

**ANNUAL BIAS TEAM
REPORT**



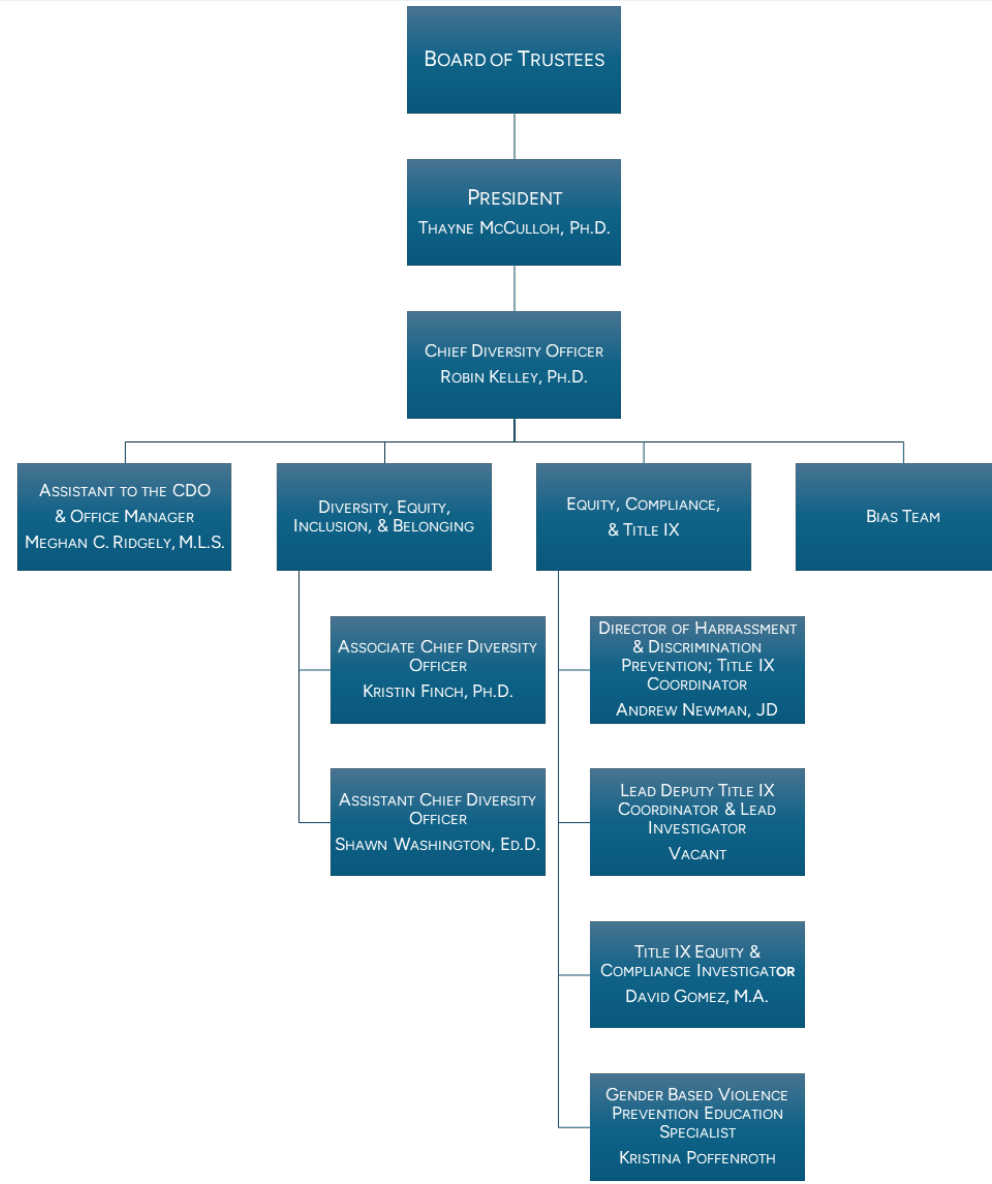
GONZAGA | Office of
UNIVERSITY | Inclusive Excellence

Fall 2023 – Spring 2024

**Summary of
Bias Incident Reports**



BIAS Team Structure in the Office of Inclusive Excellence



BIAS Team Purpose

The Bias Incident Assessment & Support (BIAS) Team was created from the 2017 Campus Climate survey results and is housed under the organizational structure of the Office of Inclusive Excellence (OIE) which provides oversight of the team. The team:

- Support individuals and communities impacted by bias incidents
- Assess reporting data and make recommendations on the impact of bias incidents on Gonzaga's overall campus climate

BIAS Team Mission

The Bias Incident Assessment and Support (BIAS) Team is committed to fostering a campus environment where everyone feels safe and respected. We include within that commitment, a desire to uphold everyone's right to freedom of expression. Our responsibilities include supporting people and groups who experience bias incidents, monitoring and reporting on those incidents and recommending educational initiatives to minimize bias in the Gonzaga University community.



