Oregon State University
Office of Institutional Diversity

Bias Response Team
Annual Report AY 2024

I.   Executive Summary

The 2023-24 academic year (AY24) was the seventh year the Bias Response Team (BRT) operated in its current structure. Data shared in this report was gathered during the 2023-2024 academic year from university bias incident reports and University Housing and Dining Services (UHDS) bias incident reports. Where helpful, context is provided regarding trends in data between years.

Notable insights for AY24 include:
- Consistent with all prior years of bias response data, race and ethnicity (n=39, 25%) and gender identity (n=37, 24%) were the top reported primary motives. These reported primary motive categories represent 49% of all reports submitted in AY24.
- Reported bias incidents directed from supervisor to employee have historically been less prevalent, despite community climate data suggesting a different experience of employees. In AY24 eight (n=8, 5%) reports indicated this directionality, which is the highest count and percentage of this report type historically.
- Bias incident report counts for AY24 (n=155) were lower than AY22 and AY23 (n= 196 and n=199, respectively). This is a ~22% decline from AY23. However, the AY24 report count is like the projection of report counts pre-pandemic in AY19 and AY20 (n=140 and n=150, respectively). The change in report count in AY24 is largely the result of decreased Bias Response Team reports and not UHDS BIARP reports, which remained stable.
- While report counts were lower in AY24, the patterns of most prevalent total incident types (Verbal Remark n=78, 50%; Electronic Remark n=30, 19%) and most prevalent total motives (Race and Ethnicity n=67, 43%; Gender Identity n=44, 28%) follow a consistent distribution. The decline was experienced proportionally across total incident and total motive types over the last three academic years.
- Bias reports involving a classroom interaction had a steep decline compared to previous years. AY24 only saw three (n=3, 2%) reports involving classroom interactions which is fewer than past years AY23 (n=24, 12%), AY22 (n=15, 8%), AY21 (n=16, 16%), AY20 (n=23, 15%), AY19 (n=7, 5%).

- AY24 reports indicating an "off campus" location" were the lowest (n=4, 3%) for any reporting years. This is like AY23 (n=6, 4%) but different than previous AY20 (8%) and AY19 (18%).

Highlighted recommendations include:
- Continuing to carefully monitor local, state, national, and international events, particularly as they may impact and connect to protected identities. Patterns in reports by primary and total motives appear to have a correlation to events and developments shaping our social milieu.
- Continuing to prioritize education and efforts to support racial and gender minoritized communities at the university. This could include sustaining and expanding focused mental healthcare, cultural experiences, and inter- and intra-group dialogue.
- Considering the highest report counts were for incident types that were "remarks" (i.e., verbal remarks, electronic remarks and written or printed remarks), the university should continue to educate the university community on the university's values and policies regarding free expression and speech and continue to support those impacted by bias in speech, including empowering community members' own speech and counter speech.
- The university should consider the possible benefits of more proactively raising awareness of the bias response reporting option at the university. Bias reporting is highlighted as an option during OID bias training and in partner resource materials. There is also a bias response website with information and a reporting link. OSU should consider if a more proactive plan to create awareness of the BRT process is necessary.
- Expanding information and education of recent changes to mandatory reporting to include all instances of possible discrimination.

II.   Introduction

The BRT is responsible for applying the university's [Reported Bias Incident Response Protocol](), which provides a process to comprehensively, collaboratively, and consistently address bias incidents that affect Oregon State University (OSU) students, faculty, and staff.

Coordinated by the Office of Institutional Diversity, the BRT includes [members]() from partner offices across the university. The team aims to:
- Provide care and support to OSU community members who may be negatively affected by bias incidents;
- Engage in a restorative process to educate community members about the harmful impact of bias incidents; and
- Develop and implement strategies to reduce the occurrence of bias incidents.

As part of its work, the BRT produces an annual report to summarize annual bias incident reporting data, describe trends, and provide recommendations for additional analysis and attention.

The BRT recognizes that bias incident reports submitted through this process may not account for all instances of bias at OSU. Other university data like the Student Community Climate Survey and Employee Community Climate Survey suggest that students, faculty and staff do not report all instances of bias. The bias reports included in these data are a snapshot of bias incidents at OSU. The BRT data also only represents one report even when multiple people are impacted and when multiple reports are submitted for the same incident. Thus, the number of reports included in this summary may not completely reflect the true scope of impact of bias and the resources used to intervene. For example, a count of two cases may in reality account for one relatively simple report where a single impacted party may need support and resources, and another report where there are multiple impacted parties, alleged respondents and stakeholders, and complexities such as power differentials and university policy. While the resources needed to support each of those examples may vary widely, they would each count for one bias incident report in these data.

This report summary includes data for bias that occurred during the immediate past academic year. Reports submitted in AY24 with an incident date in prior academic years are not included. For AY24, there are three (n=3) reports not reflected in the data set. If included, the total number of reports submitted during AY24 is 158.

