

# BIAS REPORTS

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 John Carroll  
UNIVERSITY

2019-2020 Year-End Report

This report reflects the data and findings from our online Bias Reporting system during the 2019-2020 academic year, and information about our institutional response to reports received.

Our most significant change to the Bias Reporting system and process this year was the creation of a Diversity, Equity and Inclusion (DEI) Division under the leadership of inaugural Vice President for Diversity, Equity, and Inclusion, Dr. Tiffany Galvin Green. With the creation of the DEI Division this year, leadership over the Bias Response Team (BRT) and its processes transferred from Dr. Sherri Crahen to Dr. Green, allowing for a seamless continuation of the work to improve the clarity, transparency and consistency of our institutional response to reports of bias.

This team is currently working on developing new initiatives for the 2020-2021 academic year, including some policy and process revision, re-igniting of a bias awareness campaign, and connecting bias reporting more closely to university-wide programming efforts for students, faculty, and staff. We hope and expect that integrating the work of the Bias Response Team with new programming, both within and outside of the DEI Division as needs dictate, will help us to direct our educational efforts towards meeting existing needs illuminated by our bias reports.

As we were preparing our Fall 2019 report for release to the campus during the Spring 2020 semester, we received news that our campus would be shifting to virtual operations due to the COVID-19 pandemic. As a result of this mid-semester disruption, it was decided that a year-end report on the bias reporting system would be more efficient for this academic year than providing a report at the close of each semester as has been our prior practice.

The significant disruptions to the Spring 2020 semester also impacted on-campus and face-to-face interactions, explaining the precipitous drop in reports after February. While we know that bias and discrimination can and do occur in virtual spaces, the bias reporting system did not receive any reports of that nature once Ohio's statewide public-health restrictions took effect in March 2020. In an effort to maintain bias awareness, the DEI division offered several virtual workshops to ensure that bias awareness and equity considerations specific to the transfer of learning to virtual contexts were highlighted for faculty and staff. These efforts were part of our proactive strategy to minimize bias-related issues and reports during our transition.

As of the publication of this report, details are being put in place for adjustments to the Fall 2020 semester at JCU to accommodate public safety measures. While it appears that we will be returning to in-person instruction (at reduced levels) in the Fall, supplemented by robust online course content and offerings, we do not yet know how our reporting and programming improvements in response to incidents of bias might have to shift to accommodate new realities. We anticipate that we will be able to provide an update on these plans to the campus soon.

Every bias report represents an incident of harm experienced by a member of our community, whether directly or as a bystander or witness. These reports are always given full consideration and prompt attention for investigation as well as resolution. However, it is important to recognize that each report also represents an opportunity for our community to step in, to offer support and accompaniment to those affected, to encourage reparation of harm, and to restore conditions of justice and right relationship wherever possible. Each report is an opportunity for our university to do more and do better. As such, we share this information here, as always, in the hope that bringing these incidents to light will continue to move us farther towards our commitment to be a just, equitable, safe and supportive university community.

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## Bias Reporting System Data, 2019-2020 Academic Year<sup>1</sup> John Carroll University

### Reports and actual incidents, by month<sup>2</sup>

	Reports	Actual bias incidents
July	1	1
August	1	1
September	16	7
October	6	1
November	3	3
December	5	5
January	2	2
February	2	2
March-April	0	0
<b>TOTAL</b>	<b>36</b>	<b>22</b>

### Alleged offender's role on campus

Student(s)	18
Faculty Member	4
Staff Member (including RA's)	2
Campus Visitor(s)	1
Institution itself	2
Unknown	9

### Type of incident reported

Graffiti/vandalism/signage	9
Classroom incident	1
Overheard remark	3
Harassment	2
Written slur	4
Social media	11
Profiling	2
Structural bias	3

### Types of reports filed

Identified Reports	23
Anonymous Reports	6
Private Reports	7

### Reporting party's role on campus

Student	29
Staff (including RA's)	4
Faculty	1
Unknown	2

### Apparent basis for bias exhibited<sup>3</sup>

Sex/gender	9
Gender expression/identity	9
Race/ethnicity/color	8
Sexual Orientation	5
Religion	1
Unknown	1
<i>Political ideology (not considered bias)</i>	3
<i>Physical appearance (not considered bias)</i>	2