BIAS Team Membership 2023/2024

Membership

- Staff Co-Chair: Dr. Shawn Washington – Office of Inclusive Excellence
- Faculty Co-Chair: Vacant
- Senior Administrative Liaison: Dr. Robin Kelley – Office of Inclusive Excellence

Faculty

- Dr. Kem Gambrell – School of Leadership Studies
- Dr. Ryan Herzog – School of Business
- Dr. Kristine Hoover – School of Leadership Studies
- Dr. Gerhard Barone – School of Business

Staff

- Matthew Barcus – Lincoln LGBTQ+ Resource Center
- Dr. Susan Lee – Law School
- Meredith McKay – University Ministry
- Sierra Pancoast – Housing & Residence Life
- Dr. Raymond Reyes – Cultural Initiatives
- Melkam Tesfaye – Resolution Center



- Reporting Party: The person who submits a report to the BIAS Team.
- Impacted Party: Someone on the receiving end (directly/indirectly) of a bias incident.
- Initiator(s): Someone who said or did something biased to someone else.
- Bystander(s): Someone who witnessed and did not interrupt the bias incident.
- Ally: Someone who interrupted the bias incident to support the impacted party.

Reporting Options

Notification Only

- The bias incident report is documented and archived
- No reach out will be made
- UNLESS it is deemed necessary, i.e., a policy violation

Notification and Response

- BIAS Team Chair will reach out within two days to confirm receipt. A BIAS Team member(s) will be assigned to the case.
- The BIAS Team member will reach out within two days to communicate next steps.
- During the meeting with the BIAS Team member(s), will provide options for support.

The BIAS Team received a total of 69 reports from Fall 2023 through Spring 2024.

Notification / Response	Number of Reports	% (out of 69)
Notification Only	39	57%
Response Requested	30	43%

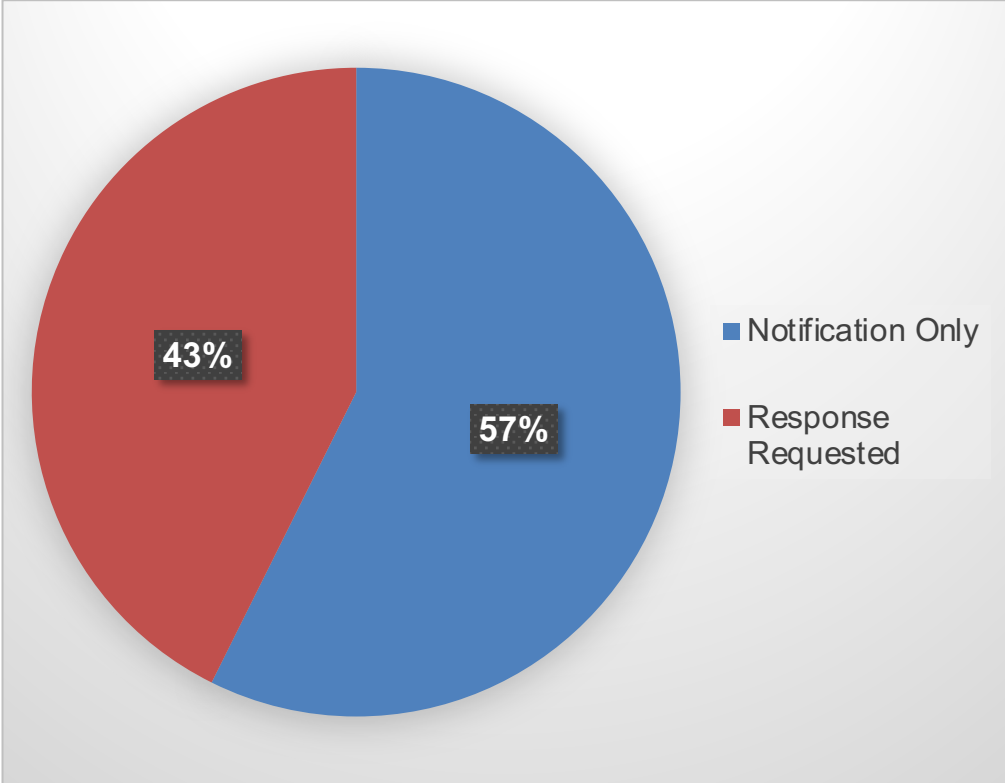
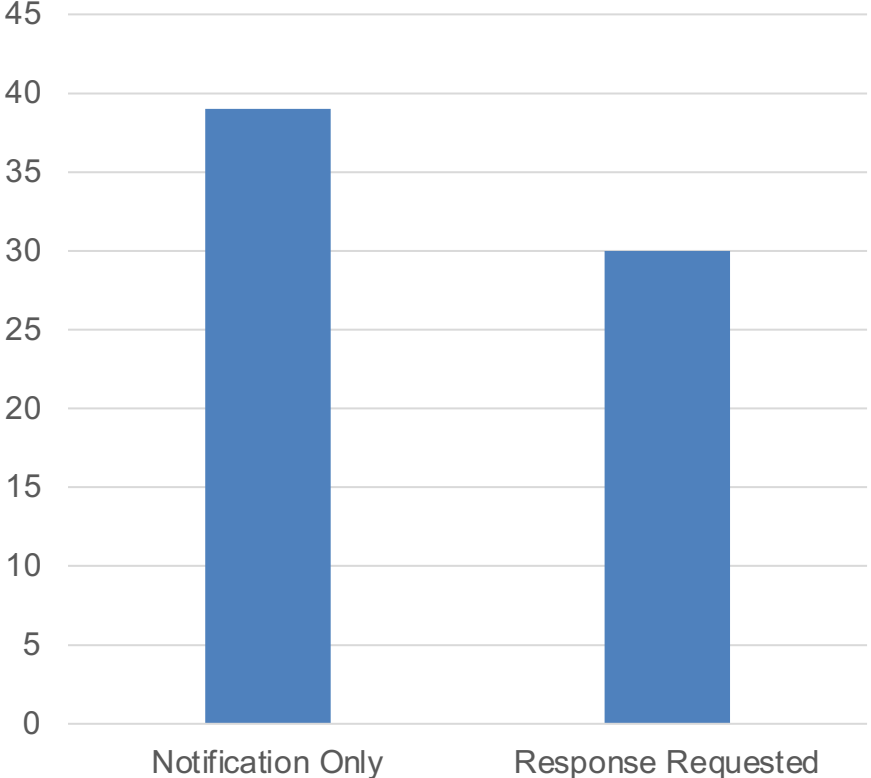
Submitted by	Number of Reports	% (out of 69)
Students	51	73%
Staff	8	12%
Faculty	6	9%
Other	4	6%

