Interrupting Bias & Hate

University Bias Response Team
Goals

• Understand what hate crimes, bias incidents, and microaggressions are
• Understand how to intervene and support
• Understand reporting process and resources
Type of Incident

- Hate Crime
- Hate or Bias Incident
- Microaggression or other Incident
Hate Crime

In Wisconsin, if someone commits a crime and intentionally selects the person against whom the crime under is committed or selects the property that is damaged or otherwise affected by the crime under in whole or in part because of the actor’s belief or perception regarding the race, religion, color, disability, sexual orientation, national origin or ancestry of that person or the owner or occupant of that property, whether or not the actor’s belief or perception was correct.

Retrieved From: Wisconsin State Legislature https://docs.legis.wisconsin.gov/statutes/statutes/939/IV/63
Bias incident at UW-Madison

- Bias/Hate incidents include, but are not limited to: slurs, degrading language, epithets, graffiti, vandalism, intimidation, symbols, and harassment; that are directed toward or affect the targeted individual or team.

- Incidents of Bias or Hate contribute to a hostile campus environment and can occur even if the act itself is unintentional or delivered as a joke, prank, or having humorous intent.

Bias incident at UW-Madison

Single or multiple acts toward an individual, team, or their property that have a negative impact and that one could reasonably conclude is based upon actual or perceived:

- Age
- Race
- Color
- Creed
- Religion
- Gender identity or expression
- Ethnicity
- National origin
- Disability
- Veteran status
- Sexual orientation
- Political affiliation
- Martial status
- Spirituality
- Cultural
- Socio-economic status,
- Or any combination of these or other related factors.
Microaggressions

- Everyday slight, putdown, indignity, or invalidation directed toward a marginalized group.
- Can include slurs, epithets, and degrading language.
- Can lead to hostile environment or harassment if there are patterns.

Examples of Microaggressions

- Asking a Black person, "Why do you have to be so loud /animated?"
- Raising your voice or speaking slowly when speaking to a blind student
- Faculty of color being mistaken for a service worker
- Being forced to choose male or female when completing forms/paperwork
- Not calling someone by their preferred gender pronouns
- Mocking a persons form of speech or their accent
- To a person of color: "Are you sure you were being followed in a store? I cant believe it."
- Not willing to listen closely how to correctly to pronounce non-English names
- To a person of color: "You speak English well"
Current Climates
National Current Climate

• Approximately 52% of the reported hate crimes were race-based, with 19% on the basis of religion, 16% on the basis of sexual orientation, and 13% on the basis of ethnicity.
• 60.4% of minorities on “low diversity” campuses (20% or less minority enrollment) report discrimination in the form of verbal comments.
• 21% of LGBT people experienced harassment within the past year on their college campus.
• Approximately 13% of all hate crimes reported were anti-Jewish— and 2/3 of all religious based hate crimes are towards Jewish people. A 21% increase in 2014 in US. Anti-Semitic incidents on American college campuses have nearly doubled in 2015.
• Approximately 11% of all hate crimes reported regarding religion were anti-Muslim

Campus Reports

Fall 2015

- 23 reports
  - 17 Hate and Bias Incidents
- Mostly on Race
- Common target: Women of Color

Spring 2016

- 74 reports received
  - 66 Hate and Bias incidents
  - 10 people went through the conduct process (UWS 17)
- Mostly race, ethnicity/national origin, religion, gender, and Sexual Orientation (LGBTQ+)
- More than half of known reporters self-identified as women
- Common locations are in campus building and residence halls
Most Common Locations in Campus Buildings

- Wisconsin Institute for Medical Research
- Wisconsin Institute for Discovery
- Helen C. White Library
- Grainger Hall
- Sewell Social Sciences
- Computer Sciences
- Library Mall

- Memorial Union
- Ingraham Hall
- Camp Randall
- Southeast Recreational Facility
- Union South
- Signe Skott Cooper Hall
- Ebling Library
- Kohl Center
Summary of Incidents

Common Incidents

- A significant portion of the incidents were written speech or symbols on whiteboards, bulletin boards, chalkboard, door decorations, as well as graffiti and vandalism on campus and community buildings, bathroom stalls, and desks.
- Majority were verbal racial insults, microaggressions, and/or derogatory language.
- Defaced program materials related to diversity events.
- Several reports were related to intense, disrespectful, threatening and controversial dialogue on social media and/or via email communications.

Additional Locations

- On-Campus or in campus buildings
- Online (via Yik Yak, Facebook, Twitter, Email, Online Course Communications, Local Newspaper)
- Off Campus: City Bus, West Towne Mall, Lakeshore Path, Capital Square, Langdon Street
Impact of Hate and Bias

Mental Health Impacts

- High levels of psychological distress
- Sleep disturbance and nightmares
- Physical response (headaches, uncontrollable crying, agitation, and restlessness)
- Increased use of drugs and alcohol
- Lower Self-esteem, depression and helplessness
- Fear
- Internalized hate and devaluation of self

Additional Impacts

- Lack of connections
- Isolation
- Anger
- Distrust
- Marginality
- Lack of satisfaction
Testimonies: How has this incident impacted you?

