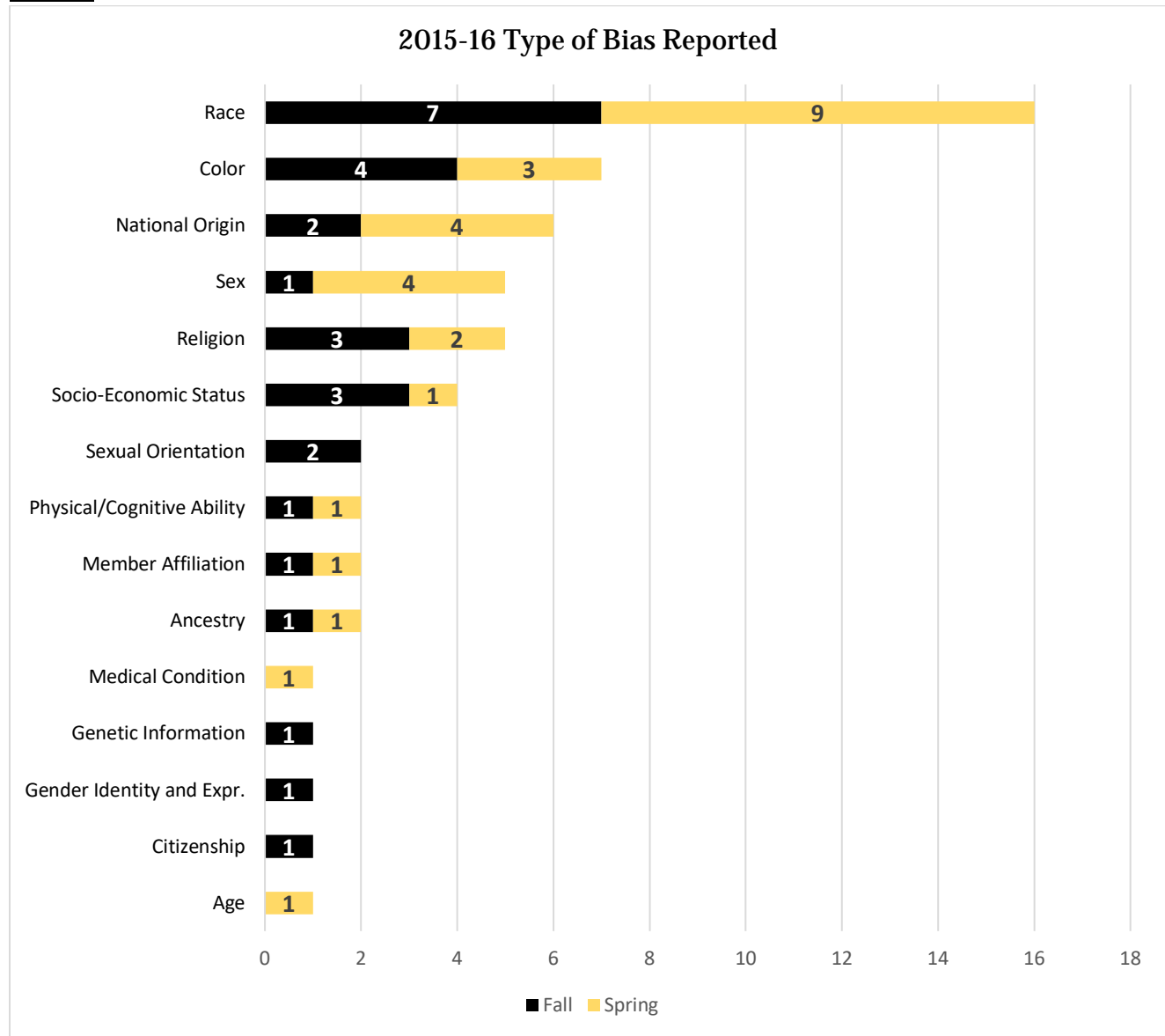


<sup>1</sup> Unique incidents may have resulted in more than one report submitted