Identities Impacted	Number of Reports
Color / Ethnicity / Race	34
Faith/Religion	15
Gender / Sex	6
Gender Identity/Sexual Orientation	5
Disability	3
Age	2
National Origin	2
Body type	1
Other* (Positionality)	1

Location	Number of Reports	% (out of 69)
Classroom	26	37%
Other On-Campus	20	29%
Residence Hall	13	19%
Online	6	9%
Off-Campus	4	6%

***2022/2023 total reports were 103**

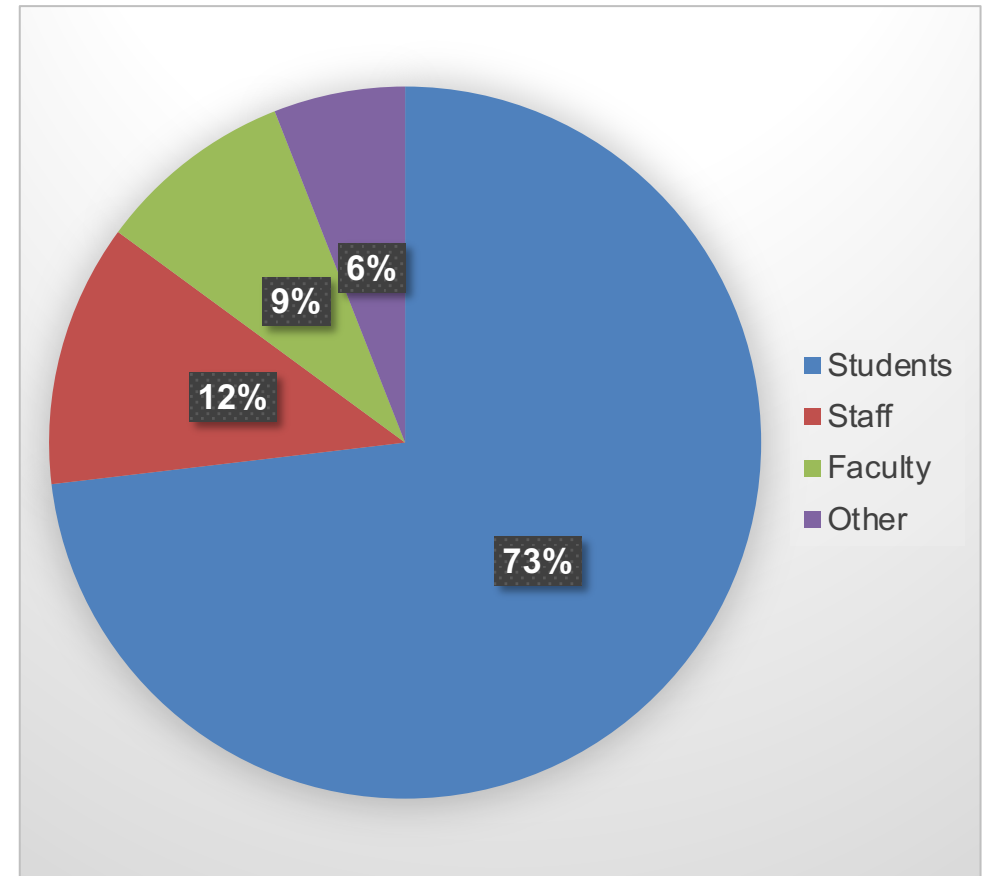
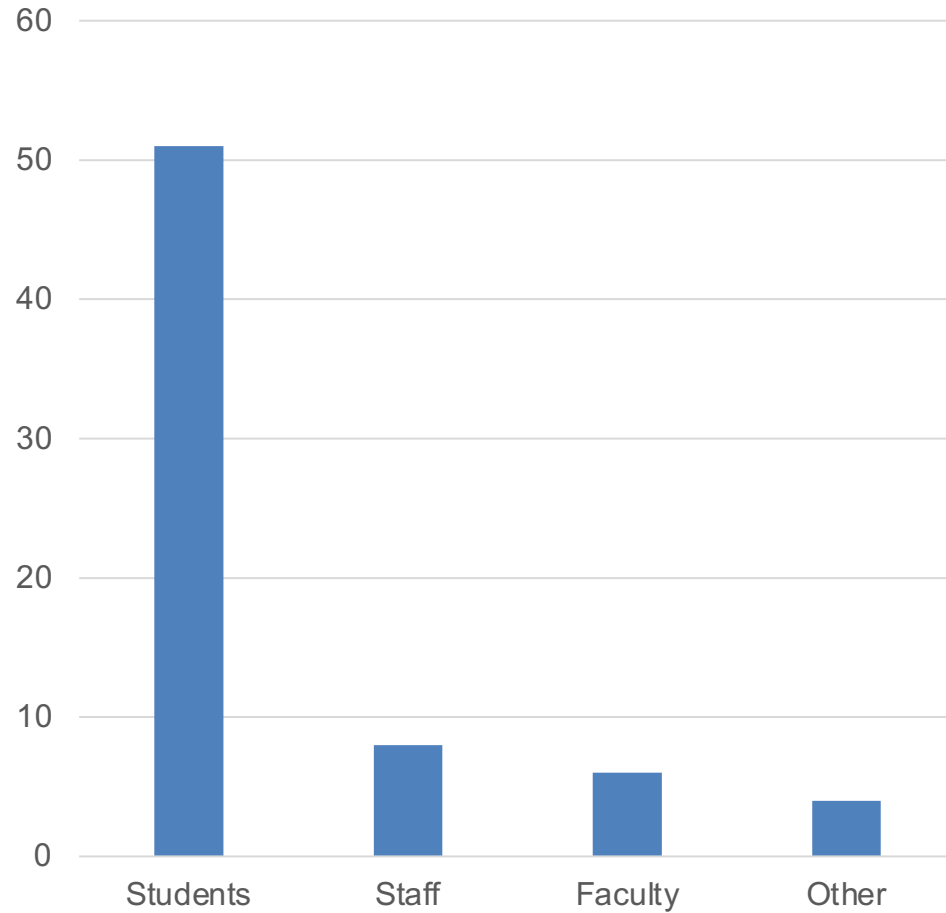
NOTIFICATION ONLY -OR- RESPONSE REQUESTED



