



# **Summary of Bias Incident Reports**

*June 1, 2018 – May 31, 2019*

# Purpose

The Bias Incident Assessment & Support (BIAS) Team exists to:

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



The **BIAS Team** received a total of **107 reports** from **June 1, 2018** through **May 31, 2019**. Out of the 107 reports received, there were **85 unique bias incidents**. (The BIAS Team received multiple reports about the same incident.)

Submitted by	Number of Reports	Percentage (out of 106)
Students*	69	65.1
Staff	26	24.5
Faculty	6	5.7
Anonymous	4	3.8
Other	1	0.9

*\*20 of the 69 students are part of Housing & Residence Life staff.*

*\*\*4 of the 6 faculty and 9 of the 26 staff reported via Human Resources or Campus Security & Public Safety.*

Notification / Response	Number of Reports	Percentage (out of 106)
Notification Only	73	69
Response Requested	33	31

Identities Targeted	Number of Reports (out of 85)
Color / Ethnicity / Race	44
Gender Identity / Sexual Orientation	22
Gender / Sex	15
Other	11
National Origin	5
Religion	5
Disability	2
Age	1

*Percentage could not be calculated, because many incidents targeted more than just one identity.*

Location	Number of Reports	Percentage (out of 85)
Classroom	34	40.0
Residence Hall	23	27.1
Other On Campus	11	12.9
Off Campus	7	8.2
Online	6	7.1
Postal Mail	4	4.7

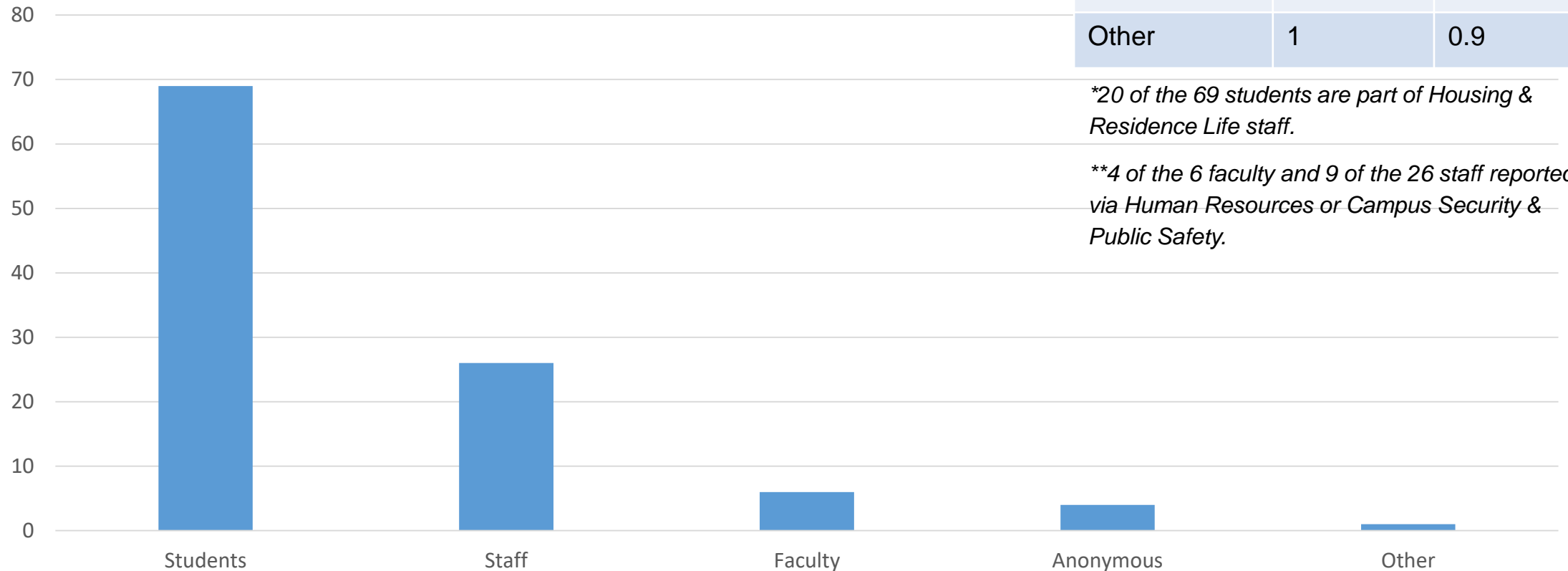
[www.gonzaga.edu/reportbias](http://www.gonzaga.edu/reportbias)