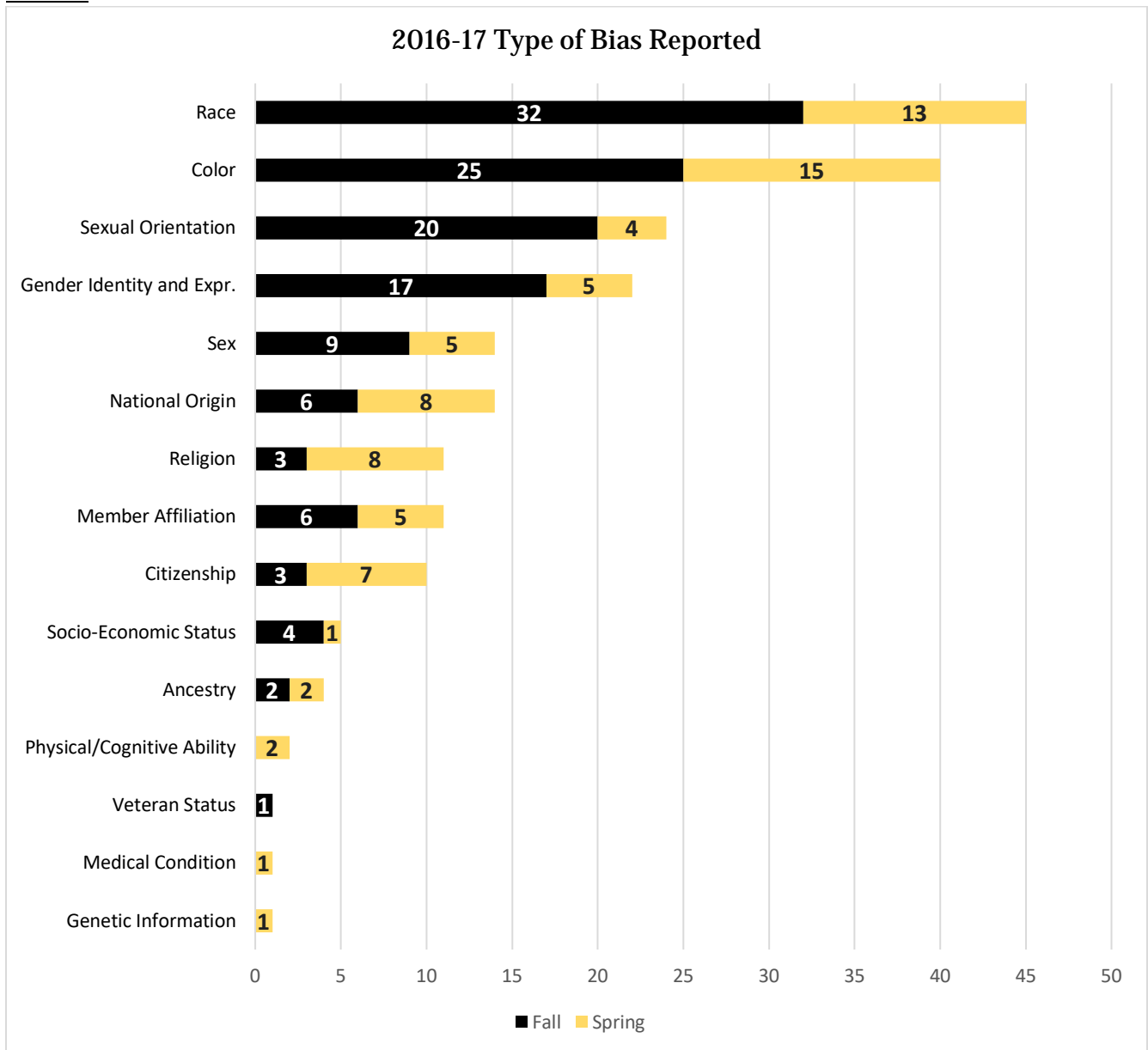
## Type of Bias, Frequency

	<b>F15</b>	<b>S16</b>	<b>Total <sup>2</sup> 2015-16</b>	<b>F16</b>	<b>S17</b>	<b>Total 2016-17</b>
Age	0	1	1	0	0	0
Ancestry	1	1	2	2	2	4
Citizenship	1	0	1	3	7	10
Color	4	3	7	25	15	40
Gender Identity and Expr.	1	0	1	17	5	22
Genetic Information	1	0	1	0	1	1
Medical Condition	0	1	1	0	1	1
Member Affiliation	1	1	2	6	5	11
National Origin	2	4	6	6	8	14
Not Applicable	2	1	3	0	0	0
Not Specified	0	1	1	5	1	6
Physical/Cognitive Ability	1	1	2	0	2	2
Race	7	9	16	32	13	45
Religion	3	2	5	3	8	12
Sex	1	4	5	9	5	14
Sexual Orientation	2	0	2	20	4	24
Socio-Economic Status	3	1	4	4	1	5
Veteran Status	0	0	0	1	0	1