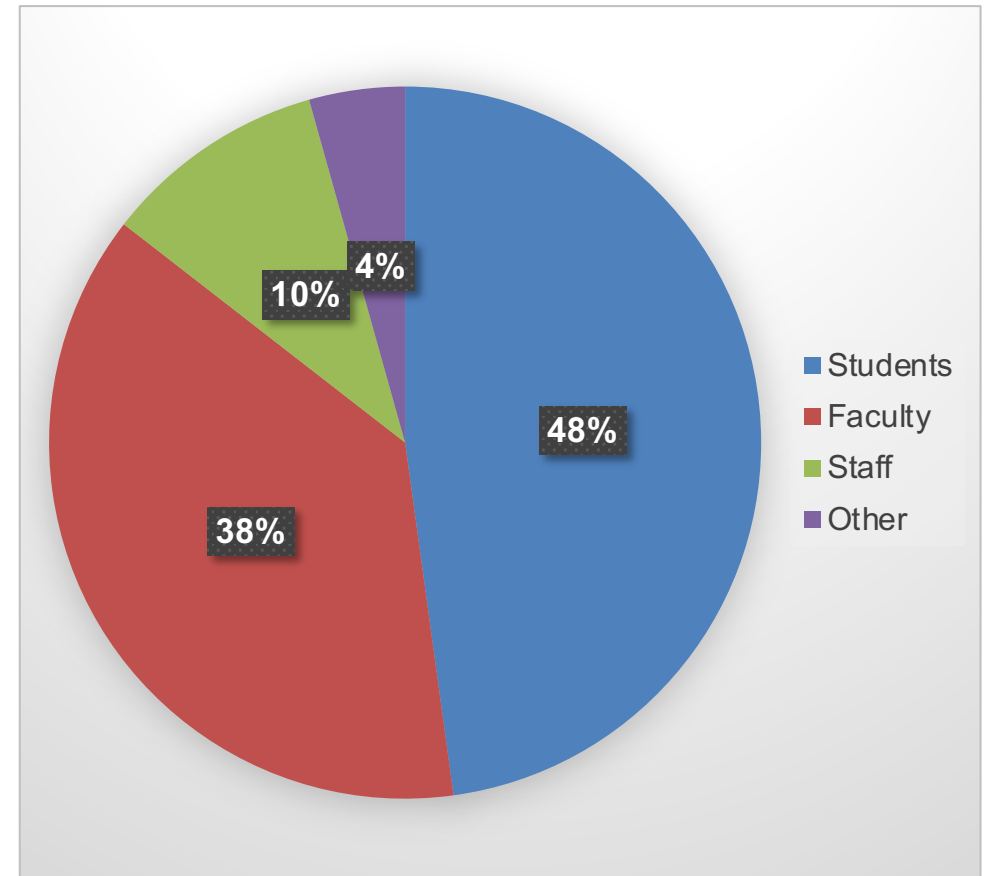
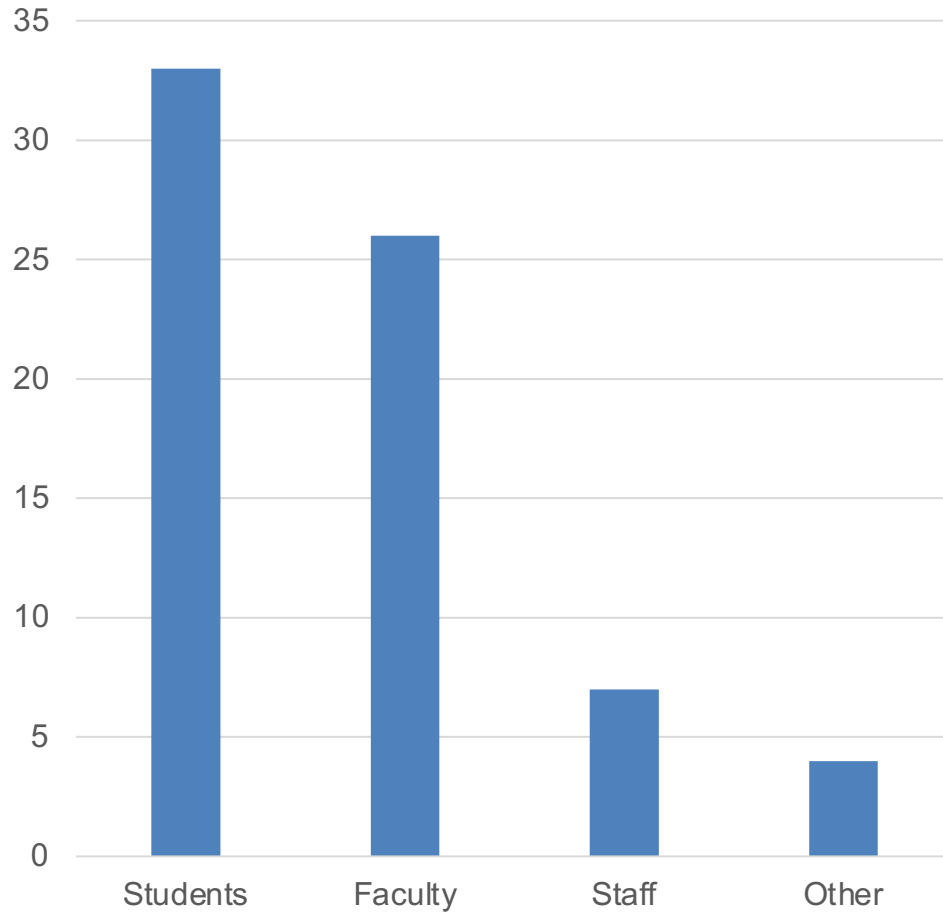
(2022/2023 – 83% of reports requested a response)

