

2019-2020 BIAS TEAM REPORT



June 1, 2019 – May 31, 2020

Summary of Bias Incident Reports



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



www.gonzaga.edu/reportbias

The BIAS Team received a total of 85 reports from June 1, 2019 through May 31, 2020. Out of the 85 reports received, there were 74 unique bias incidents (the BIAS Team received multiple reports on five incidents).

Notification / Response	Number of Reports	Percentage (out of 85)
Notification Only	50	59
Response Requested	35	41

Submitted by	Number of Reports	% (out of 85)
Students	44	51.5
Staff	26	30.5
Faculty	12	14
Other	3	4

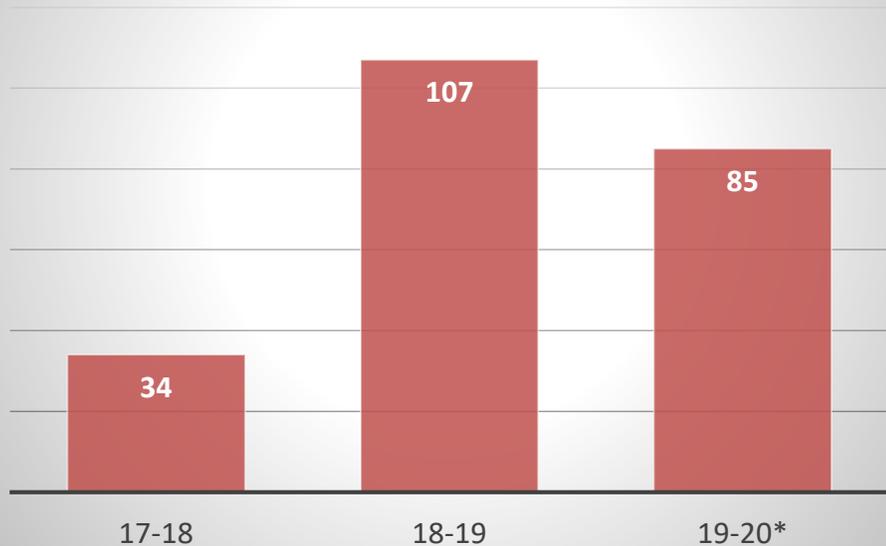
Identities Targeted	Number of Reports*
Color / Ethnicity / Race	39
National Origin	18
Gender / Sex	18
Gender Identity/Sexual Orientation	17
Disability	10
Other	9
Religion	8
Age	2
Marital Status	1
None**	1

Location	Number of Reports	% (out of 85)
Other On-Campus	32	38
Classroom	30	35
Residence Hall	12	14
Off Campus	7	8
Postal Mail	3	4
Online	1	1

* Percentage could not be calculated because many incidents targeted more than one identity
 ** "None" was indicated by the person who submitted the report

YEAR TO YEAR COMPARISON

Total Bias Incident Reports by Academic Year



**Note: Bias incident reporting dropped significantly after we shifted to online course delivery in March 2020.*

We received 7 reports 3/1/2020 – 5/31/2020. During the same period the previous year, we received 24 reports.