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Number of Reports Received



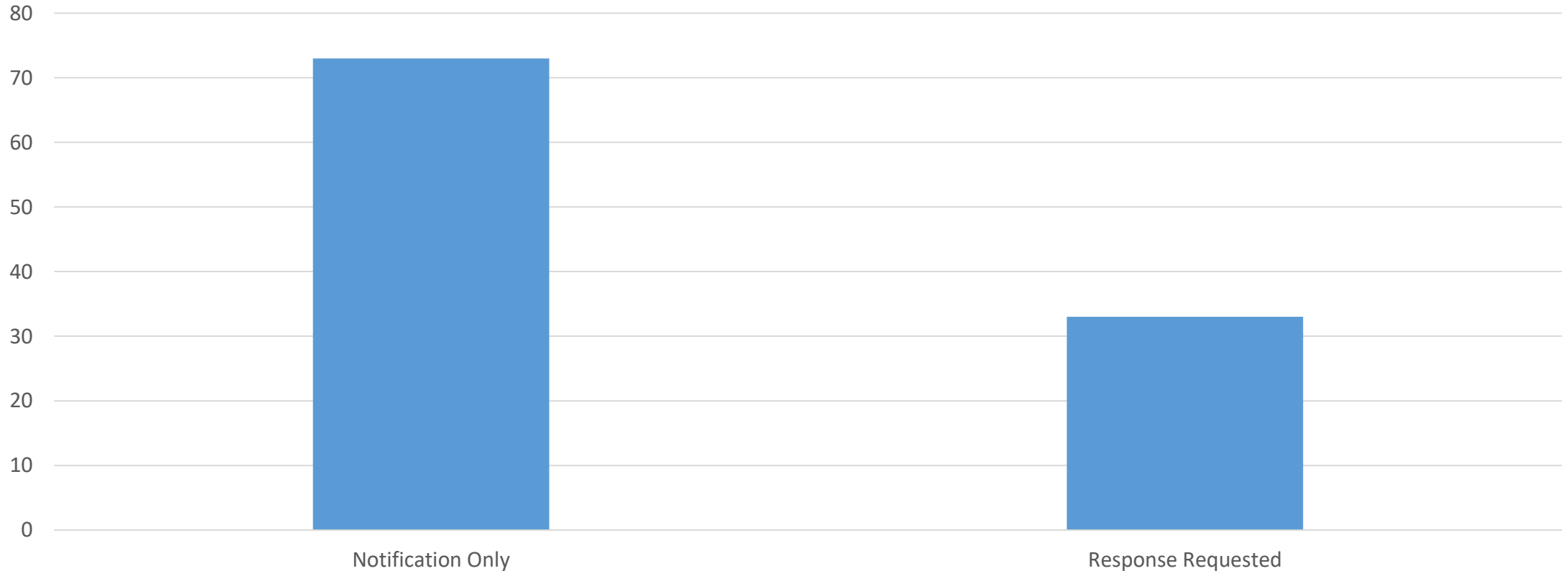
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# Notification Only or Response Requested