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REPORTS SUBMITTED BY...

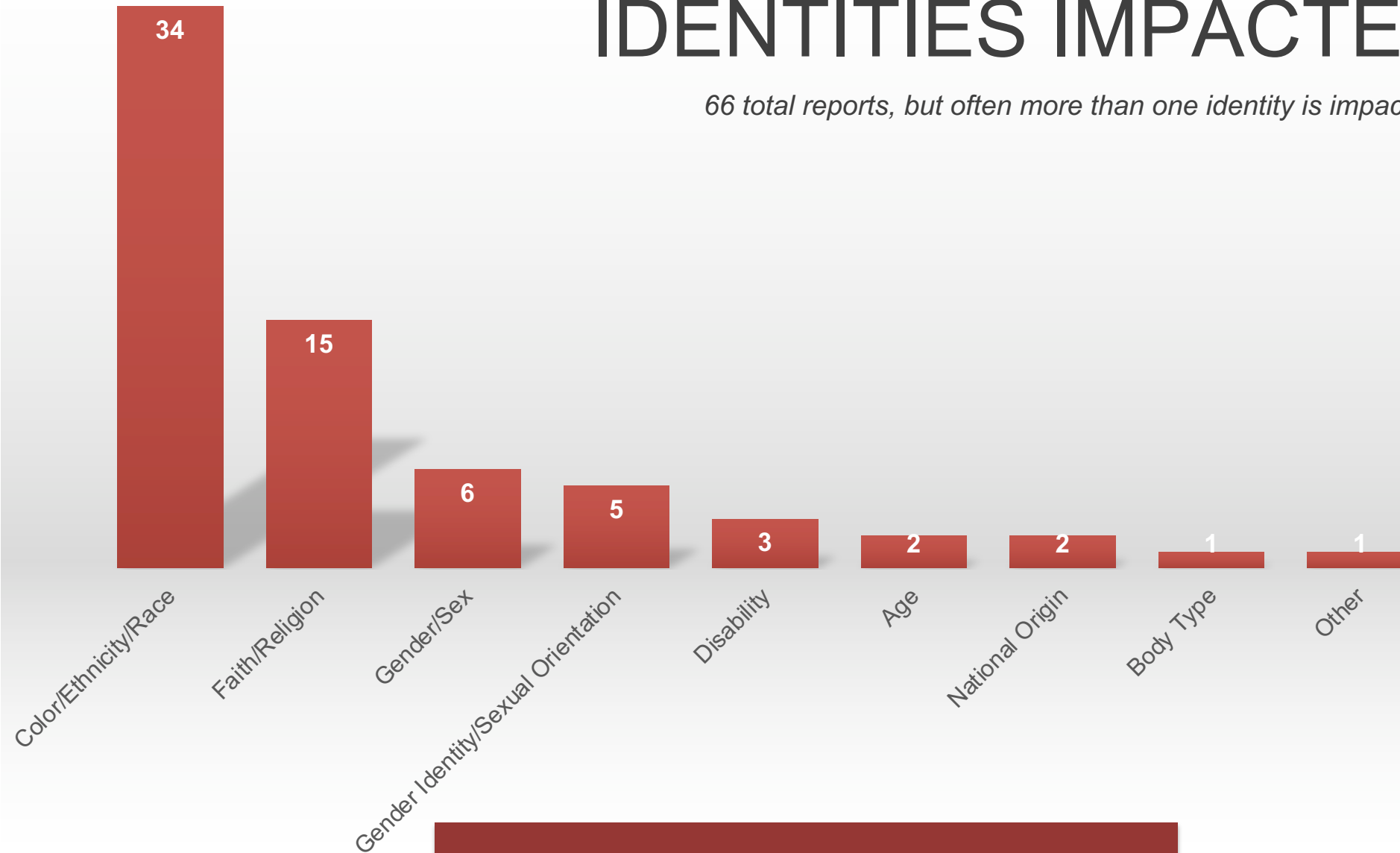


TYPES OF INITIATORS...