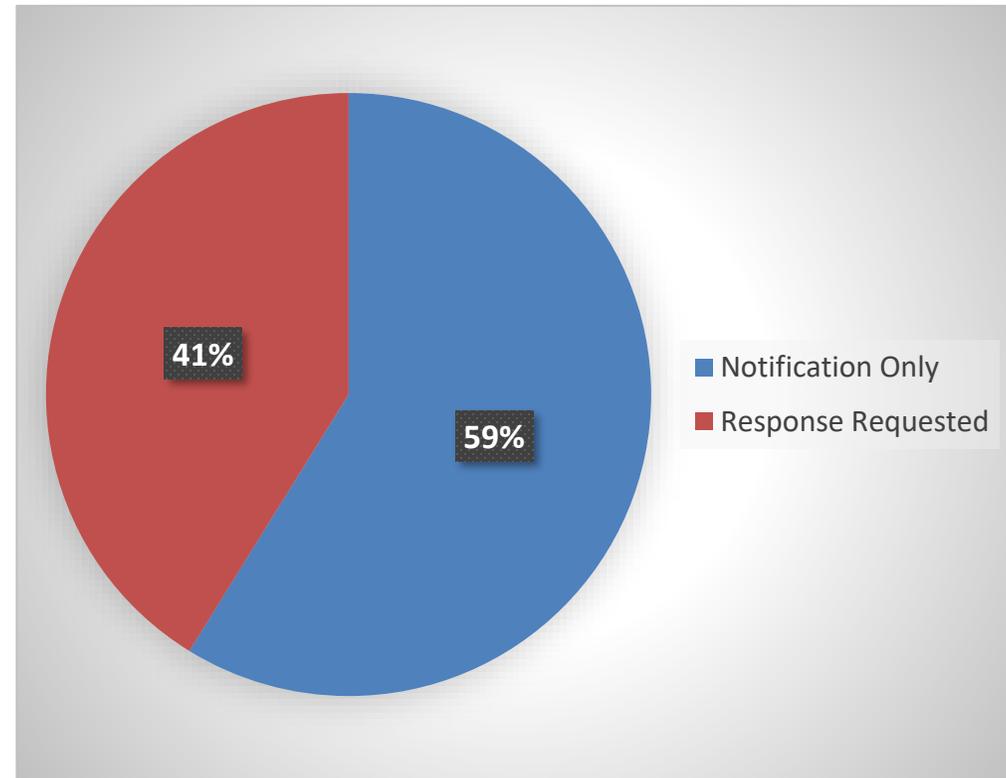
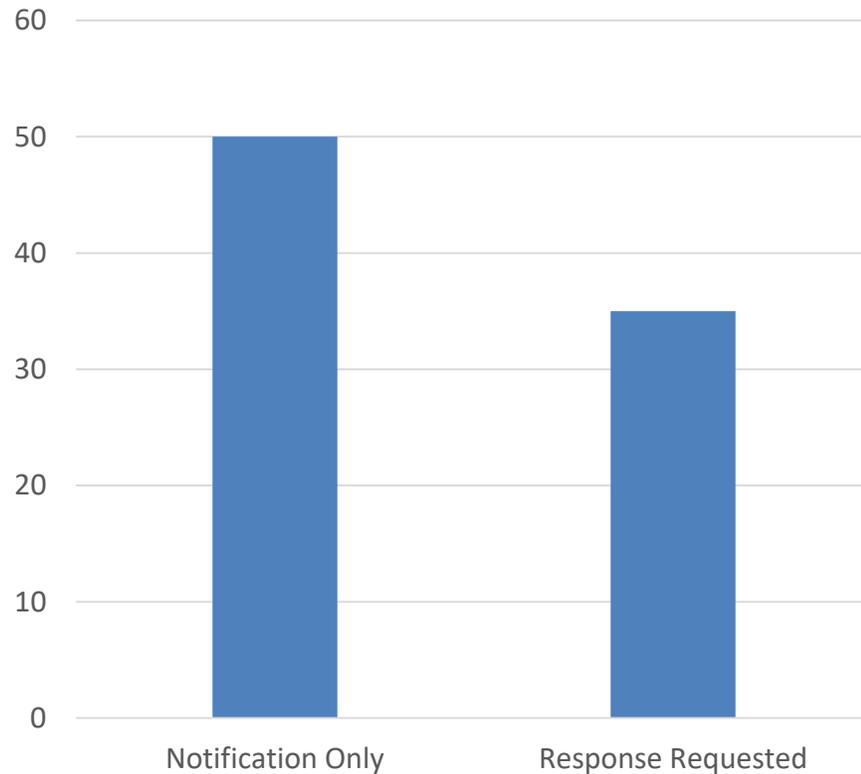
Most Frequent Incident Location by Academic Year

Year	Top Location	% of Incidents	2 nd Location	% of Incidents
2017-2018	Residence Hall	41%	Classroom	26%
2018-2019	Classroom	40%	Residence Hall	27%
2019-2020	Other On-campus	38%	Classroom	35%