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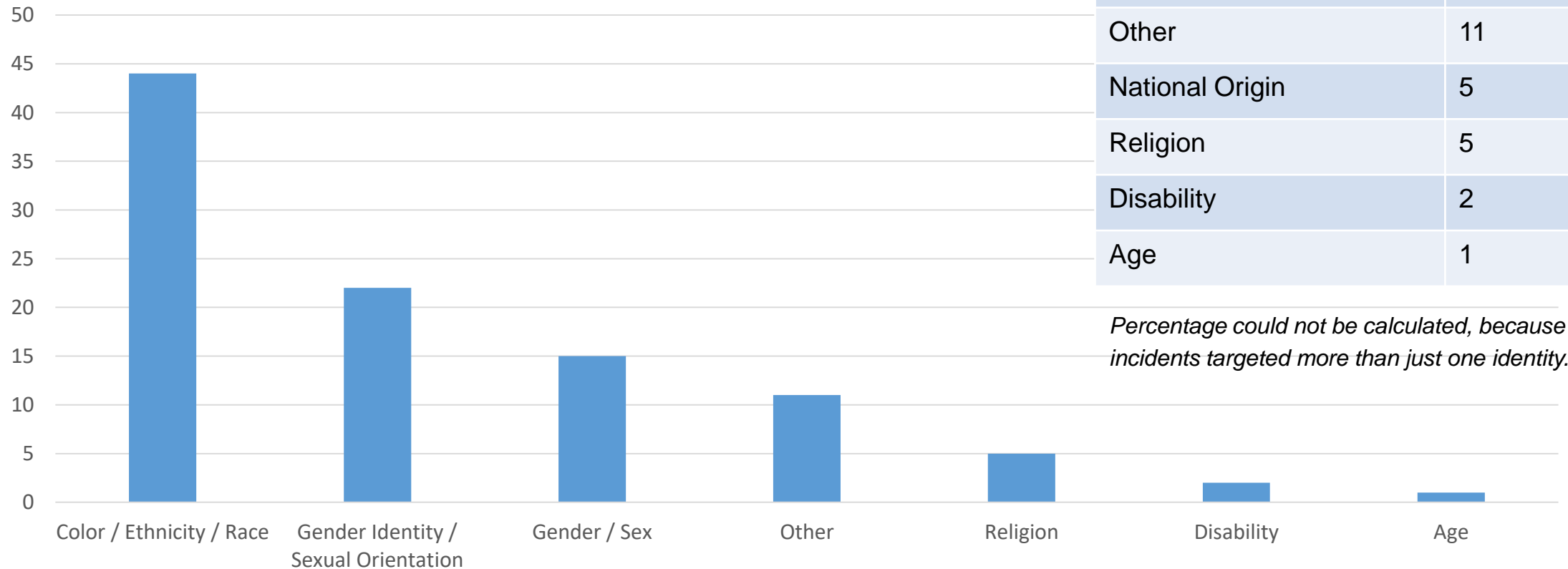
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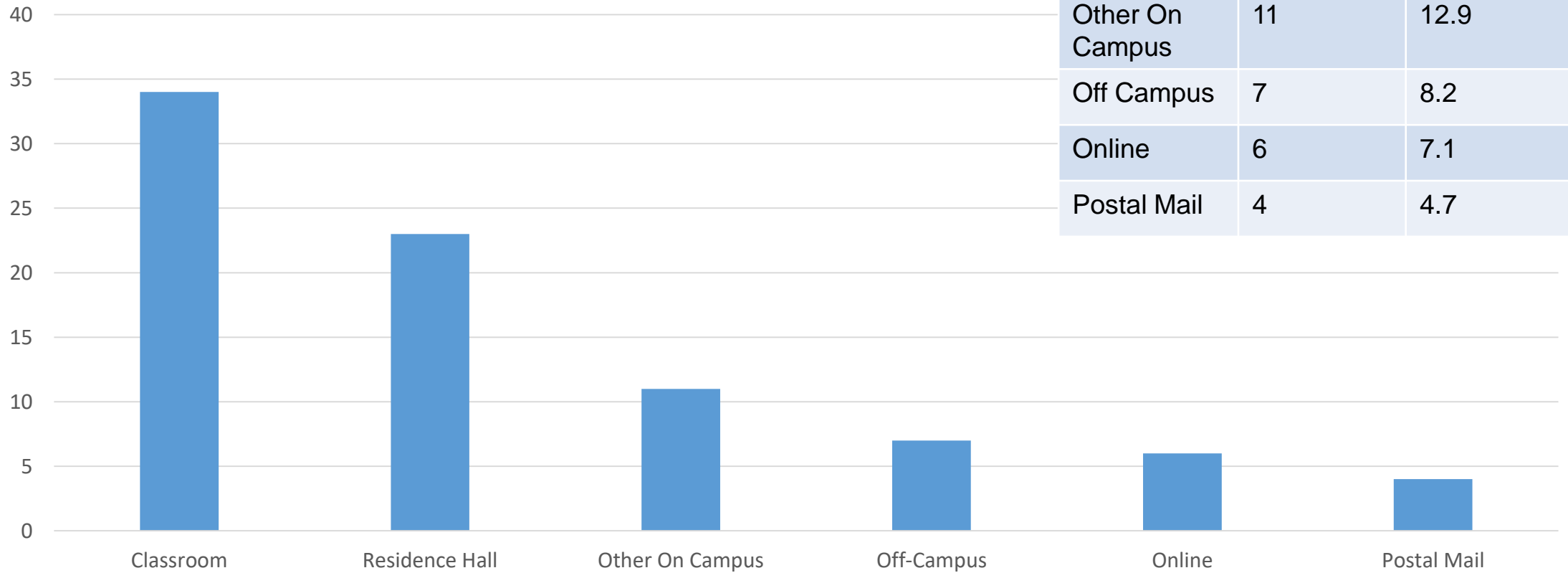
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# Location