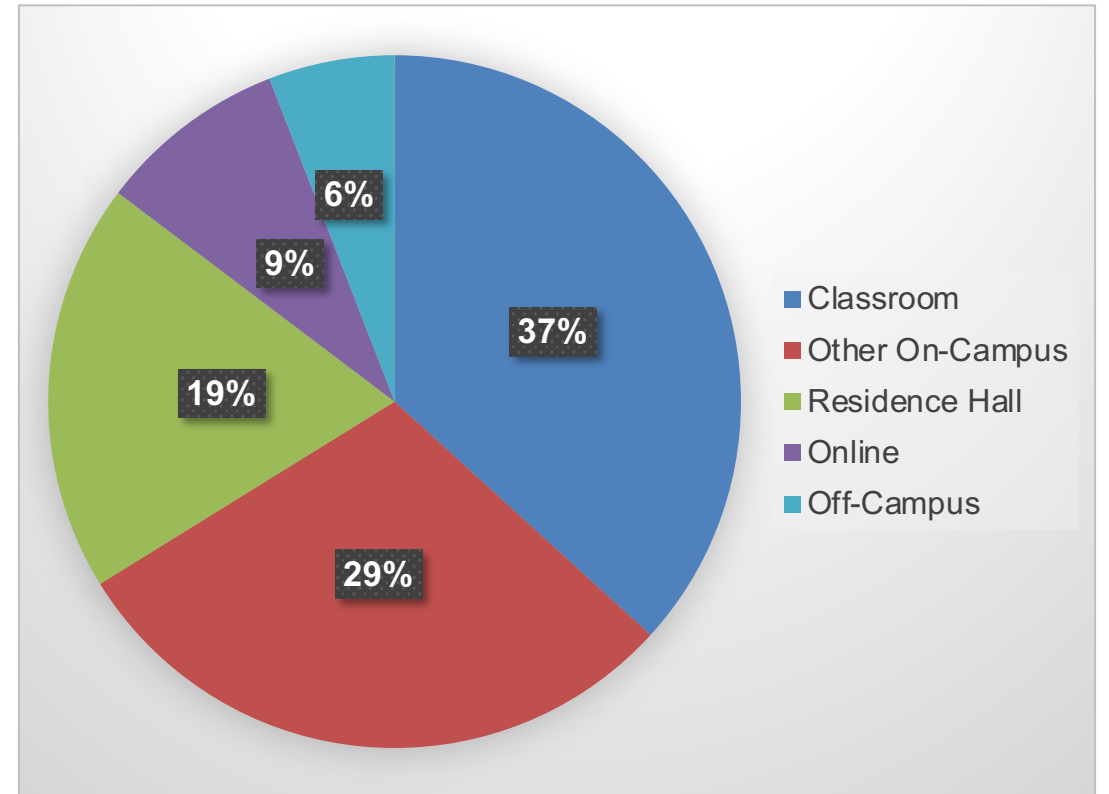
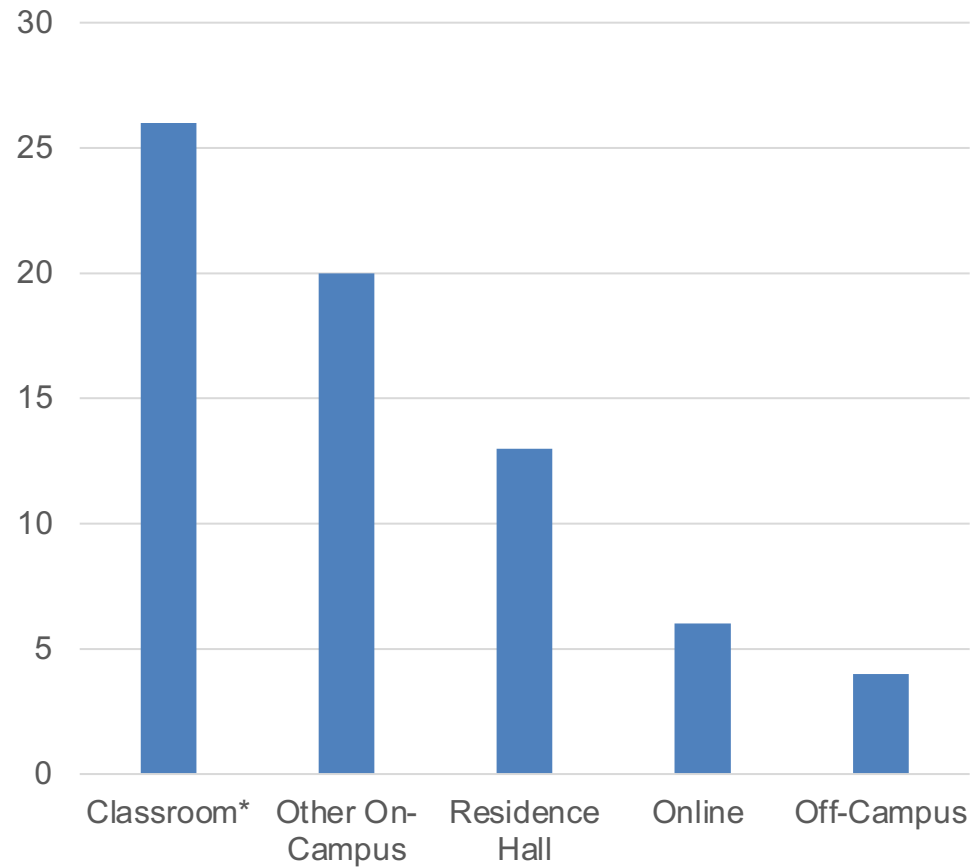
IDENTITIES IMPACTED

66 total reports, but often more than one identity is impacted



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INCIDENT LOCATIONS



EXAMPLES BY LOCATION

The following are examples of bias incident reports by location that were submitted from beginning of academic year in fall 2023 to the end of spring semester 2024. This is not a comprehensive list, and in some cases, the person who initiated the bias incident is unknown. Also, if the bias incident was initiated by someone external to Gonzaga University, this is explicitly stated in the summaries listed below.

Classroom

Faculty singling out underrepresented students in class, e.g.

- expecting Latinx students to know Spanish
- tokenizing students and committing racist/classist microaggressions

Faculty showing racially sensitive or racist material in class without context or discussion

Students' racist comments/behaviors in class remain unaddressed or uncorrected

Educational class discussion minimizes and dismisses concerns/facts about racism

Faculty minimizes student faith-identity within the classroom

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EXAMPLES BY LOCATION

Residence Halls

Homophobic, racist, xenophobic, and sexist slurs/images on white boards and walls

Inappropriate comments based on gender/sex towards community members around Resident Apartments

Student discussion minimizes and diminishes concerns about institutional racism

Ongoing and unwelcome use of racist, sexist, anti-Semitic, etc. slurs and jokes among student peers

Other On-Campus

Attacks on faith classroom discussions

Vandalism of restroom against certain faith practices

Staff member references size discrimination in the workplace

Vandalism of event flyers connected to sexual orientation

Student club peers not creating a sense of belonging to a fellow club peer based on their race/ethnicity