### Institutional response<sup>4</sup>

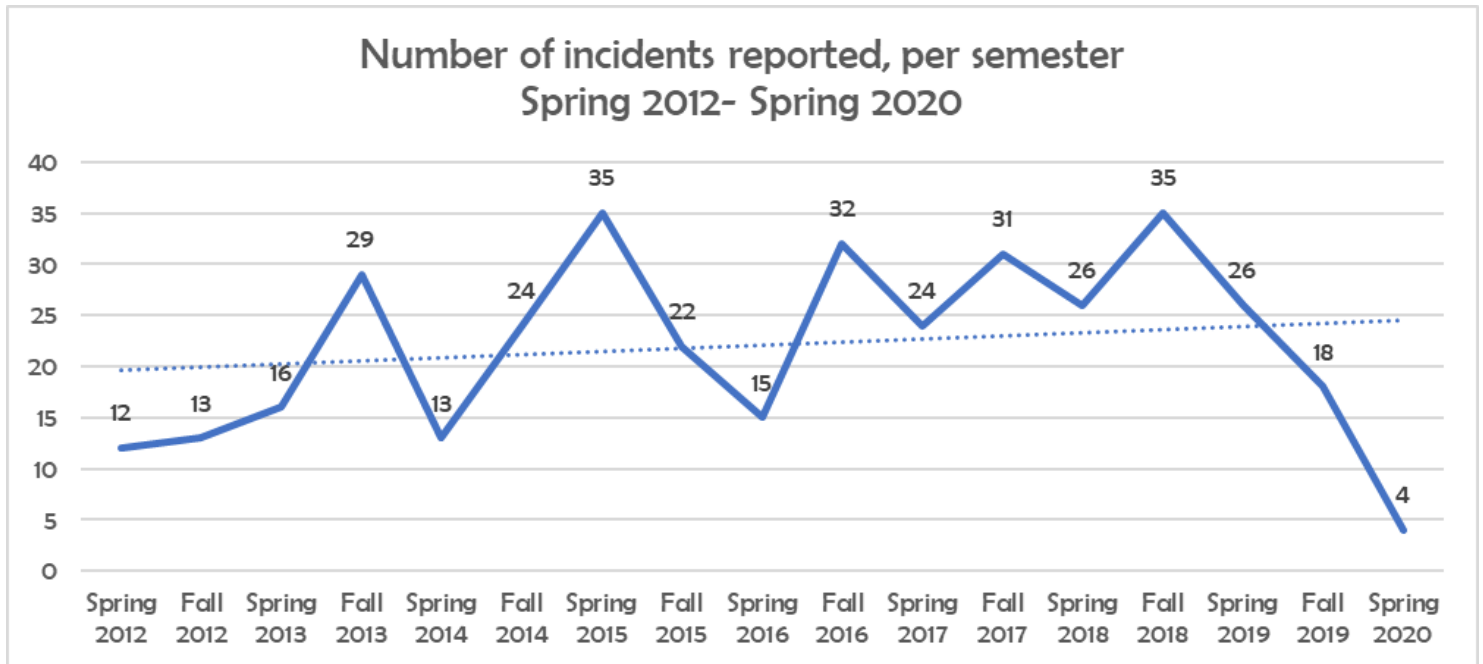
Consciousness-Raising	6
Removal of offensive material	2
Educational conversation	11
Change to policy/practice	1
Sanctions	5
Complainant declined to pursue	4
Resolution pending	1
Support to affected party/ies	13
No action needed or possible	1
Investigated and determined not to be bias	10

1. Reported via webform at <http://sites.jcu.edu/bias>. This **does not** include complaints made in person or by other means.
2. "Reports" represents individual reports received. "Actual bias incidents" represents discrete individual incidents and does not count incidents which were determined upon in-

3. investigation not to be bias-related.
4. Unless otherwise indicated, charts reflect ALL reports received, not distinct incidents reported.
5. Descriptions of institutional responses to each report are detailed in the narrative descriptions on pp. 5-6.

