

## HATE RESPONSE TEAM | END OF YEAR REPORT | 2012-13

### INTRODUCTION

The University of Wisconsin-La Crosse Hate Response Team (HRT) exists to combat the many forms of hate/bias and all manifestations of prejudice and intolerance through consistent assessment of the campus climate, proactive educational efforts for all, and comprehensive response and counsel to the individual and collective impacted by hate/bias. HRT envisions an atmosphere of civility and acceptance, where people can be who they are, and respect prevails in all forms of expression and interaction. Implicit in this respect is the right of each of us to live, learn, teach and work free from harassment or discrimination on the basis of race/ethnicity, religious or political affiliation, age, gender, gender identity/expression, sexual orientation, nationality or ability.

With this at the core of their efforts, the fundamental role of the Hate Response Team is to:

- Collect and respond to information on any and all incidents of hate/bias and intolerance;
- Provide immediate support for those impacted by hate/bias and intolerance;
- Assist targets/victims in connecting with support services;
- Create a safe space for all voices to be heard;
- Facilitate proactive and ongoing, educational training about the impact of hate/bias;
- Raise awareness and empower bystanders to promote a culture of civility and respect;
- Provide campus leadership with data, analysis, and recommendations based on trends and findings.

Hate and Bias Response Teams are becoming more common on college campuses that are committed to providing students and staff with an inclusive and safe place to work, live, and learn. No college campus is immune to hate or bias, so it is important to provide an outlet for campus community members to report such incidents and feel supported. UW-L prides itself in having an active Hate Response Team, a well-established Hate/Bias Incident Report, and an engaged campus body that speaks out against hate/bias. Consequently, UW-L's Hate Response Team has been regarded as one of the regional leaders for anti-hate/bias, and their experiences, and protocol are being emulated and broadcast as best practices for many institutions.

### TEAM STRUCTURE

Initially formed in 2005, the [UW-L Hate Response Team](#) has transformed in size, purpose and membership over the years. During the 2012-13 academic year (July 1, 2012 through June 30, 2013), the Hate Response Team included 10 members, representing [Campus Climate](#), [Student Life](#), [Pride Center](#), [University Police](#), [Multicultural Student Services](#), [Residence Life](#), [Academic Affairs](#), and [Affirmative Action](#). Meetings were held bi-weekly throughout the year.

## REPORTED HATE & BIAS – BY THE NUMBERS

The Hate Response Team seeks to collect information on any and all incidents of hate, bias and discrimination motivated by a person's actual or perceived identity, which could include race, religion, ethnic background, sexual orientation, gender, gender identity, gender expression, disability, nationality, veteran status or political or religious affiliation.

The primary reporting tool is the online [Hate/Bias Incident Report](#), which allows any student, faculty, staff, or community member to submit a report detailing an incident they experienced, witnessed or heard about. Reports can be submitted anonymously or with the reporter's name attached. All hate/bias incident reports are immediately received by the Hate Response Team, and then documented and reviewed on a regular basis. Depending on the information provided and the wishes of the reporter, a Hate Response Advocate will respond within 24 hours of report and determine action steps on a case-by-case basis. In addition, the Hate Response Team compiles all information over the course of each academic year to shape educational trainings and programs geared towards the prevention and anticipation of future hate and bias incidents.

During the 2012-13 academic year, the Hate Response Team received and reviewed 66 hate/bias incident reports, an increase of 18 reports from last year. Of these 66 reports, 59 of them were distinct incidents. The reason these two numbers are different is that for certain incidents, HRT received multiple reports from different people who experienced, witnessed, or heard about the incident in question. While 66 reports might appear alarming to some, the Hate Response Team believes that hate/bias is a reality on all campuses and this number only represents a fraction of all occurrences. In fact, the [Southern Poverty Law Center](#) estimates that every minute, a college student somewhere sees or hears racist, sexist, homophobic or otherwise biased words or images.<sup>1</sup> The [U.S. Department of Justice](#) has stated "there is no place where hate crimes (and/or incidents) are occurring with increasing frequency, more visibility and hostility than in institutions of higher education."<sup>2</sup> Therefore, out of necessity, responsibility and support, the UW-L Hate Response Team and Hate/Bias Incident Report exist to serve as an outlet for those impacted by hate and bias. All community members are encouraged to report if they have experienced, witnessed or learned about a hate/bias incident. The Hate Response Team believes that higher numbers of educated and informed people around issues of hate/bias results in higher reporting rates, and ultimately make the UW-L campus a safer place.

Below is a snapshot of reported hate/bias activity during the 2012-13 academic year, explained by charts and themes that highlight trends of location, identity targeted, reporter demographics, perpetrators, and incident by issue.

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<sup>1</sup> Southern Poverty Law Center, "Ten Ways to Fight Hate on Campus: A Response Guide for College Activists," 2004. Retrieved from: [http://www.shepherd.edu/alliesweb/resources/Ten\\_Ways\\_Campus.pdf](http://www.shepherd.edu/alliesweb/resources/Ten_Ways_Campus.pdf)

<sup>2</sup> U.S. Department of Justice, "Responding to Hate Crimes and Bias-Motivated Incidents on College/University Campuses," 2003. Retrieved from: <http://www.justice.gov/archive/crs/pubs/university92003.htm>

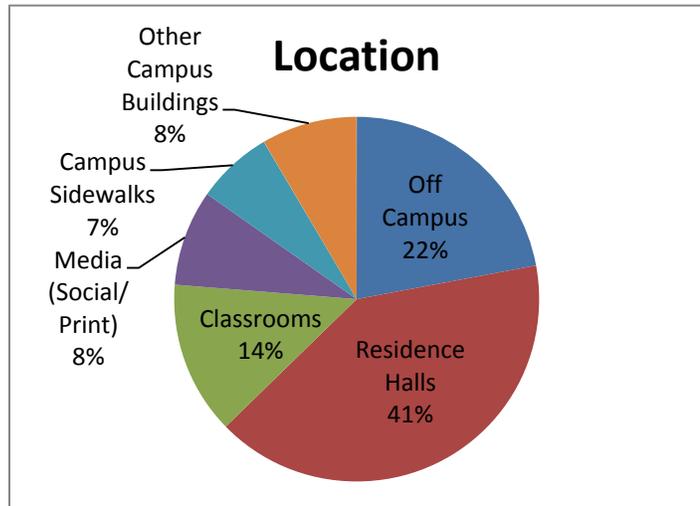
## Location

Of the 66 reports received by the Hate Response Team, 48 (approximately 73%) happened on campus as opposed to off-campus. The on-campus numbers include reports of university sponsored print media, but do not include social/electronic media such as Facebook, texts or email, of which there were 4 reported incidents. The higher number of on-campus reports may be reflective of the population that was best reached by hate response educational efforts. In addition, lower off-campus reports may be a result of students, faculty and staff being unaware that the Hate/Bias Incident Report is indeed an outlet for incidents that happen beyond the boundaries of campus.

