

Hate & Bias Response Team 2018-2019 Annual Report

Executive Summary

The Hate & Bias Response Team for 2018-2019 consisted of 9 people representing 8 different offices on the UW-L campus. The full team reviewed Hate & Bias Incident Reports weekly that were submitted online by students, administration, faculty, and staff through a [link](#) on the Campus Climate website. While the full results are detailed in the Hate & Bias Team annual report, below are several of the key issues from the year.

- ❖ 256 Hate & Bias Incident Reports (representing 228 incidents) were submitted during the 2018-2019 academic year, which is a 147% increase in total reports from 2017-2018 when there were 102 reports for 92 incidents.
 - 74% of the reporters identified as students, and 55% identified as white
 - Only 12% of the reporters requested contact from a team advocate; however, the team attempts to reach out to any reporter who leaves contact information, and as a result reached out to approximately 115 reporters during 2018-2019.
- ❖ The Hate & Bias Response Team believes the increase in reports is due to several factors, including awareness of how to report hate & bias incidents, the current political climate, and the programming around social justice derived from the Diversity & Inclusion division and campus partners.
- ❖ Of the on-campus incidents (n=192), 41% occurred in the residence halls, 31% in other on-campus locations (e.g., Student Union, clocktower, parking lot), 26% in unspecified locations, 29% in the classroom, 6% on-line, and 2% in printed media. The percentage is greater than 100% because some incidents occurred in multiple locations.
- ❖ The most frequent incident type across all 256 reports was biased language (52%). Other frequent types were: biased conduct (32%), harassment or bullying (17%), and graffiti/vandalism (15%).
- ❖ The most frequently targeted identities in the 79 incidents reported in the residence halls were: sex (56%), gender (46%), and race/ethnicity (32%). Most reports were submitted by Residence Life staff (72%).
- ❖ Most of the 56 classroom incidents were reported by students (91%). The most frequently targeted identities in the classroom incidents were: race/ethnicity (54%), ability (27%), and other (25%).
- ❖ During 2018-2019, The Hate & Bias Response Team took several proactive approaches to helping the campus community regarding issues of hate and bias. Among many others, members of the team engaged in: Awareness Through Performance productions, 211 training sessions with campus audiences, a social justice peer education program titled Students Education & Embracing Diversity (SEEDs), 3 campus-wide Teach-Ins, and the creation of a new coalition called The Challenge Network.