All reports are triaged with a set of definitions and factors that constitute a case management key. Determinations of report types and motives are assessed at the triage of each report and reviewed for any necessary changes during the closing of a report. Any further determinations by referral offices are not included in this report.

Bias incident report data is disaggregated by motive categories (e.g., race and ethnicity, gender, disability, etc.), but lived experiences are often intersectional. Thus, data for reported incident motive is shown by primary and total motives. This accounts for report that frequently include multiple reported motives within a single incident. For university community members who hold multiple minoritized identities (i.e., person who is trans, disabled, and a woman of color), this lived reality can play out in a bias incident in inextricable ways. This is a limit in these data that should be accounted for in its review.

Lastly, the work of the BRT does not supersede nor replace existing university functions and policies or procedures. Following evaluation, reports are referred to appropriate processes. The Reported Bias Incident Response Protocol also observes all university policies related to free expression, academic freedom and guidelines on freedom of expression. As such, the BRT acts in accordance with the principle that freedom of speech is a fundamental right guaranteed by the U.S. and Oregon constitutions.

More information about the BRT and the Reported Bias Incident Response Protocol may be found on the [OID website](#).

III.   Overview of Bias and Bias Incidents

The BRT uses shared definitions of bias and bias incident to facilitate its work. For this purpose, bias is defined as a pre-formed negative opinion or attitude toward an individual or a group of individuals who possess common characteristics such as age, color, disability, gender identity or expression, marital status, national origin (including ancestry and ethnicity), race, religion, sex, sexual orientation, or veteran status.

A bias incident is defined as an act directed toward an individual or group based upon actual or perceived background or identity, as defined by the term bias above. A bias incident can constitute discrimination but not always. Bias incidents may occur regardless of whether the act is legal, illegal, intentional, or unintentional.

The outcomes of bias on learning environments are well documented. Bias can create a hostile learning, working and living environment. They can also have a negative psychological, emotional, or physical effect on an individual, group, or community. These impacts can cause in immediate and long-term negative effects. For example, unmitigated bias makes it hard to learn (Nadal, 2014; Clark, 1999) and work (Williams, 2014), and negatively shapes culture and community (McCabe, 2009; Torres, 2010).

The Reported Bias Incident Response Protocol is not designed to prevent all bias incidents from occurring or replacing necessary hard conversations. However, this process can support those experiencing bias and provide education and support as appropriate. Data from bias reporting can also provide insight into the needs of the university and can inform the prioritization of resources for learning.

IV.   Data Review and Analysis

Data analyzed in this report include incidents reported through the university's bias incident response process and through University Housing and Dining Services' Bias Incident Assessment and Response Protocol (BIARP). Data collection and analysis from these reporting pathways are coordinated to provide a comprehensive picture of bias incident response efforts at the university. OID analyzed consolidated data from AY24 and where appropriate compared these data to data from previous academic years from AY19 to AY23. For this analysis the academic year starts on July 1 of each calendar year and ends on June 30; summer term data is split between two different academic years.

a. Reported Bias Incidents

Figure 1

Reported Bias Incidents by Academic Year
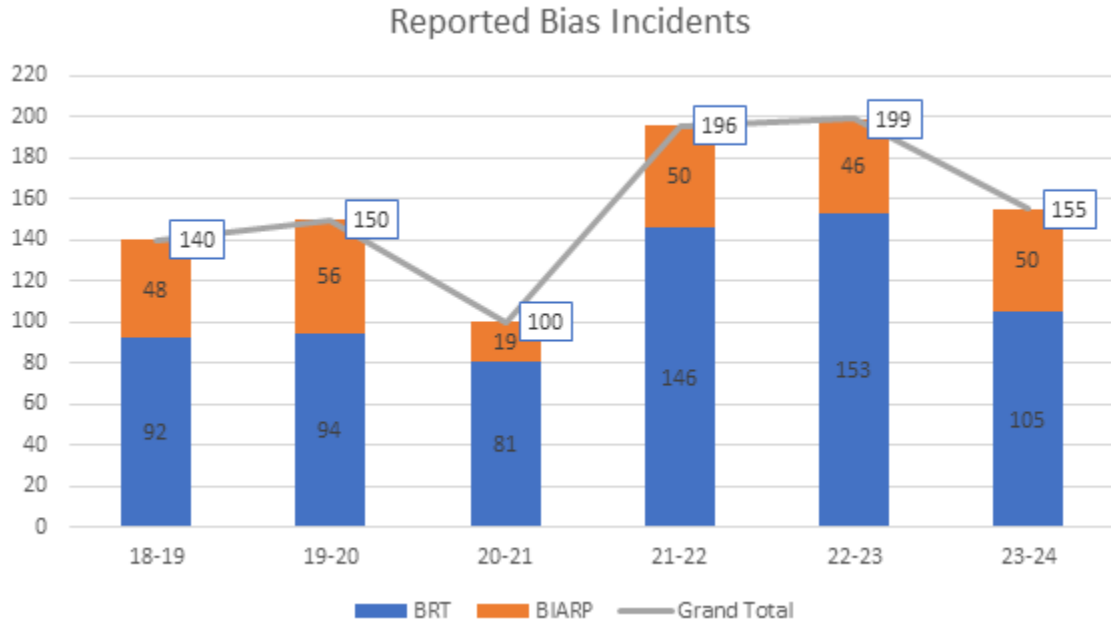
Unique report counts show a decrease in the number of reported bias incidents during AY24. Bias incident report counts for AY24 (n=155) were lower than AY22 and AY23 (n= 196 and n=199 respectively). This represents a decline of approximately 22% from AY23. However, the AY24 report count is like the projection of report counts pre-pandemic in AY19 and AY20 (n=140 and n=150, respectively). Notably, the change in report count in AY24 was largely experienced in Bias Response Team reports and not in UHDS BIARP reports.