### Residence Halls

24 of this year's reported hate/bias incidents (or about 38%) happened in the residence halls. The breakdown is as follows:

- Drake Hall (4)
- Eagle Hall (4)
- White Hall (3)
- Angell Hall (3)
- Hutch Hall (3)
- Coate Hall (2)
- Sanford Hall (2)
- Laux Hall (2)
- Unspecified Hall (1)
- No reports from Wentz Hall or Reuter Hall



The majority of these incidents targeted sexual orientation. Other targeted identities included race/ethnicity, gender identity/expression, sex, and religion. 29% of these reports were submitted by students, while 71% were submitted by Resident Assistants (student staff).

Of these 24 Hate/Bias Incident Reports, 18 were written (13 on white boards, 1 on poster, 1 on bulletin board, 1 on a wall, 1 on a door frame, 1 on a sign). 4 were verbal and 2 others were actions.

It would stand to reason that a high percentage of reported incidents occur in the residence halls because this is where a significant number of UW-L community members live. The Hate Response Protocol implemented this year by Residence Life, in conjunction with the Hate Response Team, has been successful. Perhaps the residence hall numbers also point to those who are more aware of the Hate/Bias Incident Report, as hate response education is included in Residence Life training, resulting in proactive leadership among Resident Assistants and Hall Directors.

Generally, incidents were not concentrated at any specific time of the year, nor in any specific residence halls as the above list indicates. It should also be noted that no reports were received from Wentz Hall

or Reuter Hall. Reuter Hall houses all upper-class students, living in apartment-style suites, which may lend to a more mature environment.

### **Classrooms**

Eight reported incidents took place in a classroom setting, and all eight of these were reported by students. (One was simultaneously reported by a male staff member.) Seven of these involved statements by instructors (faculty or instructional academic staff) and one involved a statement by a fellow student in the class. It is notable that all eight of the students who reported classroom incidents were women.

The range of targeted identities in these incidents was quite broad, including race, ethnicity, religion, gender, sexual orientation, and ability. Two of these eight incidents involved statements or conduct aimed at a specific student in the class. The remainder involved statements about an identity group in general (albeit in a setting where there may have been members of that group present in the class).

None of the reporting students initiated any direct conversation with the instructor regarding the incident; submitting a Hate/Bias Incident Report was usually their only mode of response. Several of them explicitly said they were concerned about negative repercussions if they were to bring up the incident with their instructor directly. Furthermore, in many of these incidents the reporters did not provide contact information and there was insufficient information to determine who the instructor was. (In the small number of cases where the instructor was known, a representative of the Hate Response Team contacted the department to follow up on the report.)

In addition to the seven classroom incidents discussed above, there were two other incidents involving faculty; both took place outside the classroom and involved faculty members reporting statements or conduct by other faculty/staff. This may have been a result of HRT's efforts to make faculty aware that they may use the form to report hate/bias incidents, including classroom incidents where they are the target, and any other incidents they witness or learn about. Thus, HRT may see an increase in reports coming from faculty in the coming year.

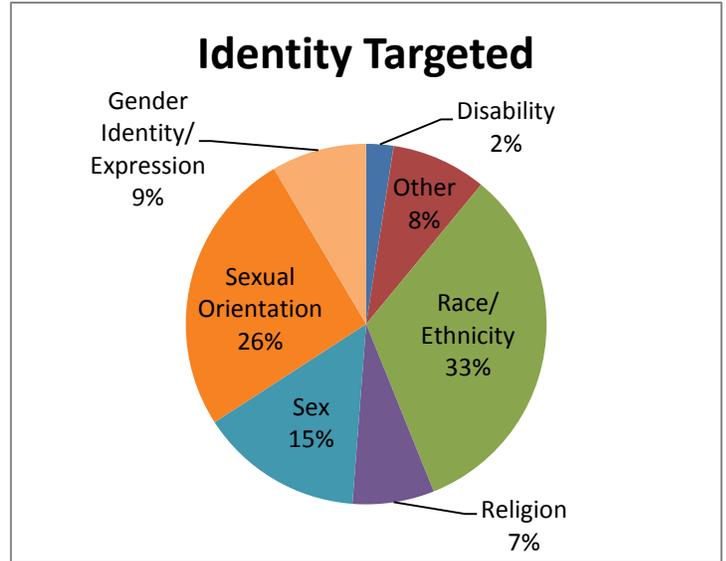
Because of the unique challenges presented by hateful or biased language in the classroom, the Hate Response Team has developed a protocol in cooperation with the Division of Academic Affairs for the handling of these incidents. (Please see pages 18 & 19.) These efforts have been facilitated by contributions of Julia Johnson, Associate Dean of the College of Liberal Studies, as a member of HRT in the 2012-2013 academic year.

### **Identity Targeted**

The Hate/Bias Incident Report allows reporters to self-determine the identity they perceive to be targeted. The list of targeted identities includes: race/ethnicity, sexual orientation, sex, gender identity/expression, religion, disability, and other (with a field to list identities not provided). Reporters can select multiple identities when necessary.

Trends in targeted identity include:

- Race/ethnicity (24 incidents) and sexual orientation (19 incidents) were the two most targeted identities in the 2012-13 reports. When looking at the LGBTQ community as a whole, it makes sense to include reports where gender identity/expression was targeted, in which case there were 5 additional incidents. Therefore, it appears that members within our LGBTQ community and those from underrepresented racial/ethnic backgrounds were targeted at the same frequency.
- 13 reports indicated more than one identity being targeted. Hence, this could show an increase in awareness around multiple identities and intersectionality, but it remains difficult to conclude any solid theories based on such a new pattern.
- The accompanying charts show the percentage of reports in each of the identity categories this year, and the number of reports in each category this year and last year.