Number of Reports Received



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# Examples by Location

The following are examples of bias incident reports by location that were submitted from June 1, 2018 to May 31, 2019. 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
- asking domestic students of color about experiences from "their countries" or telling them that they speak "good English"
- tokenizing students and committing racist/classist microaggressions
- calling an Asian student "Oriental"
- laughing at non-native English-speaking students after a class presentation

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

Guest speaker makes racist remarks during lecture



# Examples by Location (continued)

## Classroom (continued)

Faculty making sexist comments in class and office hours

Faculty member uses teaching tool with offensive gender-biased language

Faculty member refuses to accept non-binary, gender inclusive pronouns in coursework

Faculty presenter repeatedly interrupts female student in a seminar and dismisses gender concerns

Faculty makes disparaging comments about non-binary gender identity in class

Faculty uses racial slurs in class, such as the N word

Faculty member uses biased examples based on gross stereotypes

# Examples by Location (continued)

## Residence Halls

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

Homophobic name-calling and threat of violence exchanged between two students

Recurring hostile remarks toward LGBTQ+ student

Educational passive programming defaced with hate messages

Students appropriating cultural identity for entertainment, parties, etc.

Multiple students repeatedly using the N word at various times

Employee makes assumptions about student's hometown and commits racial microaggression

Student discussion minimizes and diminishes concerns about institutional racism

Jewish symbolism repeatedly erased from educational passive programming

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

# Examples by Location (continued)

## Other On-Campus

White nationalist materials posted on campus

Explicit tokenization of LGBTQ+ students by student organization

Vandalism of disability and gender-inclusive restroom signs

Students screaming homophobic and anti-immigrant language at Tent City

Contracted service vendor overlooks only customer of color

Staff member repeatedly makes racist and homophobic statements

Passersby yell sexist comments to a female student outside residence hall

Non-GU community member yells racial slur at two GU employees

Staff member references gender-based discrimination in the workplace

# Examples by Location (continued)

## Off-Campus

Students using homophobic and racial slurs at off-campus parties

Homophobic threats made to same-sex couple near campus

Male employee treats female belligerently at University event

Anti-Semitic graffiti near campus

Concerns regarding study abroad housing options for transgender students

## Online, In Print, or Postal Mail

Articles about campus events target queer / trans students and students of color

Employee appropriates students' personal story about racial/national identity

Student posts racist message on Snapchat

Student targets homophobic and racist texts at fellow student on social media

Campus email includes gender-biased language

Hate propaganda (Anti-Catholic, Anti-Semitic, racist, etc.) anonymously mailed to multiple employees

# Follow-Up Actions

Each report was received electronically and reviewed by co-chairs of the BIAS team, Joan Iva C. Fawcett and Matt Lamsma, as well as co-chairs of the Council for Equity, Inclusion, and Intercultural Awareness, Chris Purviance and Raymond Reyes. All reports were followed up on by the BIAS Team, Human Resources, Office of Community Standards, Housing & Residence Life, Campus Security and Public Safety (CSPS), or the Chief Diversity Officer as appropriate. Follow-up actions included investigation by CSPS, removal of graffiti by Plant Services, support for targeted individual(s), residence hall meetings, educational conversations, and community-wide messages.

Any person who experiences or witnesses bias is encouraged to file a report. The bias incident form can be found online at [www.gonzaga.edu/reportbias](http://www.gonzaga.edu/reportbias).