Identity/ies Targeted

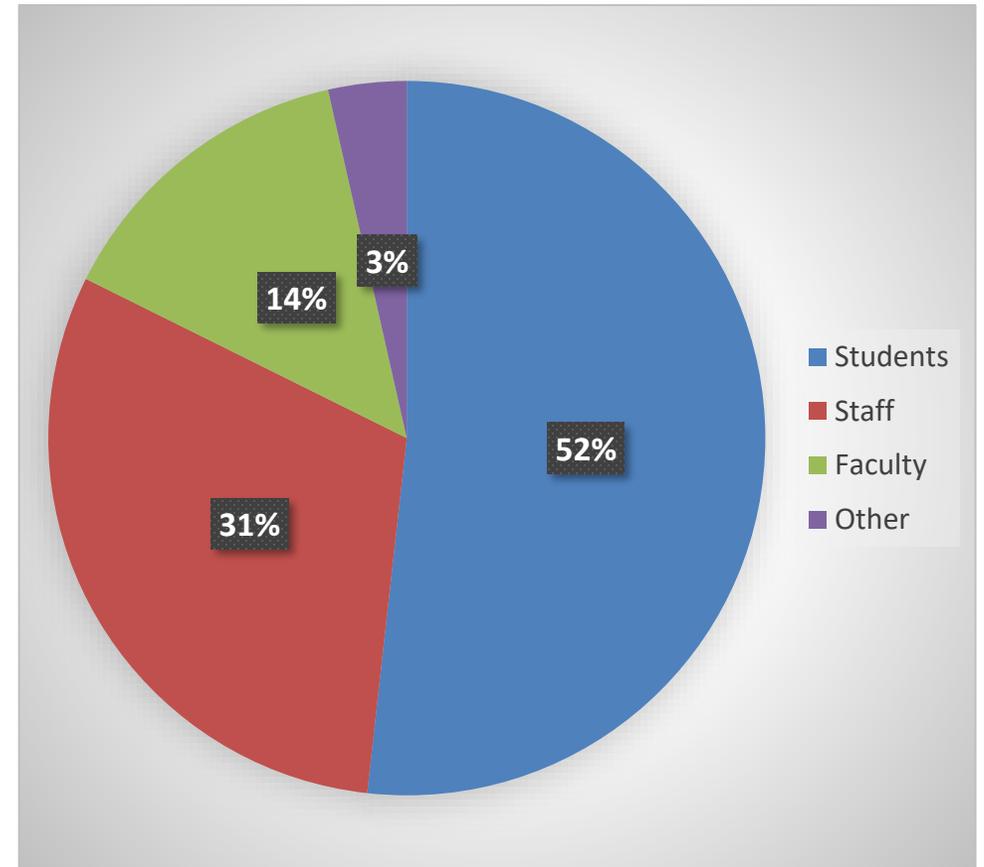
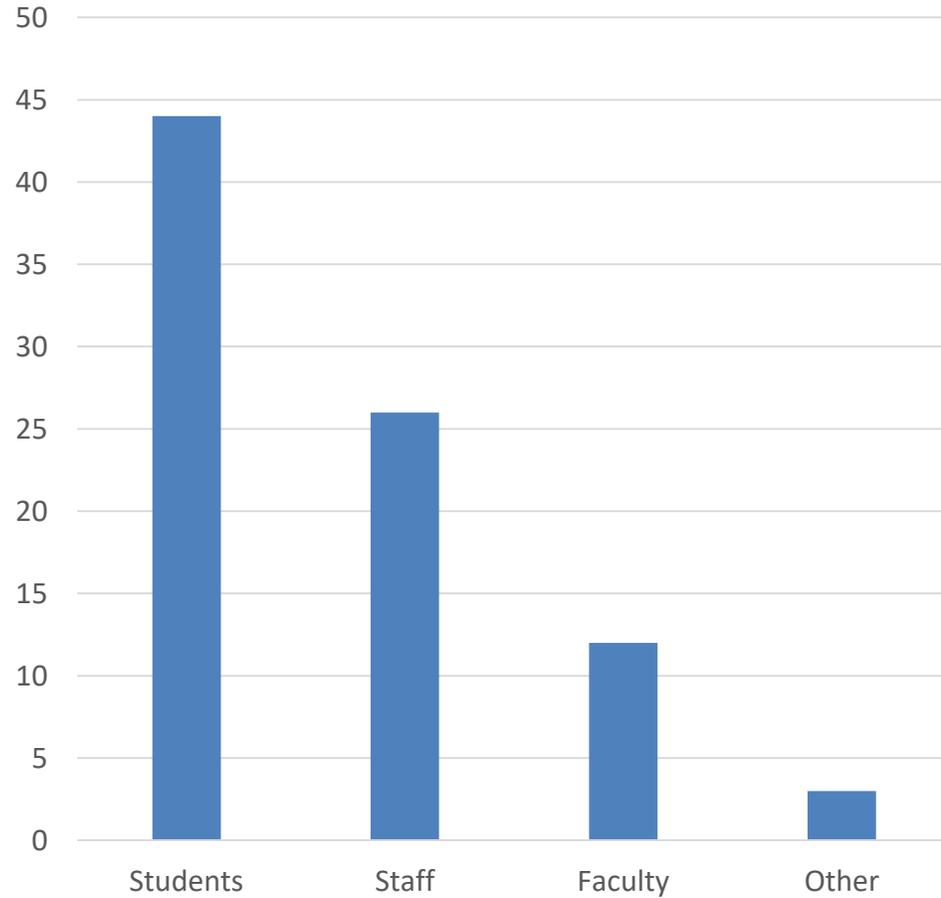
Color/Ethnicity/Race has consistently been the most frequently cited identity targeted