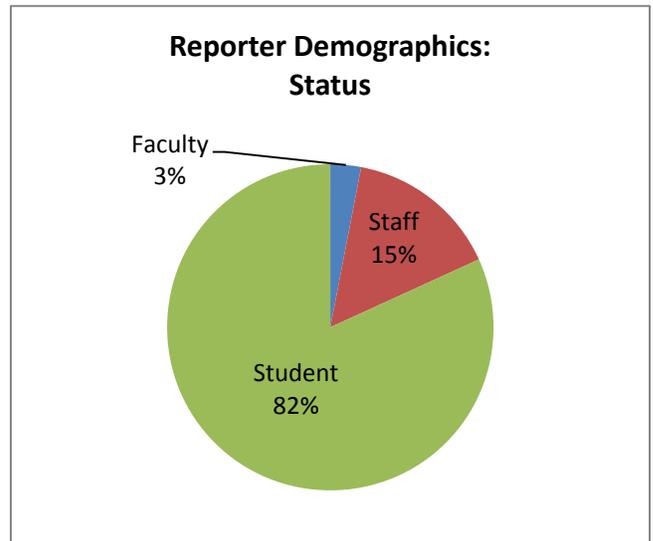
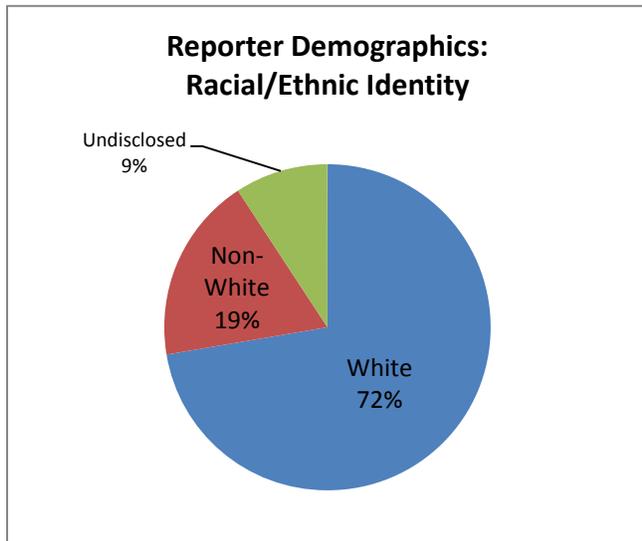
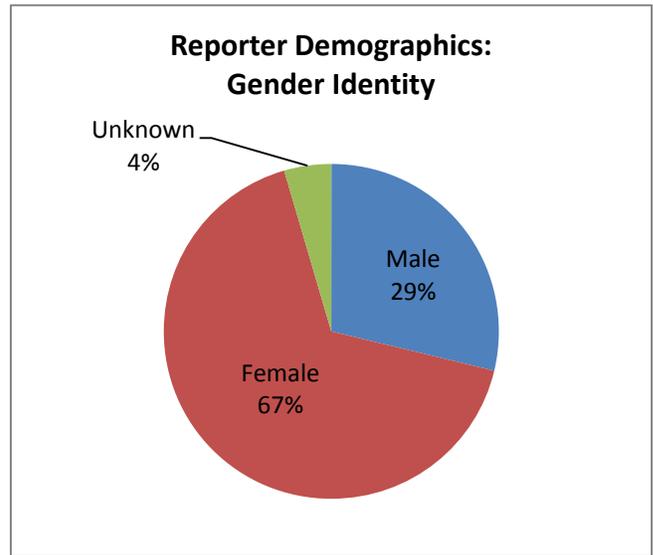
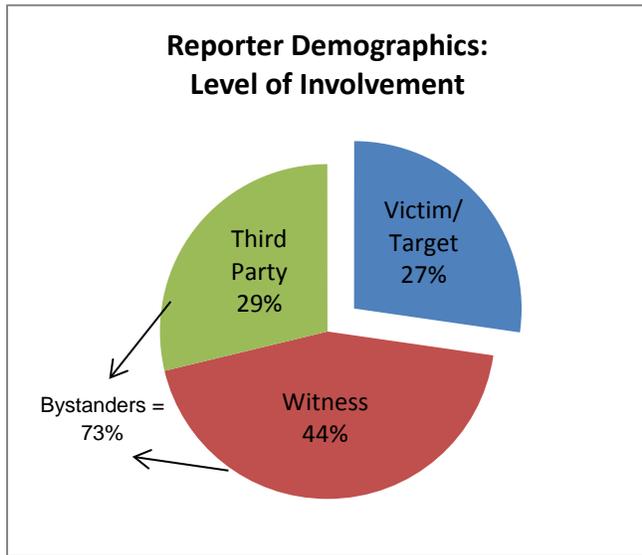


Identity Targeted	Number of Reports (2012-2013)	Number of Reports (2011-2012)
Race/Ethnicity	27	20
Sexual Orientation	21	11
Sex	12	5
Gender Identity/Expression	7	20
Religion	6	3
Disability	2	4
Other	6	4

### Reporter Demographics

Reporters can include anyone who has experienced (victim/target), witnessed (witness), or learned of (third party) a hate/bias incident. Reporters can fill out as much or as little information as they choose, and can remain anonymous if they wish. The Hate Response Team provides as much confidentiality as the reporter requests, consistent with applicable law. The individual submitting the Hate/Bias Incident Report has the option to be contacted, and if they choose such outreach, a Hate Response Advocate will work them to determine next steps.

The following charts depict the demographics of individuals filing Hate/Bias Incident Reports this year:



Some notable trends in reporter demographics include:

- This year's reports show a significant increase in submissions by witnesses or third parties (73%) when compared to last year (58%). Perhaps this indicates that bystanders are feeling more empowered to take action when they witness or hear of an incident, and that bystander education has led to increased awareness and sense of responsibility.
- The Hate Response Team received reports from students, staff and faculty, which reflect the team's concerted effort to encourage reporting by all community members.
- The most common demographic profile among reporters was a white female student (48%), which is representative of the largest population on campus.

- Only 21 of 66 reporters (33%) requested contact from a Hate Response Team advocate. This may have been because they feared retaliation, the situation was already resolved, or they felt satisfied simply submitting the report in the hopes that it would lead to increased awareness and continued anti-hate/bias education.
- Of the 18 victim/target reports that were submitted, 12 of them (66%) requested contact from a Hate Response Team advocate. In comparison, of the 48 witness/third party reports that were submitted, only nine of them (19%) requested contact from a Hate Response Team advocate. This may indicate that the victim/target is more in need of support and/or guidance and an avenue to discuss some form of resolution, whereas witness/third party reporters do not feel as impacted and have a diminishing need to be heard.
- Of the 11 victim/target reports, nine were submitted by women, one man and one undisclosed. This may support the stereotype that men do not want to appear “weak” by asking for support, where there is the expectation that women will ask for support.

### **Perpetrators**

One difficulty with hate and bias incidents is that most perpetrators remain unidentified. Many acts of hate and bias are cowardly in nature, happening when no one can respond or when no one is looking, such as incidents that involve graffiti and vandalism. Regardless of whether a perpetrator is identified, however, action can still be taken in the form of victim/target support, community outreach, documentation, removal of graffiti/vandalism, campus programming, and more. Students who have been identified as suspects or perpetrators may be investigated in a manner consistent with the impact of the incident. If the incident appears to be a potential violation of the [UW System Non-Academic Misconduct Code](#), Student Life will be responsible for contacting the perpetrator and determining what disciplinary steps are appropriate. If a university employee or volunteer has been identified as a suspect or perpetrator, they or their supervisor may be contacted by a Hate Response Advocate, Affirmative Action, or Human Resources. Perpetrators are not always affiliated with UW-L. Some incidents involved visitors to campus, or interactions that took place off-campus involving individuals in the greater La Crosse community.