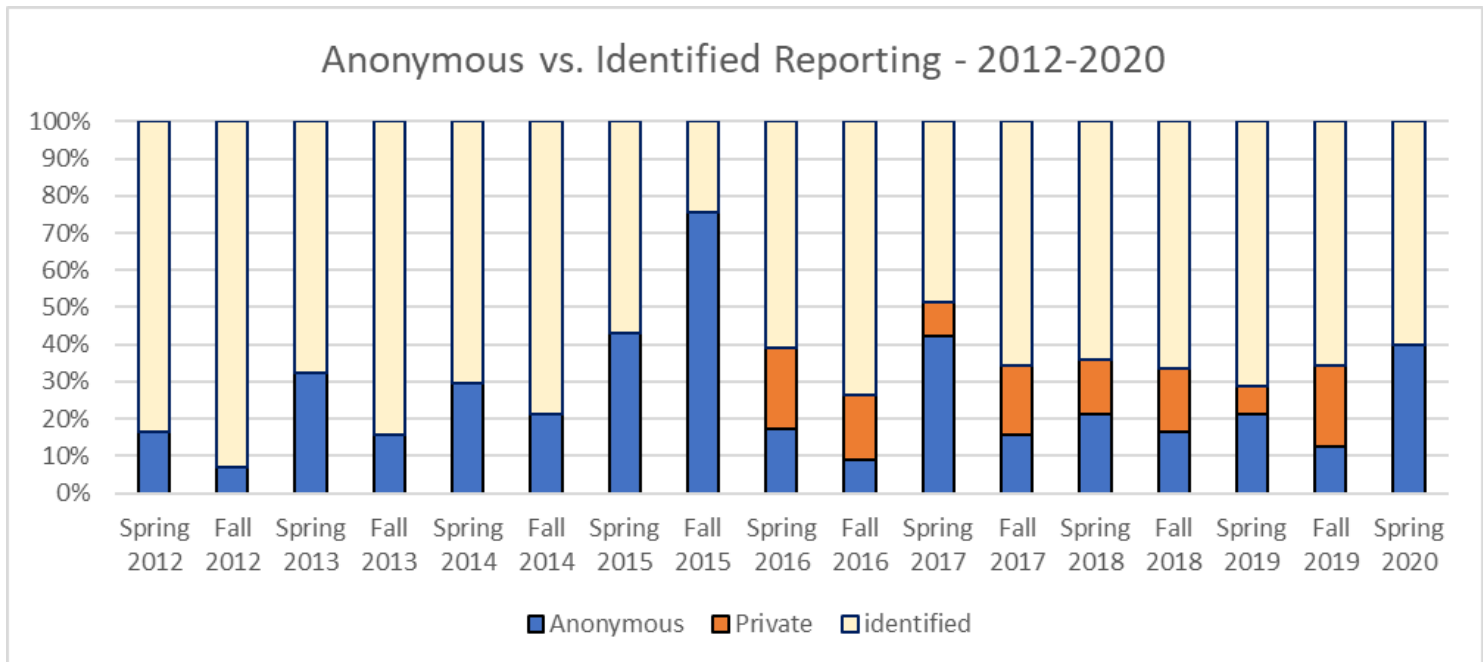
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Bias Reporting System Longitudinal Data, Spring 2012-Spring 2020



Increases in numbers of incidents reported can be interpreted as a positive sign, demonstrating a broader recognition and use of the Bias Reporting tool across the community, as well as increased trust in the process of institutional response. The dotted

line on the chart above shows that, while numbers vary widely between semester, the overall numbers of reported incidents are trending upward over time.



One reporting trend that we watch for is the number of reports submitted by people who elect to identify themselves. A low percentage of anonymous reports is another possible sign of trust in the reporting system and response process. The chart above shows the percentage of all reports that have been submitted as

anonymous reports (in blue). The introduction of a “private” reporting option in spring 2016 (in orange) permitted greater levels of privacy for the reporting party. This change appears to have somewhat reduced the percentage of reports submitted anonymously.

### CLASSROOM INCIDENTS

- Student reported problematic discourse on race in the classroom from a faculty member. BRT member met with faculty member to discuss the concerns. Reporting party declined to pursue the issue.

### GRAFFITI, VANDALISM and SIGNAGE

- Graffiti of a sexual nature reported on a white board in a residence hall. Residence Life staff engaged students on the floor in educational conversation about appropriate communication and community standards.
- Report received of vandalism of an offensive sexual nature in a residence hall. Offensive material was removed.
- Two reports received of vandalism of residence hall bulletin boards in ways suggesting racial bias. In both cases, email communication was sent to residence hall community to reinforce community standards.
- Vandalism of an offensive nature related to sexual orientation reported on a residence hall white board. Email communication sent to hall residents to reinforce community standards.
- Three additional reports in this category were investigated and determined not to be bias-related. See description on p. 6.