Table 1

Ratio of Bias Incident Reports to Student Enrollment and Employee Count

Academic Year	Bias Reports	Student Enrollment	Ratio of Reports to Students	Employee Count	Ratio of Reports to Employees
AY20	150	26303	0.57%	5624	2.6%
AY21	100	26170	0.38%	5455	1.8%
AY22	196	26644	0.73%	5440	3.6%
AY23	199	27563	0.72%	5634	3.5%
AY24	155	28916	0.53%	5930	2.6%

Figure 2
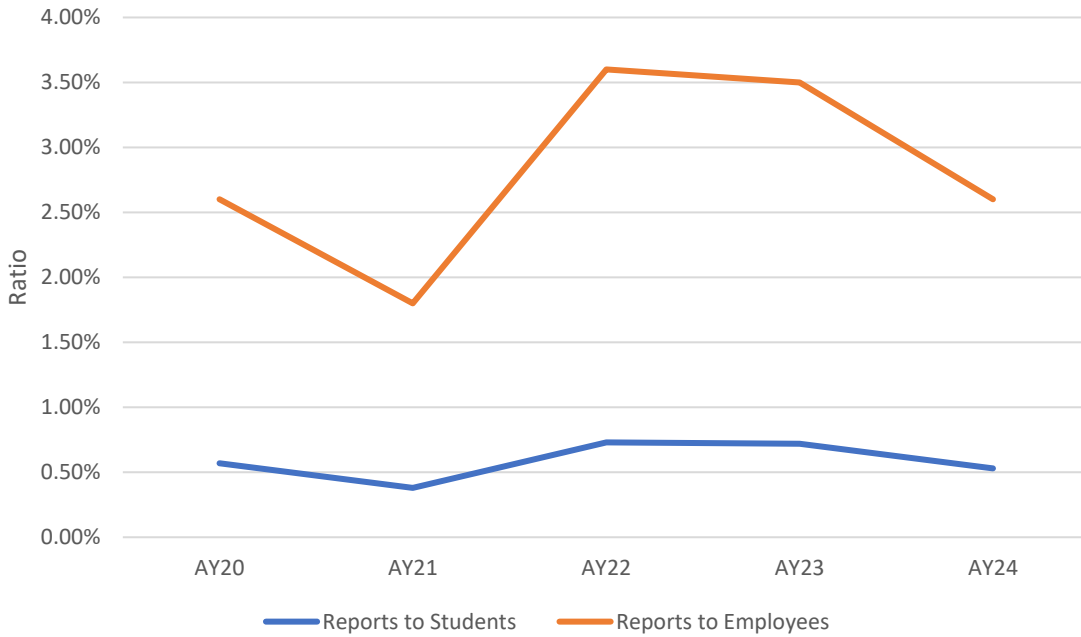*Trend Ratio of Bias Incident Reports to Student Enrollment and Employee Count*

Table 1 and Figure 2 are offered to better understand the bias report count in relation to the population size. Bias report counts are shown in relation to student enrollment based on fall fourth week enrollment summary counts for full time enrolling students and to full time employee counts based on counts from November of the academic year listed.

Ratios of reports appear to maintain consistency. Ratios of reports to student enrollment are within 0.2%. Considering that AY21 is an outlier based on pandemic impacts, the past five academic years show a reporting rate between 0.53% in AY24 and 0.73% in AY22. Ratios of reports to employee counts are more variable but are still within less than 1% of variability; ratios range from 2.6% in AY24 and AY20, and 3.5-3.6% in AY23 and AY22, respectively.