When submitting a Hate/Bias Incident Report, the reporter is prompted to state whether or not the identity of the perpetrator is known to them. They are also asked to provide identifying information about the perpetrator if they wish to do so.

- In 39 (59%) of the reports submitted this year, the reporter said they did not know the identity of the perpetrator.
- In the remaining 27 (41%) reports, the reporter did know the identity of the perpetrator.
  - In 16 of these reports, the reporter elected not to share the perpetrator’s identity, for any of a number of possible reasons.
  - In the remaining 11 reports, either the report included the name of the perpetrator or the HRT was able to identify the perpetrator via subsequent inquiry.

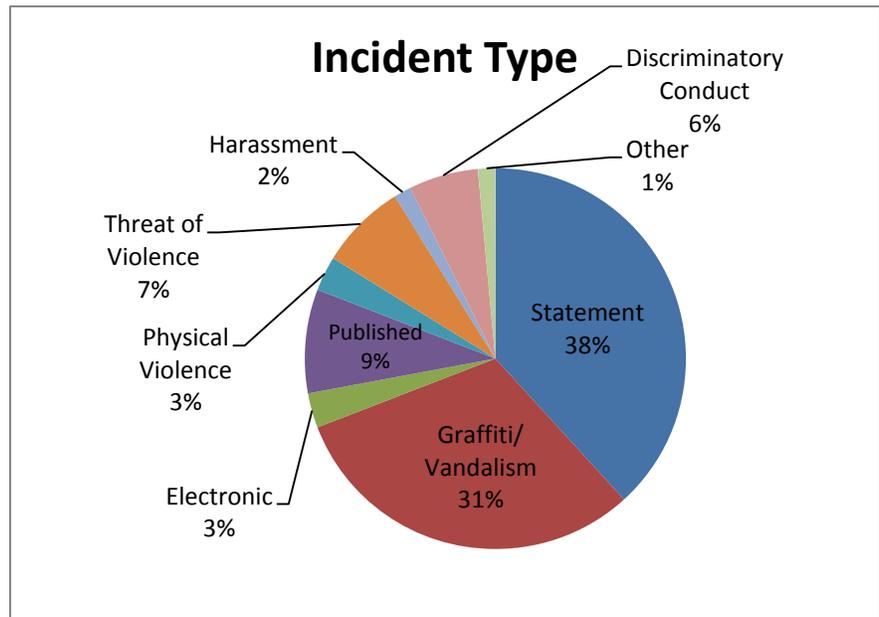
Thus, there were only a fraction (11 out of 66) of this year’s reports where the HRT had identifying information about the perpetrator. This reality further reinforces the approach that HRT has adopted, which focuses on victim and community impact and holistic campuswide education, rather than looking primarily for punitive or disciplinary solutions to hate and bias on campus.

## Types of Incidents

Incidents are grouped into several categories by the HRT upon reviewing the facts of the incident, *not* by the individual submitting the report. Some incidents are placed in more than one category, if the facts of the report meet the criteria. Because this was the first year these categories were in use, HRT is not able to provide year-to-year comparisons of the numbers of incidents in different categories.

Some of the terms used in this report are also used in other contexts in which they carry certain legal implications. (For example, “vandalism”, “harassment”, etc.) However, not all of the incidents in all of these categories rise to the level of criminality or violations of university policy.

The pie chart of incident type shows the overall breakdown of incidents for this year. Note that some incidents were counted in more than one category.



The vast majority of the reported incidents for this year fall into the broad category of hateful or biased expressions, which includes the four sub-categories of “Statement”, “Graffiti/Vandalism”, “Electronic” and “Published” in the above pie chart. These incidents may be characterized by the shorthand term of “hate speech.” The common thread among these incidents is discriminatory, bigoted or biased language referring to the actual or perceived identity (e.g. race, ethnicity, gender identity/expression, sexual orientation, religion, ability, etc.) of an individual or group. Fifty-five incidents fell into this category, with some reports falling under more than one sub-category.

- “Statement” includes not only words that are spoken, but also instances where hateful messages are conveyed using sign language, gestures, or similar forms of direct interpersonal communication.
- “Graffiti/Vandalism” includes messages written or symbols drawn in any medium where the message remains visible for a time after it has been left. While some incidents in this category may or may not meet a legal definition of vandalism—such as writings on whiteboards or chalkings that can be erased—they still have a discriminatory impact and are counted in our report.

- “Electronic message” includes email, text messages, messages sent using Facebook or other social media, voice mail, and any other electronic communication between individuals.
- “Published Media” includes newspapers, newsletters, or flyers, as well as other examples like t-shirts where a message is duplicated and distributed to the public on a large-scale basis. This may also include some form of online communication like public websites or blogs.
- “Individually Directed” means that hateful/biased language was directed at a specific individual or individuals based on their actual or perceived identity.
- “Group Directed” means that hateful/biased language was used in reference to an identity group (race, ethnicity, gender, sexual orientation, religion, gender identity, etc.) in general, but was not directed at a particular person or people.

Incident Type	Individually-Directed	Group-Directed	TOTAL
Statement	16	12	<b>26</b>
Graffiti/Vandalism	11	10	<b>21</b>
Electronic	0	2	<b>2</b>
Published	0	6	<b>6</b>
<b>TOTAL</b>	<b>27</b>	<b>30</b>	<b>55</b>

As the above table indicates, the vast majority of reported incidents were either interpersonal statements or graffiti/vandalism incidents, and among these the single largest group of incidents were Individually-Directed Statements.

Additionally, there were a small number of incidents that involved other categories of conduct.

- “Physical Violence” refers to any conduct which causes (or creates a substantial risk of) bodily injury to a person. This would include beatings and physical assaults, all instances of sexual assault (regardless of the nature or degree of physical force used), as well as arson and other kinds of conduct.
- “Threats of violence” are words or actions that express or imply an intention or plan to cause physical harm to another person. This category includes what the Supreme Court has called “True Threats” (which are not protected under the First Amendment), as well as a broader range of threatening language that may include protected free speech. We monitor and track all of these incidents, regardless of whether the expression is protected by the First Amendment, because it creates a climate of fear or hostility for members of the

targeted group, such as a sign on a residence hall room saying “Rape Cave”, or symbols like nooses.

- “Harassment” refers to conduct directed against one or more persons because of their identity (race, ethnicity, gender identity/expression, sexual orientation, religion, disability, etc.). It could include a single severe instance or a repeated pattern of less severe instances that, taken as a whole, create a hostile climate for the targeted individual(s).
- “Discriminatory Conduct” includes unfair treatment by people in positions of authority, or by peers, based on the identity of the targeted individual(s). Examples could include unfair grading, police profiling, or any other denial of the right to benefit equally from opportunities including education, employment, housing, access to services, etc.
- “Other” includes hate/bias incidents that didn’t necessarily fit any of the above categories.