### OVERHEARD REMARKS

- Staff member reported hearing of visitors to campus residence hall joking about gender identity in reference to a question about restroom signage in the building. BRT member met with the university office hosting the visitors to discuss the issue.
- Report received of an overheard remark from a faculty member that appeared to the reporting party to be denigrating the religious identities of others. BRT member followed up with faculty member to discuss.
- One additional report in this category was investigated and determined not to be bias-related. See description on p. 6.

### WRITTEN SLUR

- Faculty member reported that a Safe Zone sticker on their office door was defaced with misogynistic slurs and other messages. Responsible party unknown. BRT member followed up with reporting party to offer support.
- Staff member reported use of anti-gay slur in a conversation between a group of student-athletes. Educational conversation held with athletics team to reinforce community standards.
- Student reported receiving a written note from other students of an offensive nature relating to sex and sexual orientation. Referred to Title IX for resolution under the Sexual Harassment and Interpersonal Violence Policy. Complainant declined to pursue.

### HARASSMENT

- Student reported sexual harassment from a faculty member. Referred to Title IX for resolution under the Sexual Harassment and Interpersonal Violence Policy.
- One additional report in this category was investigated and determined not to be bias-related. See description on p. 6.

### PROFILING

- Report received of an interpersonal conflict between students in which racial profiling was alleged. BRT followed up with reporting party to offer support. Complainant declined to pursue.

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- One additional report in this category was investigated and determined not to be bias-related. See description below.

## STRUCTURAL BIAS

- Anonymous report received expressing dismay over the university's decision to cancel the annual student Drag Show. No response possible due to anonymity of reporting party.
- Report received expressing concern about binary gender language included unnecessarily in recruitment for a student program. BRT member met with program organizer to discuss. Decision was made to change language for future programs to be more inclusive of all genders.
- Student reported receiving disparate treatment based on sex in the advising process. Title IX coordinator met with faculty advisor to address the concern.

## SOCIAL MEDIA

- Eight bias reports received about anonymous social media accounts, some impersonating university personnel, engaging in hostile and demeaning rhetoric targeting JCU community members. Social media platform was notified of violations of its terms of service; BRT reached out to reporting parties to offer support and appreciation for reporting the issue.
- Two reports were received this year of racist rhetoric from students on social media platforms. Both reports were referred to Student Conduct for resolution of violation of community standards.
- Student reported race-based bullying from other students on social media. Resolution pending.

## INVESTIGATED & DETERMINED NOT TO BE BIAS-RELATED

- Student reported an offensive note posted to residence hall door; appeared to be related to reporting party's political ideology. BRT attempted to follow up; reporting party declined to pursue.
- Two reports received describing a student group's political advocacy as offensive and aggressive. BRT reminded reporting parties of the existence of differing political perspectives and reinforced university values of free expression.
- Student reported that another student had shared personal information about them with a third party without their consent. BRT investigated and determined that the incident was not bias-related. Support was offered to reporting party and an educational conversation held with respondent to promote more appropriate interactions.
- Anonymous report received of students engaging in discriminatory behavior based on physical appearance regarding attendance at an off-campus party. Follow-up impossible due to anonymous nature of report. Behavior, as reported here, does not fit into the university definition of "bias."
- Student reported receiving disparate treatment based on sex from a staff member. BRT and Title IX Coordinator investigated and determined that reported incident was not bias-related.
- Writing of an offensive sexual nature reported in a residence hall room. BRT investigated and determined that the incident was not bias-related.
- Staff member reported writing of an offensive racial nature on a residence hall white board. Upon investigation, incident was determined not to be bias-related. Residence Life staff met with hall residents for educational conversations. Follow-up programming planned in response.

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### 2019-2020 John Carroll University Bias Response Team:

**Lisa Brown Cornelius**, Senior Director of Residence Life

**Eric Butler**, Title IX Coordinator

**Dr. Sherri Crahen**, Associate Vice President of Student Affairs and Dean of Students

**Dr. Tiffany Galvin Green**, Vice President for Diversity, Equity and Inclusion

**Dr. James Krukones**, Associate Academic Vice

President

**Jennifer Rick**, Assistant Vice President of Human Resources

**Megan Wilson-Reitz**, Administrative Coordinator for Diversity and Equity