Staff member repeatedly makes racist and homophobic statements

EXAMPLES BY LOCATION

Online

Volunteer forms not being inclusion for non-binary students

Anti-fat language in employee morning mail announcements

Student posts racist and antisemitic messages on Social Media Outlets

Off-Campus

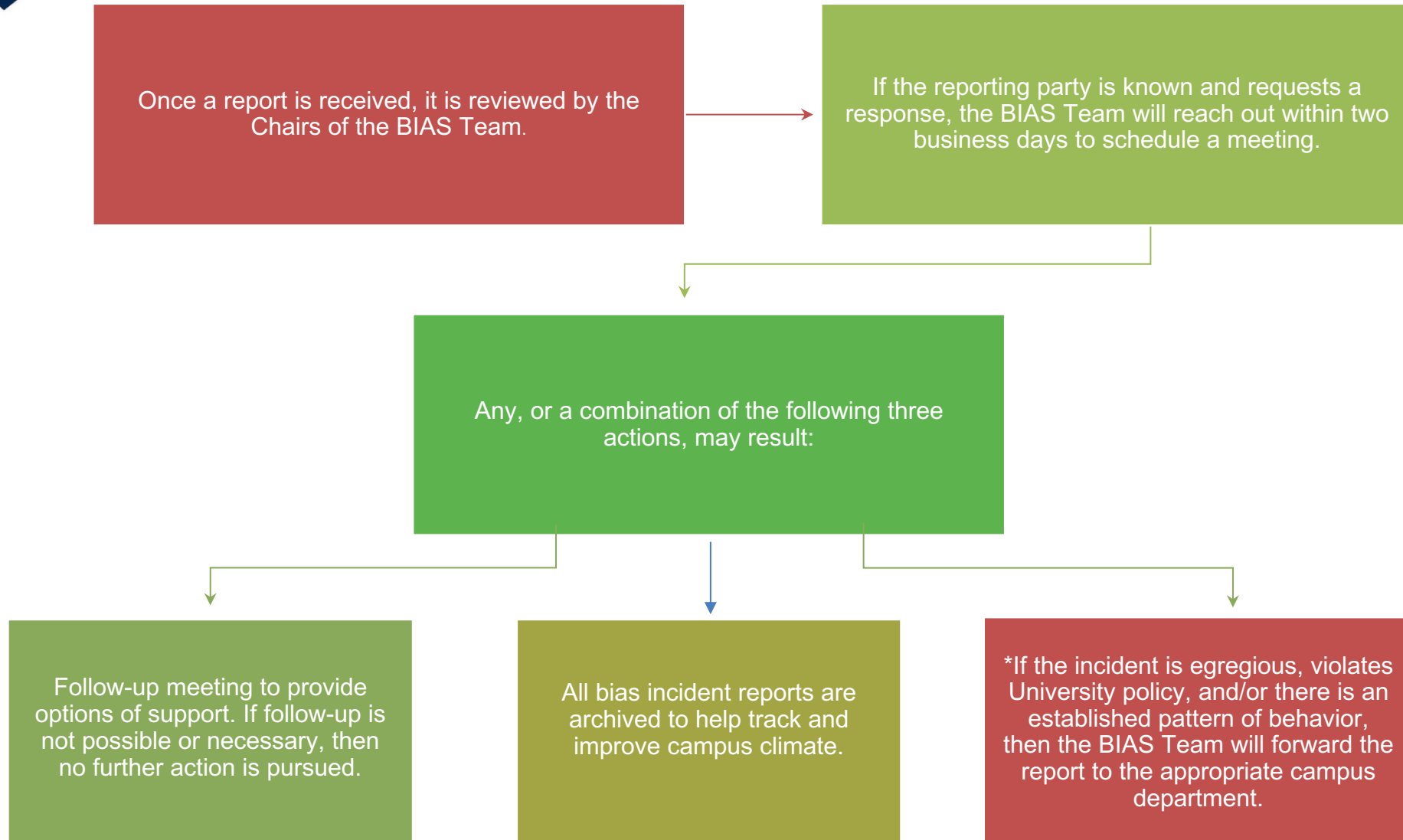
Racist acts against a student-athlete

Inappropriate touching based on gender/sex

Racial microaggressions between students

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REPORTING PROCESS



FOLLOW-UP ACTIONS

All reports were followed up on by the BIAS Team and the appropriate university office (i.e., Office of Inclusive Excellence/OIE*, Campus Security/CSPS, etc.).

Follow-up actions included:

- BIAS Team educational conversation with the Initiator to discuss the intent vs. impact of the behavior, etc.
- Coaching support on having dialogue between impacted and initiator.
- Training and Education opportunities for all parties involved (with OIE) .
- Corrective conversations; when initiator was an GU employee (faculty or professional staff). Matters of this nature were referred to the Office of Inclusive Excellence. OIE notified the appropriate university administrator.

Any person who experiences or witnesses bias is encouraged to file a report.

*Reports that are referred to OIE fall under Harassment and Non-Discrimination policy or the Title IX Sexual Harassment policy.

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2024-2025 Goals

- Expand BIAS Team membership; current membership is six staff and four faculty, total of ten members.
- Continue to provide professional development to current and new BIAS Team members
- Create campus awareness and education about the work of the BIAS Team (i.e., BIAS Team informational sessions)
- Recruit a faculty co-chair for the BIAS Team
- Create a post-response meeting survey for impacted parties