Incident Type	Number of Incidents
Physical Violence	2
Threat of Violence	5
Harassment	1
Discriminatory Conduct	4
Other	1

Both of the reported incidents of physical violence involved students who reported being targeted based on their sexual orientation. In one case, the reporter provided contact information, and a police report was filed.

The five reported incidents involving a threat of violence targeted either race/ethnicity or sex. One of these incidents took place in a residence hall, and a community meeting in that hall was held in response to this incident. In another incident involving a threat made by a student enrolled at another institution in La Crosse, contact was made with a representative of that institution.

In the one reported incident of harassment, a student reported being harassed by an individual who was on campus as part of a protest group; the targeted identity was gender. The reporter was contacted and the HRT discussed possible ways to prevent future incidents if protest groups return to the campus.

Of the four discriminatory conduct incidents that were reported, all involved race/ethnicity, and all but one took place off-campus.

## THE FIRST AMENDMENT AND FREE SPEECH RIGHTS

It is important to note that not every act which may be offensive to an individual or group will be considered to be discriminatory conduct and a violation of system or institutional policy. Whether a specific incident constitutes harassment proscribed by university policy will be decided on a case-by-case basis. Due consideration will be given to the protection of individual First Amendment rights to freedom of expression and academic freedom. ([UW Board of Regents policy document 14-6](#)).

While the First Amendment protects the free expression of ideas that are sometimes offensive, that does not mean the university is powerless to respond. Instead of trying to censor or punish free speech, the Hate Response Team documents and tracks these incidents in order to:

- Assist the victim/target in receiving the appropriate services (if requested)
- Develop programming and training opportunities to address intolerance
- Detect emerging patterns of hateful or biased activity
- Publish aggregated data about these incident rates and trends
- Make recommendations to campus leadership for the prevention of future hate/bias incidents

Of course, people who commit acts of hate or bias that are not protected under the First Amendment may be subject to disciplinary proceedings or prosecution. Possible examples include physical assault, vandalism, trespassing, harassment, incitement, or genuine threats of violence.

## TEAM IMPACT & ACTIONS COMPLETED

During the 2012-13 academic year, members of the Hate Response Team took several proactive approaches to individually and collectively reach a critical mass of people. Included in these efforts was outreach to over 1000 community members through the inclusion of the Sticks & Stones slideshow in Campus Climate's [Awareness through Performance](#) fall productions. In addition, 39 training sessions of *Language of Inclusion*, *Microaggressions* or *Sticks & Stones: The Manifestation of Hate & Bias* were conducted for various classrooms, organizations and departments during the year, reaching another 1,767 people, whereas last year's 26 trainings only reached 500 people.

In response to reports received that included contact information and/or sufficient information to take a direct action, Student Life, Residence Life, University Police and other Hate Response Advocates contacted the reporters directly, investigated, or conducted related outreach efforts.

Further indirect, informal or responsive actions took place as a result of unanticipated campus incidents and/or natural evolution and desire for continual improvement of the team. These include:

- In August, the Hate Response Team assisted with Shane Windmeyer's visit to campus for his *Stop the Hate* training. 92 people attended, including faculty, staff, and students.
- A training on hate/bias response and upstander behavior was given to 600 athletes in September, during their mandatory meeting.

- Monthly State-of-Hate & Bias updates were posted on the [Campus Climate Official Facebook page](#).
- New members were officially added as members of the Hate Response Team to represent the Office of Affirmative Action (Nizam Arain, Director of Affirmative Action) and the Division of Academic Affairs (Julia Johnson, Assistant Dean, College of Liberal Studies).
- The Hate Response Team made updates to the online overview of hate/bias incidents:
  - The “Type of Incident” column was divided out into two new columns: “Type of Incident” and “Identity Targeted”
  - In addition to the “Incident #”, the column “Report #” was created. This change was made to better reflect any repeated reports for the same incident.
- Incident categories were created and defined. These categories were outlined on the website and used within the overview to help understand patterns for the different ways hate/bias was being experienced.
- A report of hate/bias activity was given at monthly Campus Climate Council meetings.
- When hate/bias was reported in the residence halls, a Hate Response Team member joined the affected hall’s council meeting.
- Language throughout the HRT website and other marketing materials was changed to include “/bias” in addition to “hate” to better reflect the incidents the campus is being encouraged to report.
- Hate Response Team members participated in two meetings that were held to discuss a streamlined response to uninvited guests and protestors.
- Partners in Movement debuted, an allyhood mini-conference that focused on race, ethnicity and white privilege.
- Members of the team met with the Deans’ Council to determine a more comprehensive approach for handling hate/bias incidents that occur in the classroom and/or involve faculty. From that meeting, a protocol was developed to help guide administrators, department chairs and the campus community through a response for these incidents.
- State of Hate & Bias Open Forums were scheduled for the upcoming school year.
- A promotional item with the tagline “Wipe out Hate” was designed and ordered.
- HRT members were pivotal in rolling out the university’s theme of inclusivity, through the “I am UW-L” campaign.

## LESSONS LEARNED

- Issues of hate/bias and incivility are clearly still a campus issue.
- Hate/Bias incidents in the classroom continue to be difficult to process and pursue, but good progress was made by the development of the protocol to respond to those incidents in the classroom.
- The efforts to be more transparent around hate/bias activity has proven to be healthy for the UW-L campus. Students and employees need to know and understand the impact of hate/bias on our campus.

- Protocols developed (Residence Life, Student Life, and Faculty/Staff response) appear to be working and are being recognized as useful tools by the campus community.
- Follow-up visits to the residence halls by HRT members after a Hate/Bias Incident was reported have been well received. Whether these visits have an impact on the occurrence of hate/bias incidents in the halls is yet to be determined.
- Uninvited visitors occasionally took advantage of our open campus to exercise their free speech rights. For example, the Milwaukee-based anti-abortion group Missionaries to the Pre-Born brought a large group of protesters to campus including several small children. They displayed large, graphic images and attempted to provoke passers-by into heated conversations. The HRT received reports of protesters yelling at students (particularly women), behaving in a threatening manner, and following them as they attempted to walk across the campus or enter/exit residence halls or other campus buildings. The HRT will be developing strategies to prepare for these incidents, minimize and counteract the harmful effects, and monitor for violations of law or campus policy, while not infringing on legitimate First Amendment rights.
- The use of the “N” word continues to be problematic for our campus. More discussion around the history and impact of this word is needed.
- Since UW-La Crosse is a part of the greater La Crosse community, community problems become campus problems with regard to UW-L students’ safety and security off campus.
- Continuing to help the campus understand distinguish between a hate crime, hate/bias incident and lack of civility is critical to making our campus safer.
- It appeared that men were less likely to report hate/bias incidents, so this is an area to focus on in the future.
- 2013 Campus Climate survey results supported the Hate/Bias Incident Report trends that members who identify with non-white and/or LGBTQ communities are experiencing a more negative environment at UW-L. Unlike the hate/bias reports, the Campus Climate survey highlighted a student and employee population that identifies with a disability as experiencing a more significantly negative climate in comparison to those who do not have a disability. Also, highlighted in the survey was a clear and concerning issue of sizeism at UW-L.