**Table 3**



**Table 4**



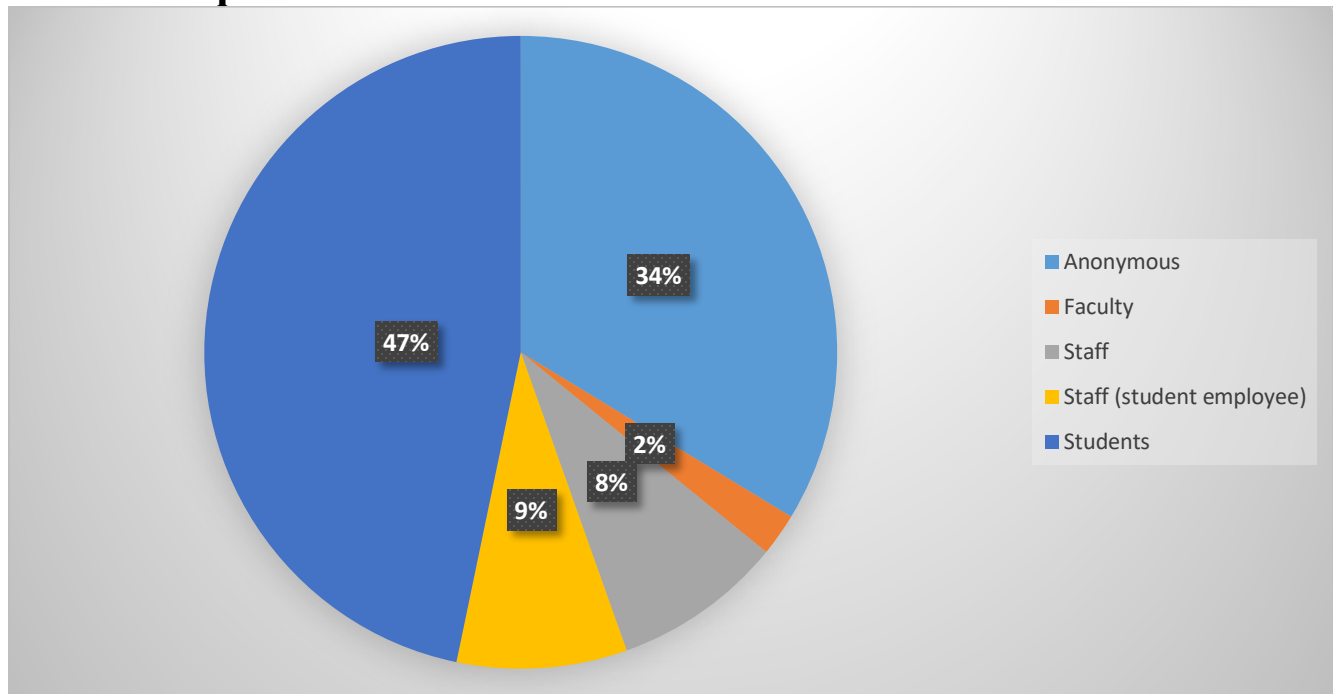
## Source of Report

	F15	S16	Total 2015-16	F16	S17	Total 2016-17
Alumni	0	0	0	0	0	0
Anonymous	2	0	2	17	14	31
Faculty	0	1	1	1	1	2
No affiliation	0	1	1	0	0	0
Staff	0	1	1	4	4	8
Staff (student employee) <sup>3</sup>	0	2	2	3	5	8
Students	10	10	20	28	15	43
Total	12	15	27	53	39	92

<sup>2</sup> Individual reports may have identified more than one type of bias

<sup>3</sup> Submitted while in performance of responsibilities

## Source of Report



## Actions Taken After Receipt of Bias Incident Report

Range of Actions	F15	S16	Total 2015-16	F16	S17	TOTAL 2016-17
Caring outreach	10	13	23	33	13	46
BIR Team convened	1	1	2	1	0	1
Educational intervention, facilitated by faculty/staff	3	4	7	7	9	16

Discussion with faculty	1	1	2	1	4	5
Referral (internal) Referral for review under existing policy: Human Resource (employee), Title IX, or Student Conduct Code						
Referral for support CARE Team, Women's Center, SAFE, ODOC	6	10	16	7	9	16
Referral (external) ARAMARK, Greek National HQ	0	0	0	1	2	3
Total	21	29	50	50	37	87

### Additional Actions Taken

(1) Parking pass refund issued by P&T; (2) The *Muslim Faculty and Staff Network* initiated by Chaplains; (3) Conversation with Campus Ministers about use of shared liturgical space facilitated by Chaplains; (4) Temporary room assigned, roommate switch facilitated by RL&H; (5) Open forum with panel of CL staff and Campus Partners; (6) Policy Review Committee convened by RL&H

### **Review Group**

The BIR Review Group met weekly throughout 2016-17 to discuss reports that have been submitted, caring response strategies, and insight gained from the experience that could decrease the likelihood of future harm. Members of the 2016–17 Review Group were:

- Adam Goldstein, Dean of Students/Associate Vice President for Campus Life
- Donna McGalliard, Dean of Residence Life/Associate Vice President for Campus Life
- Jose Villalba, Senior Associate Dean for Faculty, Evaluation, and Inclusivity, and Professor of Counseling
- Angela Mazeris, Director of LGBTQ Center
- Tanya Jachimiak, Director of Title IX Office and Coordinator and Section 504

### **Outcomes of the Biased Incident Report System**

In its third year of use, the BIR system continued to support open communication between members of the community that resulted in timely, personal, and caring outreach to individuals experiencing bias-related harm. The system also provided a formal mechanism for tracking and analysis of reports to determine strategies that minimize the likelihood of future harm, including: educational meetings with students and student organizations, discussions with faculty, bias-related training for students, and human resource, Title IX and Student Conduct Code review and action.

## Website Revision

The Bias Incident Report website was revised to incorporate feedback received by a focus group of Wake Forest University Fellows. The redesign improves appearance, includes FAQ, a section for student testimonials, and directly addresses what to expect in response to a report. This effort was led by Dr. Paige Meltzer, member of the BIR Development Team.

If you have questions about the information in this report, or other elements of the Bias Incident Reporting System, please contact [birt@wfu.edu](mailto:birt@wfu.edu).



<http://reportbias.wfu.edu/>

*“The Report Bias channel allows you to be more than just a bystander when you witness bias. It’s confidential, quick, and allowed me to help combat harmful culture.”*  
Jay Buchanan ('17)