For all bias report counts, it is important to note the BRT consolidates similar bias incident reports to reflect one report to manage. This means that all bias incident reports stemming from the same incident or with similar patterns in a particular location are considered only one report. While most of bias incident reports were managed as a single report, employees responded to each instance; the resources used to manage these cases may not be reflected in the official report count.

b. Reported Bias Incidents by Term

Figure 3
Reported Bias Incidents by Term for AY 22-AY24

Reported Bias Incidents by Term AY 22-24

	Fall	Winter	Spring
2022	72	47	57
2023	52	63	57
2024	65	35	31
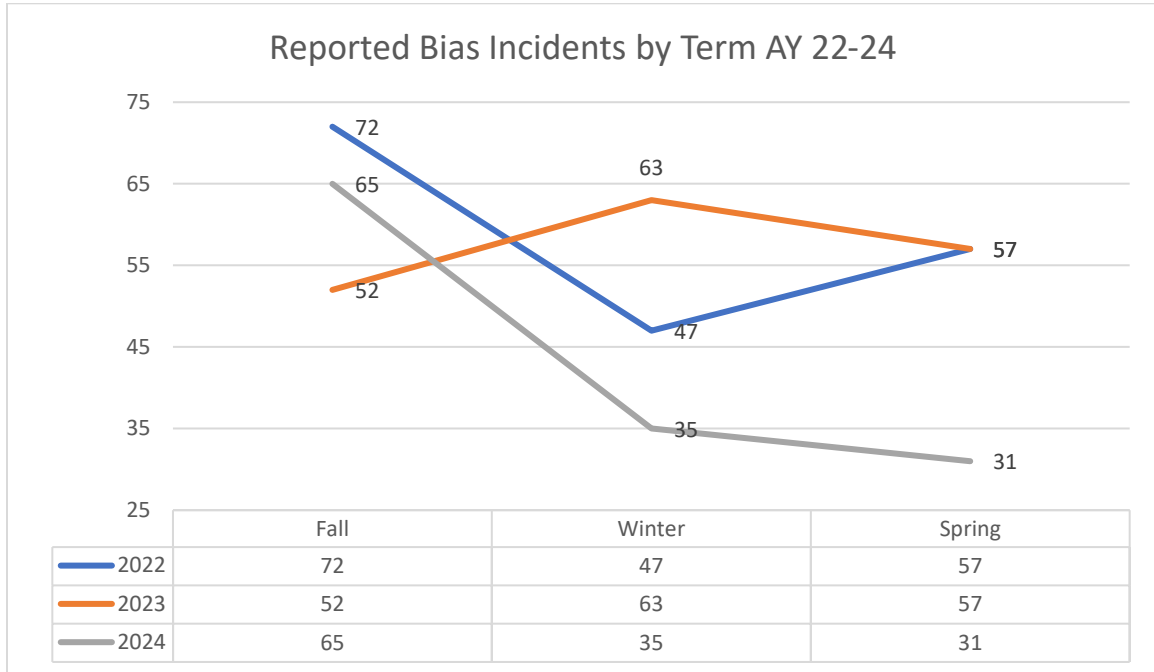
Historically, bias incident report counts have been highest in fall terms. AY24 follows this pattern (n=65) with 42% of all reports submitted in fall term. Interestingly, the slowing of report submissions in spring term was noticeable to the BRT. The BRT reviewed reporting and consultation links to confirm everything was in working order. The team discussed possible hypotheses for the decrease in reports but was unable to identify a likely source of the change.
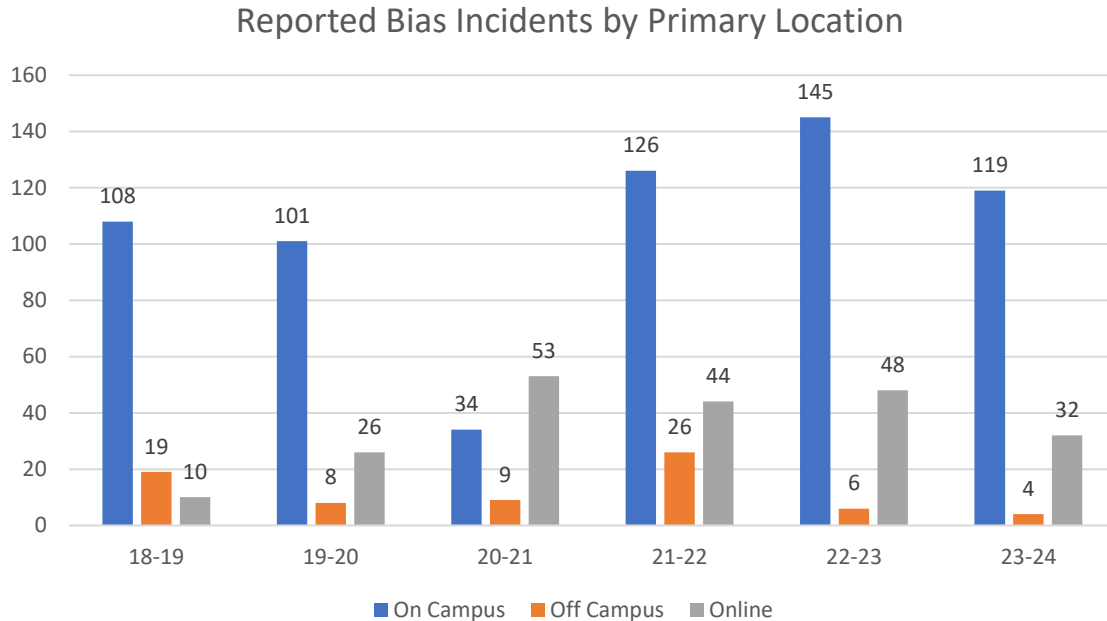
Summer terms (total n=24, 15%, across Summers 2023 and 2024) have historically had fewer reports likely tied to a decrease in university activity for current students and academic faculty, consistent with AY24.