## **MOVING FORWARD**

Overall, the 2012-13 academic year was an eventful, but otherwise productive year for the Hate Response Team. Continued progress is necessary and constant, and forward movement is best attained through realistic, yet ambitious goals, shaped by intentional reflection and continued learning.

In the short term, the Hate Response Team has outlined the following next steps:

- Distribution of the *Wipe out Hate* DigiClean product during the fall 2013 semester.
- Hold State of Hate & Bias Open Forums for the UW-L campus community.

- Create peaceful protest signage, with guidelines for effective counter-demonstrations, to be checked out by campus community members when the need arises.
- Continue communications with campus leadership regarding campus-wide communication for specific protestors that have historically caused disturbance.
- Work with the Wellness Resource Coordinator to include hate/bias response information on an upcoming Stall Seat Journal.
- Develop and highly publicize a program/presentation that tackles the history, controversy, and impact of the N-word.
- Change timeframe of meetings from 8:30-9:30 instead of 8:30-10:00.
- Enhance website communications for HRT
- Explore the possibility of a UW System HRT gathering for January 2014.
- Collaborate with ITS to include a hate/bias menu item on the UW-L mobile app.
- Continue conversations about offering a HRT statement for course syllabi.
- Consider the creation of a statement regarding commonplace “date auctions” that some organizations implement as fundraisers.
- Encourage faculty to utilize Hate/Bias incident Report for classroom incidents.
- Provide Deans and Chairs with appendix for HRT End of Year Report that further details incidents involving classrooms and/or faculty.

The Hate Response Team has also identified the following long term and ongoing goals:

- Consider a survey or focus group to assess student perception of safety.
- Create a detailed brochure regarding hate/bias response to be included in new faculty/staff folders and new student packets.
- Establish a protocol or guiding document regarding parameters for notifying the campus community of hate/bias incidents or crimes, and work with senior campus leadership to put this protocol into action.
- Continue exploring the interaction and complication between social media and hate/bias.
- Discuss the Hate Response Team’s responsibility to the larger community; when does campus safety trump reporters’ wishes to do nothing?
- Proactively meet with student organizations, especially those representing often-targeted identities.
- Explore opportunities to include hate/bias response and upstander messages in summer Freshmen Registration programming.
- Collaborate with the Racquet to develop a standing newspaper section that highlights civility, random acts of kindness, upstander behavior and other model behaviors.
- Reward identified upstanders with a reception at the end of each academic year.

APPENDIX 1

HATE/BIAS INCIDENT REPORT - 2012/13									
REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
1	1	8/27/2012	Off Campus	Individually Directed Statement & Physical Violence	Sexual Orientation	Victim/Target	Filipino Male Student	Requested Contact	Police report filed; Outreach to reporter
2	2	9/2/2012	On Campus - Coate Residence Hall	Group Directed Graffiti/Vandalism Threat of violence	Sex	Witness	White Male Student	Requested No Contact	Followed up with reporter; Cube community meeting (occurred) and educational programming (to be scheduled)
3	3	9/9/2012	Off Campus	Individually Directed Statement & Threat of Violence	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Dean of Students contacted institution involved
4	4	9/12/2012	Off Campus	Individually Directed Statement & Physical Violence	Sexual Orientation	Third Party	White Male Staff	Requested No Contact	No contact information provided
5	5	9/16/2012	On Campus - Hutchison Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity	Third Party	White Female Student	Requested Contact	Outreach to reporter; 4 Hate Response Team members joined Hall Council meeting
6	6	9/16/2012	Off Campus	Individually Directed Statement & Threat of Violence	Race/Ethnicity	Third Party	White Female Student	Requested No Contact	No contact information provided
7	7	9/17/2012	Off Campus	Group Directed Statement & Threat of Violence	Race/Ethnicity & Sex	Third Party	White Female	Requested No Contact	No contact information provided
8	8	9/18/2012	On Campus - Cowley Hall	Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested Contact	Met with reporter; outreach to department
9	9	9/18/2012	Off Campus	Individually Directed Statement & Threat of Violence	Race/Ethnicity	Victim/Target	Asian Male Student	Requested No Contact	Outreach to reporter
10	10	9/20/2012	On Campus - Near Whitney	Group Directed Statement	Race/Ethnicity	Witness	White Male Student	Requested No Contact	No contact information provided
11	11	9/20/2012	On Campus - Sidewalk	Individually Directed Statement	Other	Victim/Target	White Female Student	Requested Contact	Met with reporter; Campus partners meeting around uninited and inflammatory visitors
12	11a	9/20/2012	On Campus - Clocktower and other sidewalks	Individually Directed Statement & Harassment	Gender Identity/ Expression & Sex	Third Party	White Female Student	Requested Contact	Outreach to reporter; Campus partners meeting around uninited and inflammatory visitors
13	12	9/20/2012	On Campus - Residence Hall (building not listed)	Individually Directed Statement	Sexual Orientation	Witness	White Male Student	Requested No Contact	No contact information provided
14	13	9/21/2012	On Campus - Sanford Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Male Student	Requested No Contact	Outreach to reporter
15	14	9/21/2012	Text Message	Group Directed Electronic Message	Race/Ethnicity & Religion	Witness	Hmong/Asian Female Student	Requested Contact	Outreach to reporter; La Crosse police investigating
16	15	9/25/2012	On Campus - White Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Staff	Requested No Contact	Outreach to reporter; 2 Hate Response Team members joined Hall Council meeting
17	15a	9/25/2012	On Campus - White Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Victim/Target	White Male Student	Requested Contact	Spoke to reporter; 2 Hate Response Team members joined Hall Council meeting
18	16	9/26/2012	Off Campus	Discriminatory Conduct	Race/Ethnicity	Witness	Hmong Female Student	Requested Contact	Met with reporter
19	16a	9/26/2012	Off Campus	Discriminatory Conduct	Race/Ethnicity, Sex, Other	Victim/Target	Hmong Female Student	Requested Contact	Met with reporter