NOTIFICATION ONLY -OR- RESPONSE REQUESTED



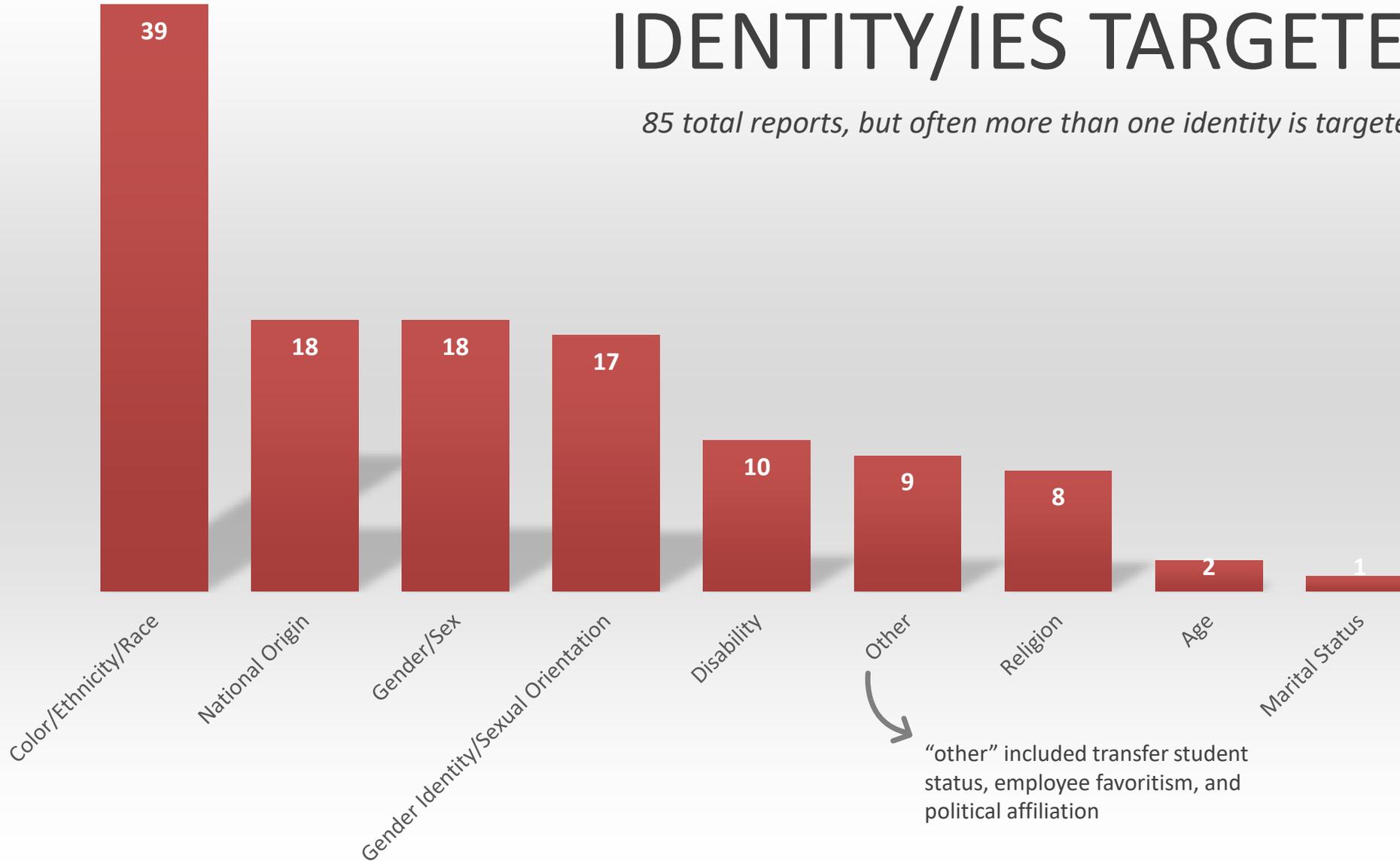
(2018/2019 – only 31% of reports requested a response)

SUBMITTED BY...