Within academic terms, the distribution of reports in fall and winter terms were similar across weeks 0 through finals week. This is an atypical distribution compared to previous years that experienced a higher report count in the beginning and middle of terms. Spring term followed a more typical distribution with reports clustered at the beginning of the term (Week 1) and at midterm (Week 7).

c. Incident Location

Figure 4
Reported Bias Incidents by Academic Year and Primary Location

Reported Bias Incidents by Primary Location

Legend: ■ On Campus ■ Off Campus ■ Online

Data by academic year:
- 18-19: On Campus 108, Off Campus 19, Online 10
- 19-20: On Campus 101, Off Campus 8, Online 26
- 20-21: On Campus 34, Off Campus 9, Online 53
- 21-22: On Campus 126, Off Campus 26, Online 44
- 22-23: On Campus 145, Off Campus 6, Online 48
- 23-24: On Campus 119, Off Campus 4, Online 32

During the AY23 academic year, most reported incidents took place on-campus (n=119, 77%), which is consistent with previous academic years. On-campus is defined as any environment OSU operates including the Corvallis campus, Bend campus, Hatfield Marine Science Center, Portland Center, extension centers, etc. The only exception to this pattern was in AY21 when most university engagement was remote due to the COVID-19 pandemic.

The percentage of reports occurring in online environments (n=32, 21%) continued to remain stable and elevated post-COVID 19 pandemic counts. The increased count of bias incident reports located in online environments may continue given the normalization and expectation for university business to be conducted online post-pandemic.

Of note, AY24 reports citing location as "Off Campus" was the lowest count and tied percentage (n=4, 3%) to previous lowest off campus report percentages. By percent AY24 is the same as AY23 (n=6, 3%) but lower than previous AY 22 (n=26, 13%), AY 21, (n=9, 9%), AY20 (n=8, 5%) and AY19 (14%).

d. Incident Type
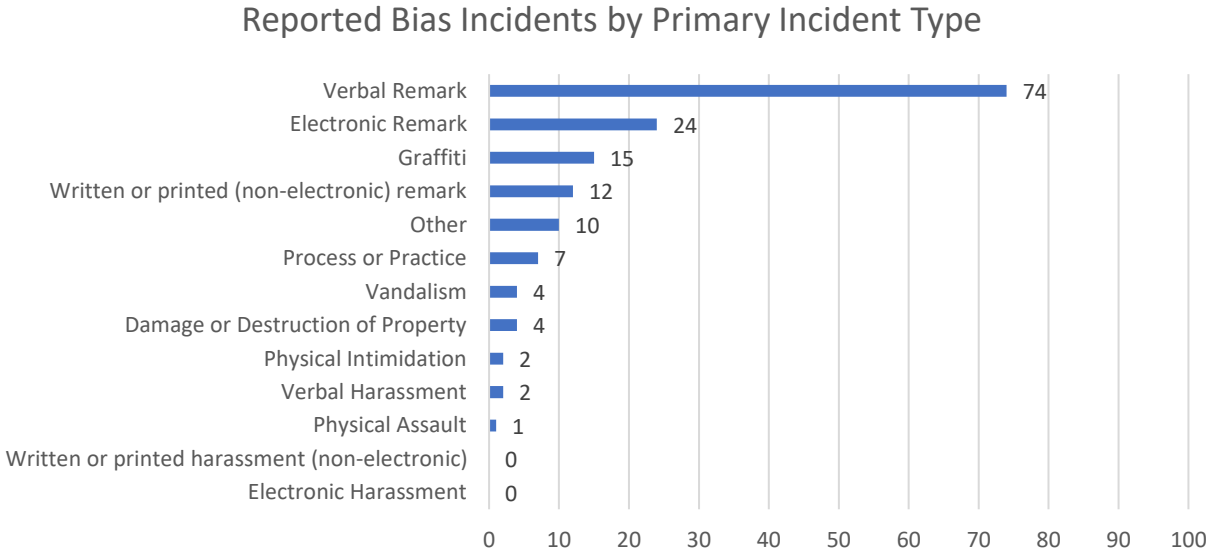
Figure 5

Reported Bias Incidents by Primary Type for AY24

Reported Bias Incidents by Primary Incident Type

Type	Count
Verbal Remark	74
Electronic Remark	24
Graffiti	15
Written or printed (non-electronic) remark	12
Other	10
Process or Practice	7
Vandalism	4
Damage or Destruction of Property	4
Physical Intimidation	2
Verbal Harassment	2
Physical Assault	1
Written or printed harassment (non-electronic)	0
Electronic Harassment	0

