



Annual Reports 2017-2018 & 2018-2019

Overview

In its fifth year, the Bias Incident Report (“BIR”) System continues to support open communication between members of the Wake Forest University community resulting in timely, personal, and caring outreach to individuals and groups reporting bias-related harm. The BIR system also provides a formal mechanism for tracking and analysis of reports in order to discern patterns and to determine strategies that may minimize the likelihood of future harm. Strategies for minimizing the likelihood of future harm include educational meetings with students and student organizations; discussions with faculty; and bias prevention training for students, faculty and staff. When it appears that the alleged incident may include a violation of University policy, the Review Group may also refer the report to Human Resources, the Dean of Students, the Dean of the College, or to the Title IX Office for an assessment and/or investigation under applicable policies. Generally, restorative conversations between affected students are facilitated by the Office of the Dean of Students.

Bias Defined

Under the BIR system, a bias related incident is defined as an act or behavior motivated by the offender’s bias against facets of a person’s or group’s identity. Identity may be shaped by a number of characteristics, including but not limited to, race, color, religion, national origin, ethnicity, sex, age, sexual orientation, gender identity and expression, genetic information, disability, veteran status, socio-economic position, membership affiliation and group affiliation. A bias related incident may contribute to creating an unsafe and/or unwelcoming academic, living and/or working environment.

The expression of an idea or point of view some may find offensive or inflammatory is not necessarily a bias-related incident. Wake Forest University 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 an individual or group that otherwise violate student codes of conduct or other University policies.

Other Terms and Definitions

Caring Outreach = Supportive outreach to person(s) or group(s) reporting, or affected by, a perceived bias related incident.

Police Follow-up and/or Assessment = By protocol, the Wake Forest University Police Department reviews each BIR after its submission to determine whether a crime has been committed and/or

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additional information or immediate outreach is needed. Additional assessment and review may occur as needed for criminal or administrative follow-up to occur.

Referral and/or Intervention = When the reporting party(ies) or person(s) who perceives a bias related incident is identified, the Review Group may refer the BIR to offices or staff for their review and/or action. Referrals may result in further review / investigation and/or other interventions 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).

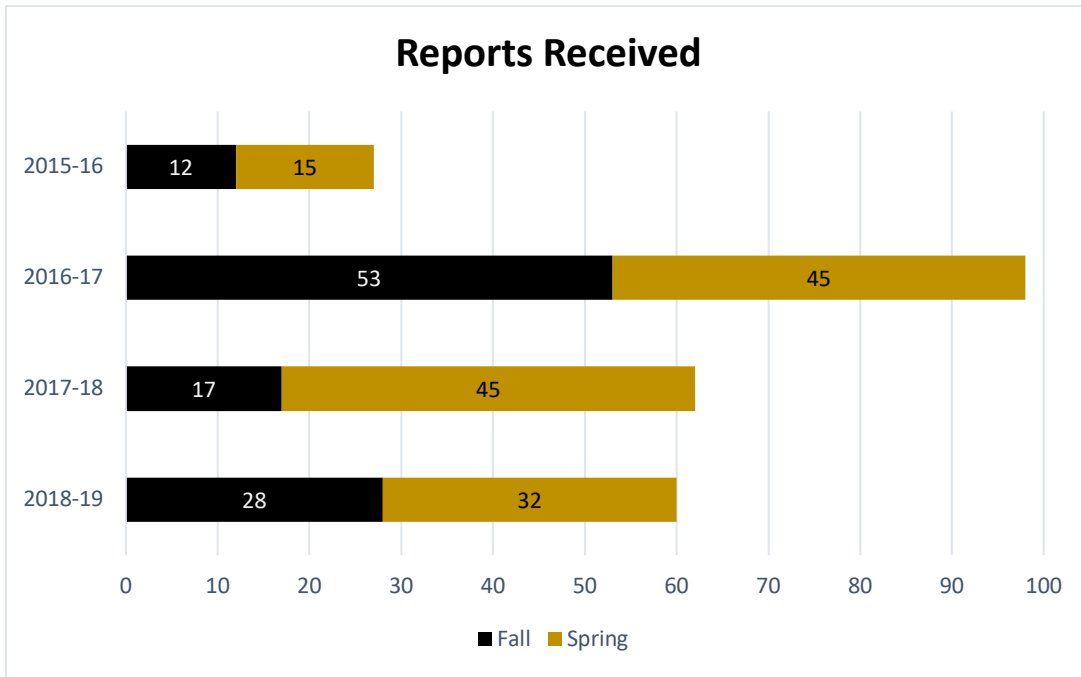
BIRT = BIR Teams (BIRT) may be convened for support outreach, resource delivery/referral, intervention, and/or monitoring.