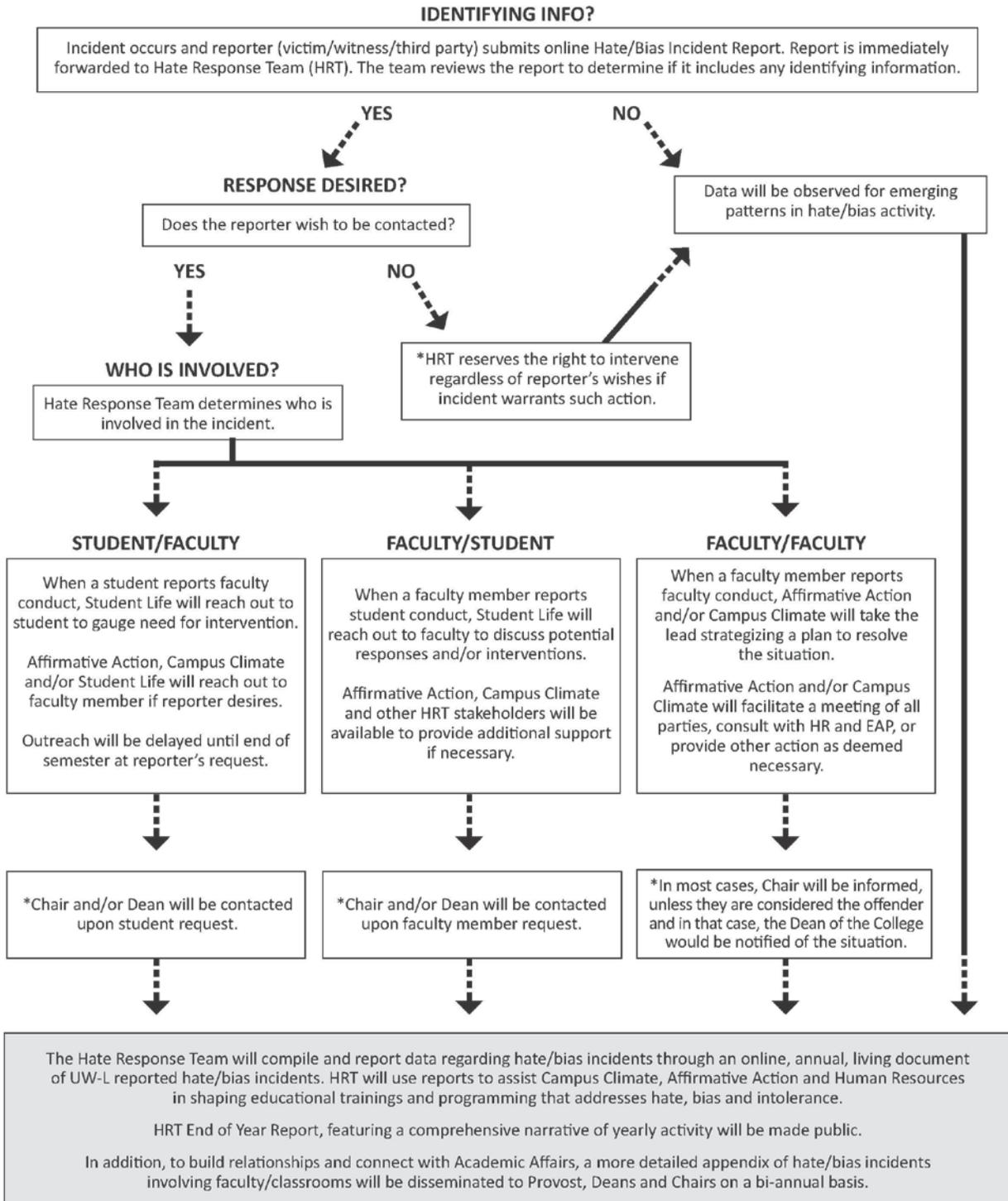
20	17	9/27/2012	On Campus - Centennial	Other	Race/Ethnicity	Third Party	Female Student	Requested No Contact	No contact information provided
21	18	10/2/2012	On Campus - Sanford Residence Hall	Group Directed Graffiti/Vandalism	Gender Identity/Expression	Witness	Female Students	Requested No Contact	Outreach to reporter; Educational conversations with those responsible for comments
22	19	10/4/2012	Facebook	Group Directed Electronic Message	Sexual Orientation, Gender Identity/Expression, Religion	Victim/Target	White Female Student	Requested Contact	Outreach to reporter
23	20	10/4/2012	Off Campus	Individually Directed Statement	Race/Ethnicity	Third Party	White Female Student	Requested No Contact	No contact information provided
24	21	10/4/2012	On Campus - Cowley Hall	Group Directed Statement	Religion	Witness	White Female Student	Requested No Contact	No contact information provided
25	22	10/4/2012	On Campus - Centennial Hall	Individually Directed Statement & Discriminatory Conduct	Race/Ethnicity	Third Party	Female Student	Requested No Contact	No contact information provided
26	23	10/4/2012	On Campus - Coate Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested No Contact	Outreach to reporter; 1 Hate Response Team member joined Hall Council meeting
27	11b	10/8/2012	On Campus - Clocktower	Individually Directed Statement	Religion/Sex	Victim/Target	White Female Student	Requested No Contact	No contact information provided; Campus partners meeting around uninvited and inflammatory visitors
28	24	10/13/2012	On Campus - Drake Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witnesses	White Female Students	Requested No Contact	Educational conversations with those responsible for comments
29	25	10/21/2012	On Campus - Murphy Library	Published Media	Gender Identity/Expression	Third Party	White Female Student	Requested No Contact	No contact information provided
30	26	10/29/2012	On Campus - Classroom	Group Directed Statement	Race/Ethnicity, Sexual Orientation	Witness	White Female Student	Requested Contact	Outreach to reporter
31	27	10/30/2012	Off Campus	Discriminatory Conduct	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Outreach to reporter
32	27a	10/30/2012	Off Campus	Discriminatory Conduct	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Outreach to reporter
33	28	10/31/2012	On Campus - Drake Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Male Student	Requested No Contact	Outreach to reporter; Hate Response Team member joined Hall Council meeting
34	29	11/5/2012	On Campus - Cellar	Published Media	Race/Ethnicity, Sex	Witness	White Female Student	Requested No Contact	No Contact information provided. Reported incident to University Centers
35	30	11/17/2012	On Campus - Hutchison Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation & Gender Identity/Expression	Witness	White Female Student	Requested No Contact	University Police contacted; Outreach to reporter; Hall Council meeting
36	31	12/8/2012	On Campus - White Residence Hall	Individually Directed Statement	Race/Ethnicity, Religion	Witness	White Female Student	Requested No Contact	No contact information provided
37	32	12/19/2012	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Staff	Requested No Contact	Outreach to reporter
38	33	1/28/2013	On Campus - Classroom	Group Directed Statement	Disability	Witness	Hispanic Female Student	Requested No Contact	No contact information provided
39	34	2/15/2013	On Campus - Eagle Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Male Staff	Requested No Contact	Outreach to reporter
40	35	2/15/2013	On Campus - Cowley Hall	Group Directed Published Media	Other (Sexual Assault Survivors)	Victim/Target	Female Student	Requested Contact	Outreach to reporter; University Police contacted; flyers removed from bulletin boards around campus
41	36	2/15/2013	On Campus - Racquet	Group Directed Published Media	Gender Identity/Expression	Witness	Staff	Requested No Contact	No contact information provided; Outreach to University Centers Director
42	34a	2/16/2013	On Campus - Eagle Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested Contact	Outreach to reporter
43	37	2/16/2013	On Campus - Eagle Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Staff	Requested Contact	Outreach to reporter; University Police contacted