Figure 6

Reported Bias Incidents by Type for AY19-AY24 (Total Count of Reports by Year >5)

Reported Bias Incidents by Type - Total Count by Year (>5 Count)

Legend: ■ 18-19 ■ 19-20 ■ 20-21 ■ 21-22 ■ 22-23 ■ 23-24
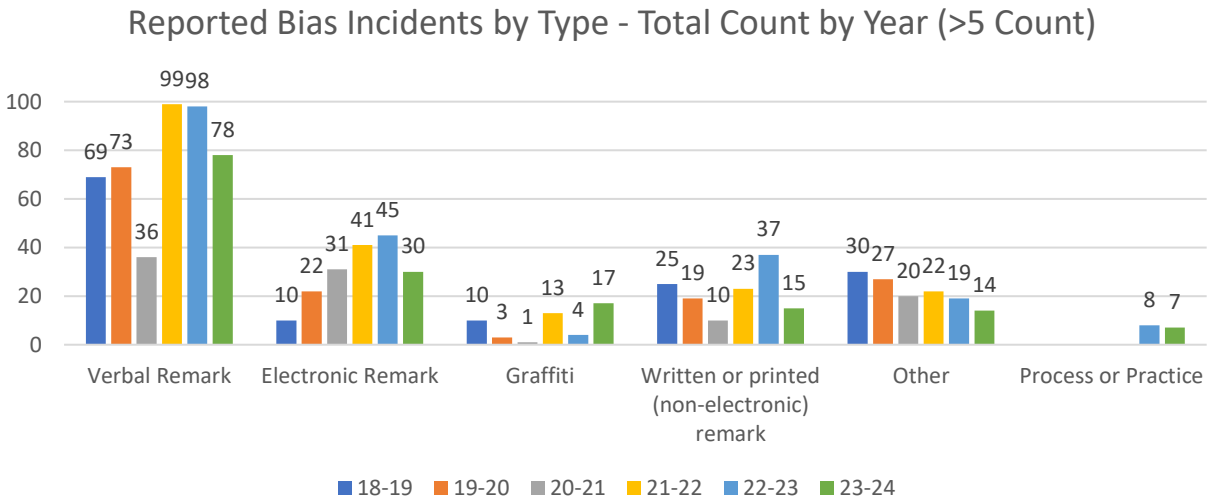
Bias incident report data identifies types of bias reports submitted. Incident type refers to the method of the bias experienced. Some examples of incident types are verbal remarks, graffiti, and physical assault. Bias data also identifies different levels of incident type when multiple types of bias are present – "primary, secondary, and tertiary" types of bias incident reports.

The "primary" type of incident denotes the most impactful action of the reported bias incident. For example, a bias incident report may include a verbal remark and destruction of property;

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after reviewing the report the BRT may determine the primary incident type is destruction of property as it was likely to have the most significant negative impact.

Primary type in bias incident reports is different than a "total count" of all bias report types. A "total count", in contrast, includes any type of bias that is included in the report. These experiences may take a secondary or tertiary role in the impact of the bias incident. They are labeled as secondary or tertiary and presented in aggregate. Following the previous example, both a verbal remark and destruction of property would be identified in a "total count" of that report.

During AY24 the two most reported primary types and total count types of bias incidents reported were classified as "remarks" (e.g., verbal remark and electronic remark), which are defined as personal interactions that are less severe than harassment.

The top five primary types of reported bias incidents consist of verbal remark (n=74, 48%), electronic remark (n=24, 15%), graffiti (n=15, 10%), written or printed (non-electronic) remark (n=12, 8%), and those that do not fall into existing categories and marked "other" (n=10, 6%).