Review Group = The BIR Review Group is led by the Dean of Students and the Office of Diversity & Inclusion. The Review Group meets at least weekly to review BIRs, determine strategies for providing care and support to affected parties as well as strategies for preventing future harm through best practices and insights gained. The Review Group does not conduct investigations but may conduct outreach to affected parties for purposes of determining appropriate actions, if any (e.g., referrals; facilitated, educational interventions). If appropriate, the Review Group will direct the report to the appropriate office for further review and/or investigation pursuant to applicable University policies. Members of the 2018–19 Review Group were:

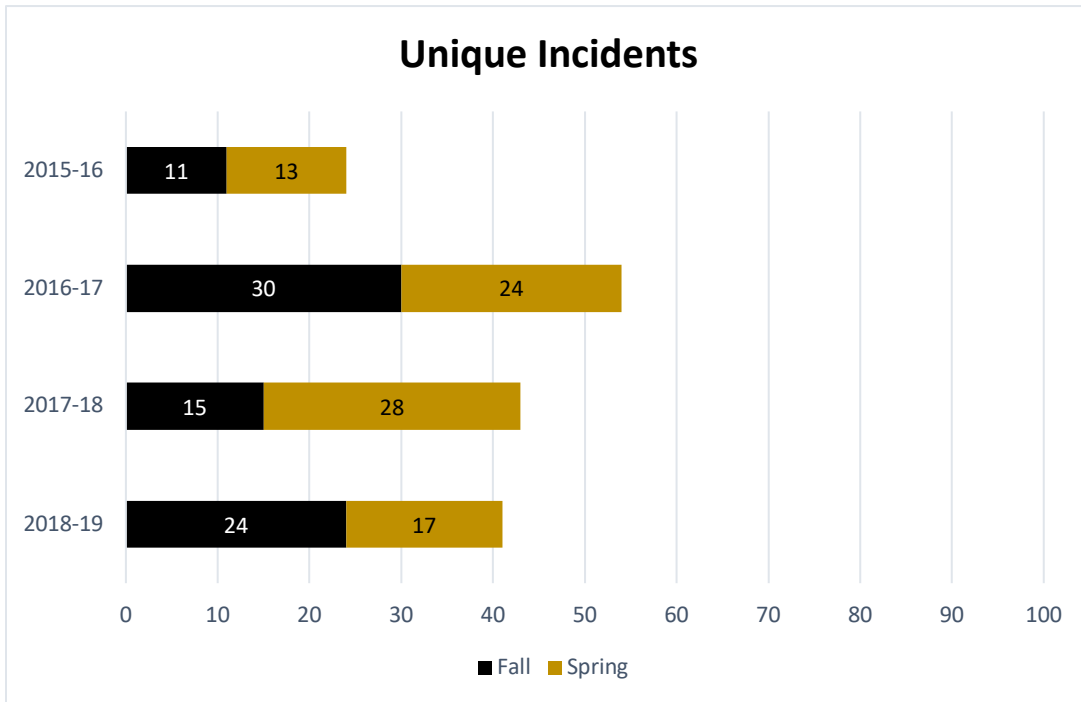
- Jose Villalba, Vice President for Diversity and Inclusion, Chief Diversity Officer
- Adam Goldstein, Dean of Students/Associate Vice President for Campus Life
- Erica Still, Associate Dean for Faculty Recruitment, Diversity & Inclusion
- Matt Clifford, Interim Dean of Residence Life & Housing
- Tanya Jachimiak, Director of Title IX Office, Title IX Coordinator and Section 504 Coordinator