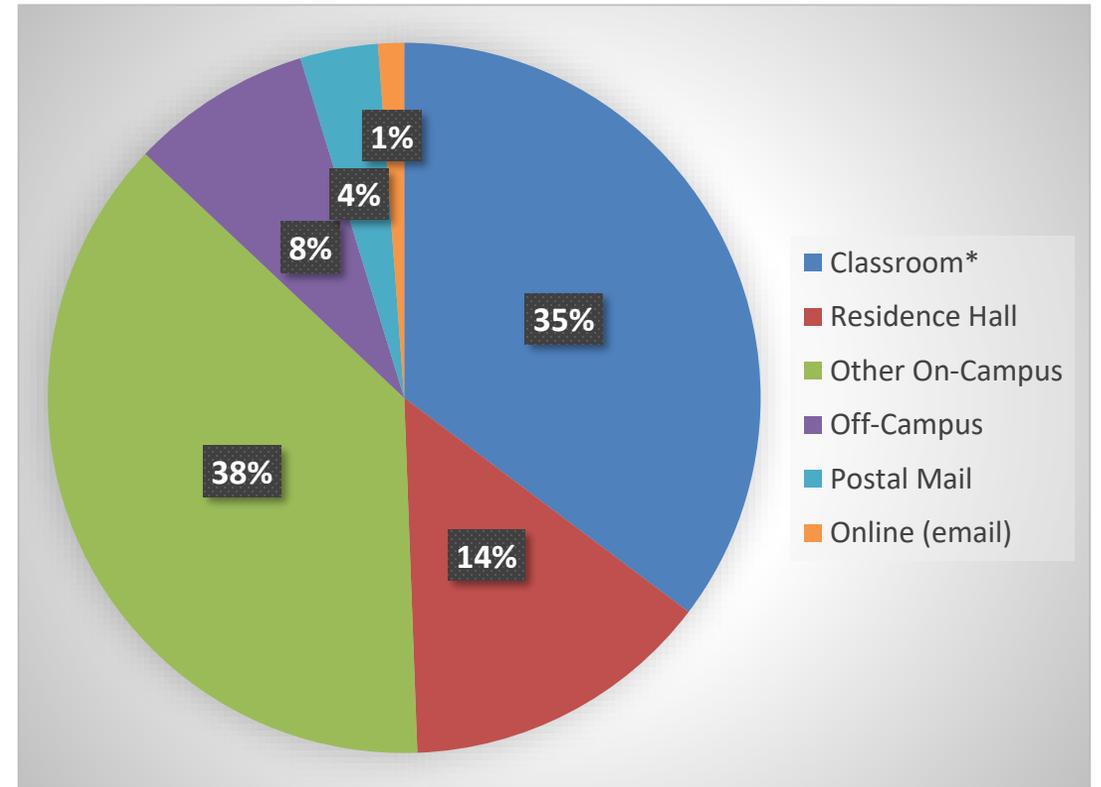
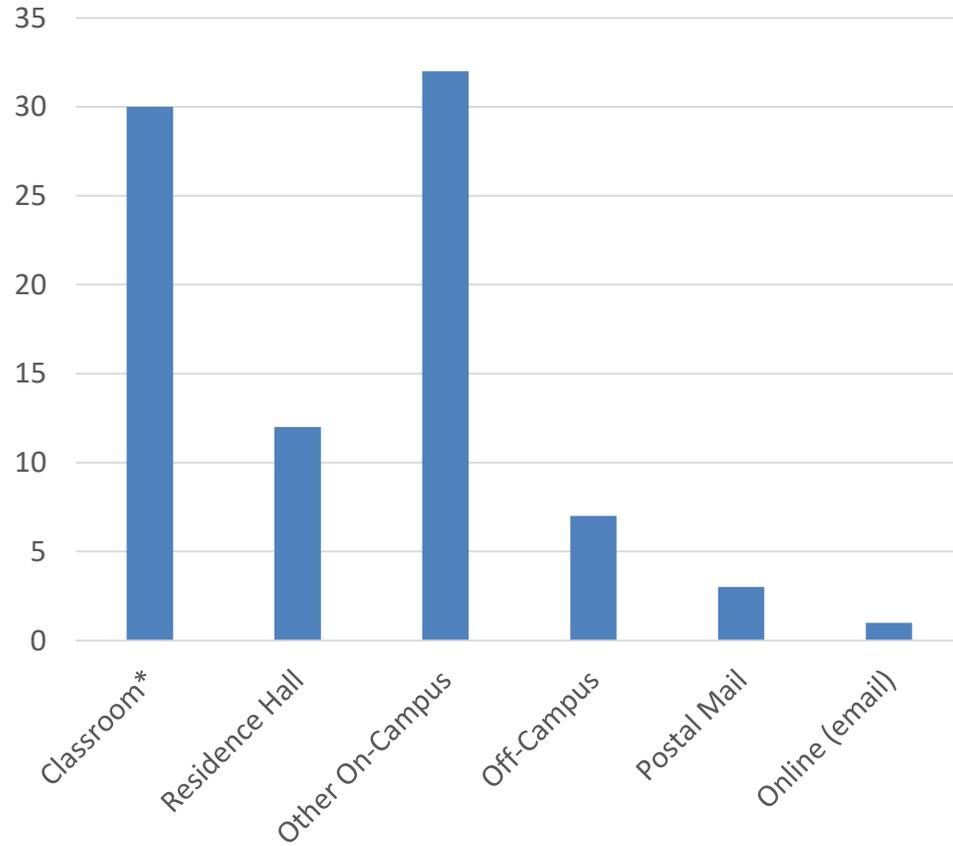