The incident type "process or practice" was a new addition for AY23. In AY24, this primary incident type was the sixth highest report count (n=7, 5%). This incident type was created based on a review of previous years bias incident reports that were marked as an incident type of "other". This change has increased precision to better identify and categorize types of bias incident reports, illuminating an important distinction of report types that are based on process or practices that may be in control of university decision-making.

   e. **Perceived Motive**

Figure 7
Reported Bias Incidents by Primary Perceived Motive for AY24

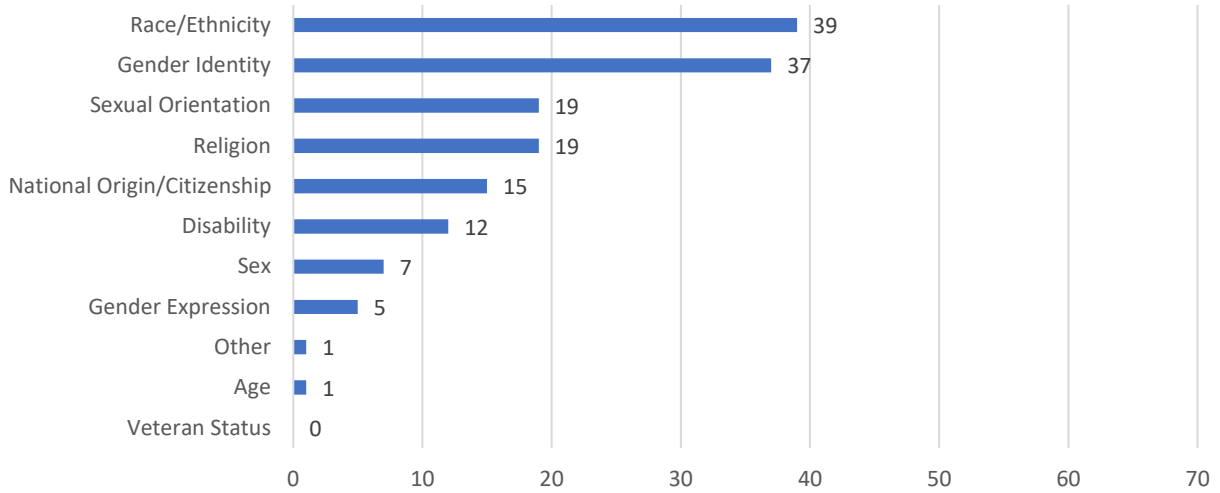## Reported Bias Incidents by Primary Perceived Motive AY24

Motive	Count
Race/Ethnicity	39
Gender Identity	37
Sexual Orientation	19
Religion	19
National Origin/Citizenship	15
Disability	12
Sex	7
Gender Expression	5
Other	1
Age	1
Veteran Status	0

Figure 8
Reported Bias Incidents by Primary Perceived Motive for AY24 - Combining Gender and Race Groupings

Reported Bias Incidents by Primary Perceived Motive - Combining Gender and Race Groupings AY24
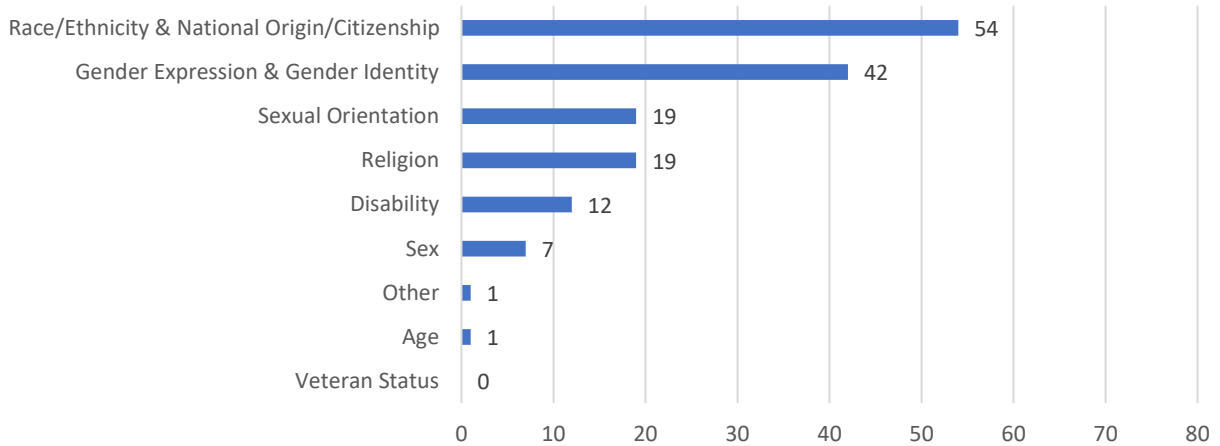
Motive	Count
Race/Ethnicity & National Origin/Citizenship	54
Gender Expression & Gender Identity	42
Sexual Orientation	19
Religion	19
Disability	12
Sex	7
Other	1
Age	1
Veteran Status	0

Figure 9
Reported Bias Incidents by Perceived Motive for AY24 (Total Count Reports >10)