- “I cannot put into words the continued emotional, financial, and physical impact of this event.”

- “I was distraught by the hurtful and subtle attack the students and especially the faculty professor participated in”

- “Interfered with my ability to concentrate in a class. Also, disrupted my funding because I had to resign from my position”

- "It makes me not feel safe"

- "Living in this University Residence Hall has become a nightmare"
Table Discussion

• How has this affected your work with students and your working environments?

• What have been your emotional reactions?
What can you do?
Discuss

• What are ways you can support someone who experiences a hate or bias incident?

• How is your department/organization addressing hate and bias, and what is an area of improvement you could focus on?
Actions

- Intervene
  - Decide if you feel safe and equipped to intervene
  - Attempt to remove the person from the situation or “spotlight”
    - Address the situation right away
    - Distract
    - Delegate
  - Assess for their physical safety first
    - Also address their emotional needs
    - ie: meeting with the student impacted
  - Document the situation
  - Encourage reporting without pressuring the survivor
    - Reporting anonymously is an option
    - Report to UWPD if a crime (separate process)

- If a victim shares an incident with you...
  - Listen
  - Ask clarifying questions but do not invalidate their experience
  - Ask them how they want to be supported
  - Connect the survivor with resources
  - Follow-up to make sure they are supported
  - Report on their behalf or reach out to the Bias Response Team
  - Respect their identity, confidentiality, and decisions
Websites for Information & Reporting

- students.wisc.edu/doso/bias-reporting-process/

- campusclimate.wisc.edu
Actions to Take

- Share information about bias and bias (i.e. events, posters, web site, etc.)
- Request training/workshop at reportbias@wisc.edu
- Engage in conversation about hate and bias incidents
  - Connect it to broader society and systems of injustice
Campus Response
Bias Response Team

• Focuses on hate crimes and bias incidents campus wide
• Responds to incidents on campus
  • Supports victim/targeted
  • Coordinates with UPWD and conduct
• Creates awareness of reporting system
• Aims to prevent incidents on campus
Current Membership: Bias Response Team

Joshua Moon Johnson, Chair, Division of Student Life
Jamiee Gilford, UW Police
Mariam Coker, ASM, Diversity and Equity
Gabe Javier, LGBT CC and MSC, Student Life
Andrea Lawson, University Health Services
Jelani Rivera, Undergraduate Student Assistant
Jacqui Scott-Papke, Diversity, Equity, and Educational Achievement
Tonya Schmidt, Office of Student Conduct and Community Standards
Ashley Smith, Graduate Student, Hate and Bias
Jim Stein, Professor, School of Medicine
Susan Tran Degrand, School of Pharmacy
Cleda Wang, University Housing
Resources/Campus Partnerships

Cross-campus representation
- Multicultural Student Center
- Dean of Students Office
- Housing
- DDEEA
- MDC/Academic Unit
- UWPD
- LGBTCC
- ASM
- Official Liaisons when needed
Bias Report Process

- Report received
- Team member contacts targeted person (if known)
  - Offered options
  - Connect to resources
- UWPD are involved if a crime
- Conduct process begins (if perpetrator is known)
  - If not known an investigation may occur
Bias Report Process contd.

• Educational conversation/Support meetings conducted if no policy or crime violated (microaggressions)
• Community letter/email is sent
  • Residential, academic, or identity communities
• Targeted community is contacted
• Support/dialogue space is hosted
  ▪ Healing space
  ▪ Restorative justice practices
  ▪ Town hall and open forum discussions (with UHS mental health professionals in attendance)
• Educational workshop is offered
Conduct Process

Report received of alleged misconduct
Case assigned to investigating officer in Office of Student Conduct and Community Standards (OSCCS) or Housing
Investigative officer sends student notice of the allegation and offers them an opportunity to meet and respond
Student respondent meets with Investigating Officer
Investigating Officer meets with complainant (person making the allegation), witnesses, and considers other information (social media, video surveillance if available, text messages, etc)
Investigating Officer makes a decision based on information gathered
Conduct Process (cont’d)

Student respondent is notified if they are found responsible or not responsible

If student found responsible, they are notified of the sanctions

Sanctions may include

- Written reprimand, disciplinary probation, suspension, expulsion
- Denial of specified university privileges
- Payment of restitution
- Educational or service sanctions, including community service
- Imposition of reasonable terms and condition on continued student status
- Removal from a course in progress
- Enrollment restrictions on a course or program
UW Police Department Process

Report
• Victim reports bias incident to UWPD
• UWPD jurisdiction or referral to MPD

Determination
• Non-Criminal Incident, Crime or Hate Crime enhancer?
  • Officer or Detective decides based on WI law
  • Federal hate crime definitions are different
  • Clery count

Disposition
• Verbal warning
• UW code citation
• Criminal citation
• Arrest
• Referral to DA
Stay Informed

- To stay updated on current incidents, actions, and current events visit

  Campusclimate.wisc.edu
Questions?

Email Us: reportbias@wisc.edu
Resources


http://www.olc.edu/~jolson/socialwork/OnlineLibrary/microaggression%20article.pdf