IDENTITY/IES TARGETED

85 total reports, but often more than one identity is targeted



INCIDENT LOCATION



*Classroom includes zoom classes

EXAMPLES BY LOCATION

The following are examples of bias incident reports by location that were submitted from June 1, 2019 to May 31, 2020. 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.

Residence Halls

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

Residence hall student continuously using homophobic slurs

Spreading rumors about sexual orientation

"Jesus love queer kids" bumper sticker defaced

Students appropriating cultural identity for entertainment, parties, etc.

Homophobic comments written on student study space window

Student recording conversation about student from underrepresented background without consent

Object thrown at student window displaying bisexual pride flag

Students screaming racist & homophobic obscenities in residence hallway

EXAMPLES BY LOCATION

Classroom

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

- 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
- 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

Faculty makes gender-biased comments in class

Use of the word "retarded" in documentary w/o class discussion

Faculty member uses "schizophrenic" in a derogatory way

Faculty jokes about religious accommodation policy

Faculty member uses teaching tool with offensive gender-biased language

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

Class discussion on objectification conflates racism, homelessness, & disability

EXAMPLES BY LOCATION

Other On-Campus

White nationalist materials posted on campus

Office front desk staff mis-gendering partner of reporting party

Failure to use degree/title when introducing female faculty member of color

Non-GU person harassing student using n-word

Employee persistently questioned about when they are planning on retiring

Staff racializing student as “angry Latino”

Staff assumptions that a group of Republican students need bias training

Fan at sporting event told another fan to "go back to Mexico"

Staff assumptions regarding who needs maternity leave/childcare

Asian students referred to by students and faculty as "Here comes coronavirus"

LGBTQ+ stickers removed from outside faculty offices

Staff makes Islamophobic comment regarding prayer space

EXAMPLES BY LOCATION

Off-Campus

Off-campus student party discriminates against BIPOC

Coronavirus-themed party

Racial and Sexual Harassment at off-campus party

White Nationalist stickers near campus

Online, In Print, or Postal Mail

Student culturally appropriates Black culture on Snapchat

Student posts racist message on Snapchat

Harassing emails to students from a fake gmail account

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

Each report was received electronically and reviewed by co-chairs of the BIAS team, Matt Lamsma and either Joan Iva C. Fawcett (through November 2020) or Adriane Leithauser (November 2020 – Present), as well Raymond Reyes, Associate Provost and Chief Diversity Officer, and Heather Graham, Senior HR Partner.

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 individuals, residence hall meetings, educational conversations, and community-wide messages.

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

FOLLOW-UP ACTIONS

- Orient, train, and integrate new members to the BIAS Team
- Continue campus education and awareness of the work of the BIAS Team
 - Primary focus on faculty awareness
- Create and conduct an assessment of experiences with the BIAS Team
- Connect our data to bigger institutional responses to current movements against racial injustice

2020-2021 Goals