Summary of Reports and Review Group's Range of Actions

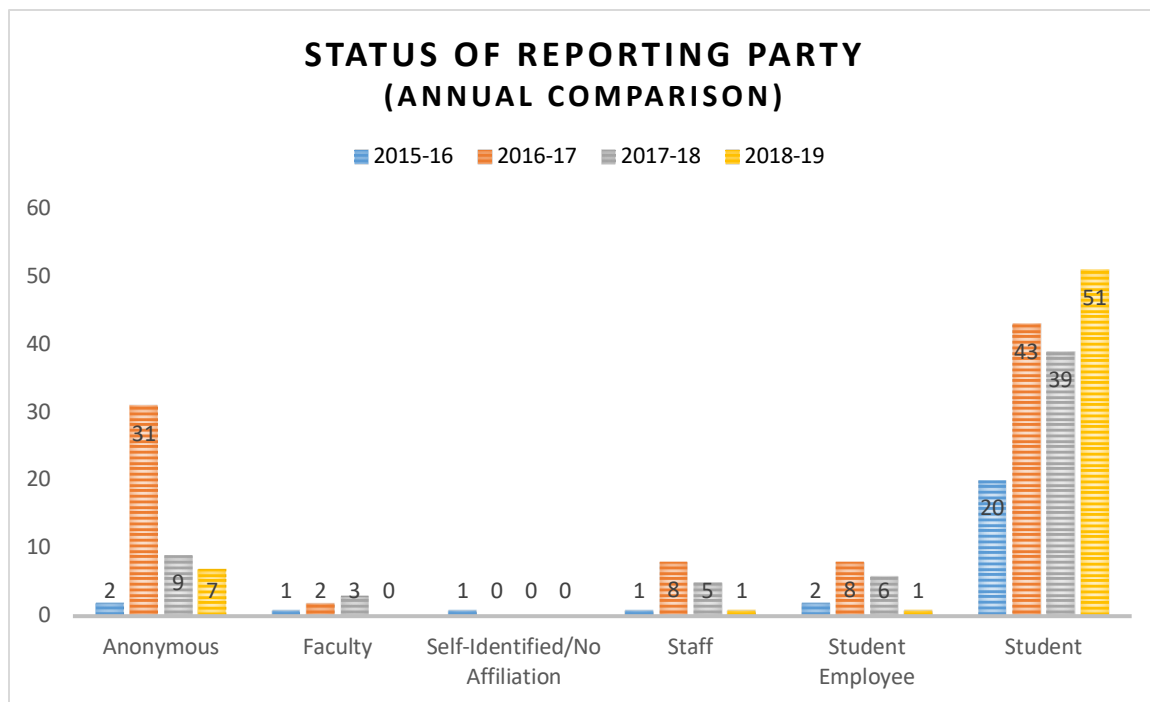
The information contained in this document refers to reports submitted to the *Biased Incident Report System* (<http://reportbias.wfu.edu/>), and may not capture bias-related incidents reported through other University systems (i.e., Title IX, Silent Witness, Compliance Hotline, or other direct reports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



Note: Multiple reports may be filed regarding one incident or event involving perceived bias(es).



Note: A unique incident refers to a single incident or event involving alleged bias(es). An event or incident is typically defined by time (e.g., the duration of a social party; the duration of a class; the duration of a speaker panel).



Perceived Basis of Incident¹

	Total 2015-16	Total 2016-17	Total 2017-28	Total 2018-19
Age	1	0	1	3
Ancestry	2	4	3	6
Citizenship	1	10	3	12
Color	7	40	21	6
Disability	0	0	3	0
Gender Identity & Expression	1	22	6	2
Genetic Information	1	1	1	3

¹ A reporting party may list multiple types of bias in one report. If a reporting party chose “other” but did not specify or the specification was not associated with an identifiable category, the basis was counted under the “other” category.

Medical Condition	3	3	7	2
Member Affiliation	2	11	2	10
National Origin	6	14	4	20
Race	16	45	44	30
Religion	5	12	3	21
Sex	5	14	9	3
Sexual Orientation	2	24	6	7
Socio-Economic Status	4	5	3	2
Veteran Status	0	1	0	0
Political Affiliation	N/A	N/A	N/A	1
Other	N/A	N/A	5	8
Ethnicity	N/A	N/A	N/A	1

Range of Actions Taken by Review Group

Action	Total Reports 2015-16	Total Reports 2016-17	Total Reports 2017-18	Total Reports 2018-19
Caring Outreach ²	23	46	35	55
BIR Team Convened	2	1	0	0

² Note: This number does not reflect the number of students contacted by the Review Group. Rather, it reflects the number of reports in which caring outreach was done. Routinely, there is more than one individual per BIR to whom the Review Group provides caring support and outreach. Additionally, this number does not reflect the caring outreach conducted by the Office for Diversity and Inclusion, the Dean of Students, the Dean of the College, Human Resources, the Title IX Office or other offices once a BIR has been referred to that respective office by the Review Group.

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Educational Intervention/Informal Discussions with Students (Review Group Facilitated)	7	16	8	16
Educational Intervention/Informal Discussions with Faculty (Review Group Facilitated)	2	5	6	4
Referrals to University Accountability Systems	16	16	14	26
Referrals to External Systems (e.g., ARAMARK, Greek National HQ)	0	3	1	0



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