44	38	2/20/2013	On Campus - Laux Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity	Witness	White Male Student	Requested No Contact	Outreach to reporter; University Police contacted; Custodians contacted about having graffiti removed
45	39	2/21/2013	Off Campus	Individually Directed Statement	Sex	Third Party	White Female Student	Requested No Contact	No contact information provided
46	40	2/23/2013	On Campus - Classroom	Group Directed Statement	Race/Ethnicity	Witness	African-American Female Student	Requested No Contact	No contact information provided
47	41	3/4/2013	On Campus - White Residence Hall	Group & Individually Directed Statement	Race/Ethnicity	Victim/Target	Biracial Female Student	Requested Contact	Outreach to reporter; multiple additional meetings between parties
48	42	3/9/2013	On Campus - Mitchell Hall	Group Directed Statement	Sex	Witness	White Male Student	Requested No Contact	No contact information provided; Department following up with group
49	43	3/10/2013	Off Campus	Discriminatory Conduct	Race/Ethnicity	Third Party	Asian Student	Requested No Contact	No contact information provided
50	44	3/21/2013	Facebook	Group Directed Published Media	Disability	Third Party	Staff	Requested No Contact	No contact information provided
51	45	3/27/2013	On Campus - Centennial Classroom	Group Directed Statement	Sex, Other	Victim/Target	White Female Student	Requested Contact	Outreach to reporter
52	46	4/11/2013	On Campus - Drake Residence Hall	Group Directed Published Media	Sexual Orientation, Gender Identity/Expression	Victim/Target	Female Student	Requested Contact	Outreach to reporter
53	47	4/12/2013	On Campus - Hutchison Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity	Third Party	White Student	Requested No Contact	Outreach to reporter; community-specific meeting
54	48	4/15/2013	Off Campus	Individually Directed Graffiti/Vandalism	Religion	Victim/Target	White Female Student	Requested Contact	Outreach to reporter and landlord by Student Life and University Police; intervention by landlord
55	49	4/16/2013	On Campus - Eagle Residence Hall	Individually Directed Statement	Other	Third Party	White Male Staff	Requested No Contact	Outreach to student by Residence Life; bulletin board removed
56	50	4/26/2013	On Campus - Angell Residence Hall	Graffiti/Vandalism	Other	Third Party	White Female Students	Requested No Contact	University Police and Residence Life followup; Educational conversation with residents
57	51	5/5/2013	On Campus - Eagle Residence Hall	Individually Directed Statement	Sexual Orientation	Third Party	White Male Student	Requested Contact	University Police investigated;
58	52	5/7/2013	Online	Individually Directed Statement	Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter
59	53	5/10/2013	On Campus - Graff Main Hall	Individually Directed Graffiti/Vandalism	Other	Victim/Target	Faculty	Requested Contact	Outreach to reporter
60	54	5/10/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sex	Victim/Target	White Female Student	Requested No Contact	Outreach to reporter
61	55	5/11/2013	On Campus - Drake Residence Hall	Individually Directed Graffiti/Vandalism	Race/Ethnicity & Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	Outreach to reporter
62	56	5/16/2013	On Campus - Cowley Hall	Group Directed Statement	Sexual Orientation	Victim/Target	White Male Faculty	Requested No Contact	No contact information provided
63	57	5/30/2013	On Campus - Laux Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Male Student	Requested No Contact	University Police contacted; Message documented and removed; Outreach to school officials
64	58	6/12/2013	On Campus - Graff Main Hall	Individually Directed Graffiti/Vandalism	Race/Ethnicity & Sex	Victim/Target	Asian Female Staff	Requested No Contact	Outreach to Reporter
65	59	6/26/2013	On Campus - Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	Male Staff	Requested No Contact	Conversations with those responsible for comments
66	59a	6/26/2013	On Campus - Centennial Hall Classroom	Individually Directed Statement	Race/Ethnicity	Victim/Target	White Female Student	Requested Contact	Outreach to Reporter; Conversations with those responsible for comments

APPENDIX 2



**HATE RESPONSE TEAM PROTOCOL FOR RESPONDING TO ONLINE REPORTED HATE/BIAS INCIDENTS INVOLVING FACULTY/CLASSROOMS**



Last updated: March 25, 2013



## HATE RESPONSE TEAM GUIDING PRINCIPLES FOR RESPONDING TO ONLINE REPORTED HATE/BIAS INCIDENTS INVOLVING FACULTY/CLASSROOMS

### Key Points:

- Every situation is unique
- Ability to resolve these incidents through collaborative dialogue reduces the need for a formal grievance being filed
- Respect for academic freedom
  - with expectation that provocative content/teaching methods will be used in a fashion that does not create a discriminatory environment
- Respect for due process rights of faculty
  - This is a collaborative dialogue-oriented process, about building awareness, assuming good intentions, and shared desire to create better & more inclusive learning environments, not about punishing, penalizing, or stigmatizing anyone
  - If information that identifies a particular faculty/IAS member is being provided to a chair or dean, the faculty/IAS member will be notified in advance except in rare cases where there is a safety, legal or confidentiality concern
- Victim/target has 3 immediate needs at the forefront: the need to feel safe, the need to be heard and the need to know what happens next

### \*Individual situations in which we will inform (and may request involvement from) Deans or Chairs:

- Student(s) requests action, sufficient details are known, faculty member unwilling to engage in dialogue
- Report meets elevated standard of harassment, hostile environment, etc. under applicable laws triggering legal obligation to respond
- Repeated incidents involving the same faculty/IAS member

### Bi-annual report regarding faculty/classroom incidents:

- Specific examples; identifying information (student, faculty, department, etc.) removed
- Disseminated to Provost, Deans and Chairs at the close of each semester
- Will include information on resolution (achieved, attempted, attempted but not achieved, not attempted)
- Intended purpose of report is to provide opportunity for deans and chairs to dialogue with faculty and IAS, citing examples of conduct that is not acceptable and scenarios in which more incisive language would be desired