Summary of Bias Incident Reports

Fall 2023 – Spring 2024

ANNUAL BIAS TEAM REPORT
BIAS Team Structure in the Office of Inclusive Excellence
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 support and oversight of the team.

The BIAS 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
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.

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BIAS Team Membership 2023/2024

**Membership**
- Faculty Co-Chair: Vacant
- Staff Co-Chair: Dr. Shawn Washington – Office of Inclusive Excellence
- Senior Administrator/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

[www.gonzaga.edu/reportbias](http://www.gonzaga.edu/reportbias)
Terminology

• **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. An Impacted Party can also be the Reporting Party.
• **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.

[Link: www.gonzaga.edu/reportbias]
Notification Only

- The bias incident report is documented and archived.
- In most cases, no reach out will be made.
- Outreach made if deemed necessary (i.e., a policy violation) and to notify the reporting party that the case is being referred.

Notification and Response

- BIAS Team Co-Chair will reach out within two days to confirm receipt and a team member(s) will be assigned to the case.
- The BIAS Team member will reach out within two days to communicate next steps and schedule a meeting.
- During the meeting, team member(s) will provide options and resources and support.

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Once a report is received, it is reviewed by the BIAS Team Co-Chairs. If the reporting party shares their identity and requests a response, the BIAS Team will reach out within two business days to schedule a meeting.

Any, or a combination of the following three actions, may result:

- A meeting to provide options and support with the reporting party. If the reporting party requests no further action, the case is closed.
- If the reporting party refuses to meet with the BIAS Team, the case is archived. All bias incident reports are archived in order to track and improve the campus climate.
- If the incident or conduct fall under University policy, the BIAS Team will refer it to the appropriate campus administrative office.
The BIAS Team received a total of 69 reports from Fall 2023 through Spring 2024.

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

<table>
<thead>
<tr>
<th>Notification / Response</th>
<th>Number of Reports</th>
<th>% (out of 69)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Notification Only</td>
<td>39</td>
<td>57%</td>
</tr>
<tr>
<td>Response Requested</td>
<td>30</td>
<td>43%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Submitted by</th>
<th>Number of Reports</th>
<th>% (out of 69)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>51</td>
<td>73%</td>
</tr>
<tr>
<td>Staff</td>
<td>8</td>
<td>12%</td>
</tr>
<tr>
<td>Faculty</td>
<td>6</td>
<td>9%</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Location</th>
<th>Number of Reports</th>
<th>% (out of 69)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom</td>
<td>26</td>
<td>37%</td>
</tr>
<tr>
<td>Other On-Campus</td>
<td>20</td>
<td>29%</td>
</tr>
<tr>
<td>Residence Hall</td>
<td>13</td>
<td>19%</td>
</tr>
<tr>
<td>Online</td>
<td>6</td>
<td>9%</td>
</tr>
<tr>
<td>Off-Campus</td>
<td>4</td>
<td>6%</td>
</tr>
</tbody>
</table>

*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...

- Students: 73%
- Staff: 12%
- Faculty: 9%
- Other: 6%

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TYPES OF INITIATORS…

- Students: 48%
- Faculty: 38%
- Staff: 10%
- Other: 4%

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IDENTITIES IMPACTED

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

- 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: 1

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INCIDENT LOCATIONS

- Classroom*: 37%
- Other On-Campus: 29%
- Residence Hall: 19%
- Online: 9%
- Off-Campus: 6%

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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.

<table>
<thead>
<tr>
<th>Classroom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty singling out underrepresented students in class, e.g.</td>
</tr>
<tr>
<td>• expecting Latinx students to know Spanish</td>
</tr>
<tr>
<td>• tokenizing students and committing racist/classist microaggressions</td>
</tr>
<tr>
<td>Faculty showing racially sensitive or racist material in class without context or discussion</td>
</tr>
<tr>
<td>Students’ racist comments/behaviors in class remain unaddressed or uncorrected</td>
</tr>
<tr>
<td>Educational class discussion minimizes and dismisses concerns/facts about racism</td>
</tr>
<tr>
<td>Faculty minimizes student faith-identity within the classroom</td>
</tr>
</tbody>
</table>
# Report 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

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### Online

<table>
<thead>
<tr>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteer forms not being inclusion for non-binary students</td>
</tr>
<tr>
<td>Anti-fat language in employee morning mail announcements</td>
</tr>
<tr>
<td>Student posts racist and antisemitic messages on Social Media Outlets</td>
</tr>
</tbody>
</table>

### Off-Campus

<table>
<thead>
<tr>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racist acts against a student-athlete</td>
</tr>
<tr>
<td>Inappropriate touching based on gender/sex</td>
</tr>
<tr>
<td>Racial microaggressions between students</td>
</tr>
</tbody>
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All “Notification and Response” reports were followed up on by the BIAS Team and included the following actions:

- BIAS Team educational conversation with the Initiator to discuss the intent vs. impact of the behavior.
- Coaching support for the Impacted party on having dialogue with the Initiator.
- Collection of data and tracking of systemic issues.
- Referral to other appropriate offices or departments.

*Any person who experiences or witnesses bias is encouraged to file a report.*
Reports that were referred to the Office of Inclusive Excellence (OIE) resulted in the following actions:

• Training and Education opportunities for all parties involved.
• Corrective conversations; in cases where the impacted party requested it and the initiator was an GU employee (faculty or staff). OIE notified the appropriate university administrator.
• The reported conduct fell under the Harassment and Non-Discrimination policy, or the Title IX Sexual Harassment policy and impacted party wished to file a complaint, it was investigated under the applicable policy procedures.
• Expand BIAS Team membership; current membership is six staff and four faculty, total of ten 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.
• Continue to provide professional development to current and new BIAS Team members.

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BIAS Team End of Year Report

Thank You