Figure 10

Reported Bias Incidents by Perceived Motive – Total Count >10 with Race and Gender Groupings Combined
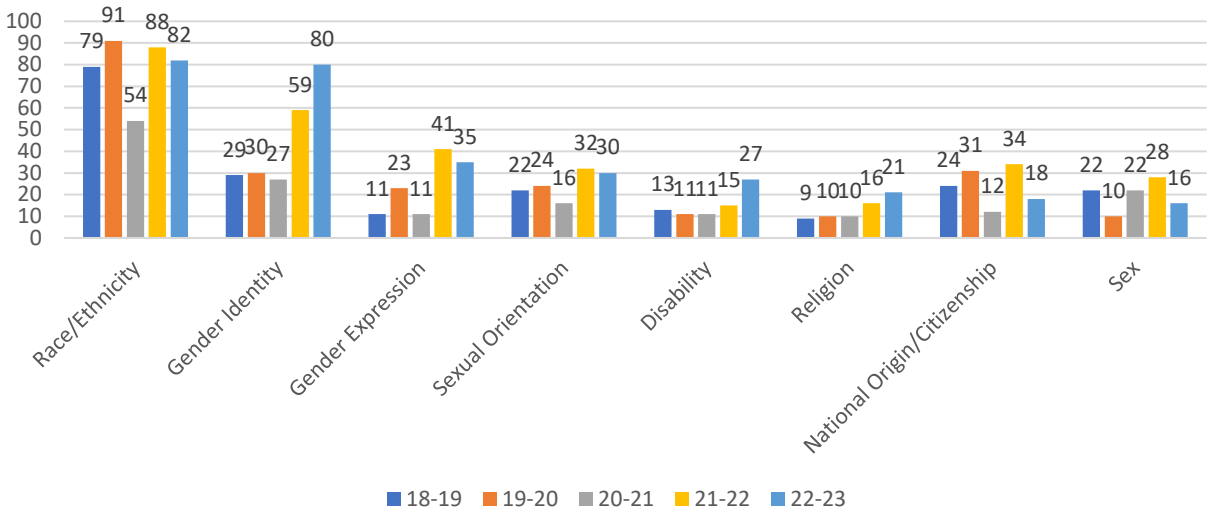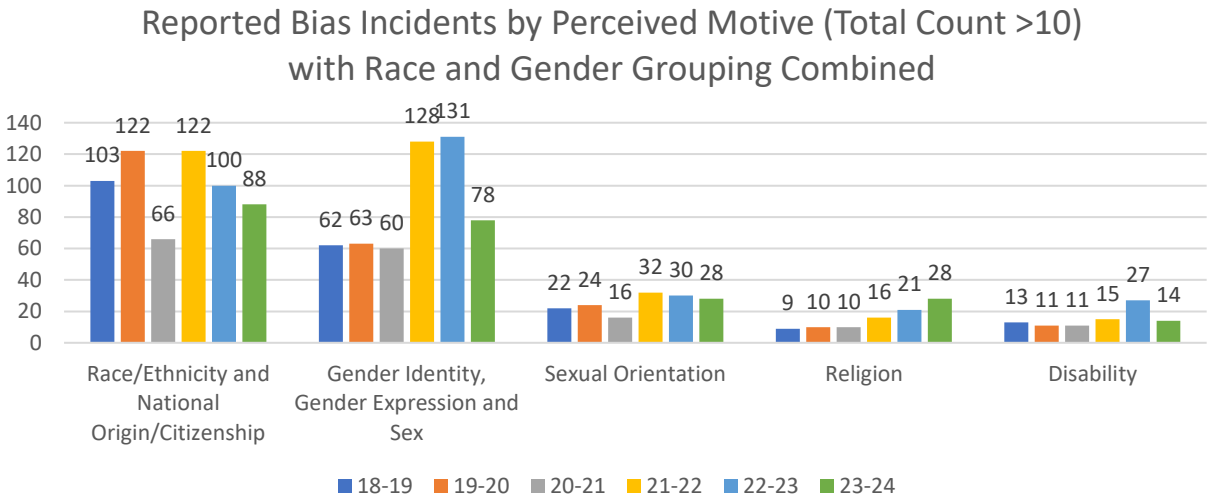

Reported Bias Incidents by Perceived Motive (Total Count >10) with Race and Gender Grouping Combined

As noted in Figure 7, bias incident reports with primary perceived motives noted in 10 or more reports include (from highest count): race/ethnicity (n=39, 25%), gender identity (n=37, 24%), sexual orientation (n=19, 12%), religion (n=19, 12%), national origin/citizenship (n=15, 10%) and disability (n=12, 8%).

Gender identity, gender expression, and sex, while distinct, are connected identities. Similarly, race and ethnicity, and national origin are often connected, as well. When combining similar perceived motives for race and ethnicity (i.e. race and ethnicity, and national origin/citizenship) and those for gender (i.e., gender identity, gender expression and sex) the same pattern remains amongst the top primary motives as shown in Figure 8.

Overall, race and ethnicity, and gender identity continue to be the most reported motives for both primary and total count motives (Fig. 9). This follows the trend for every other year reported bias incident data has been recorded.

Bias incident reports with gender identity as a reported motive increased steeply in the previous two academic years (AY22 and AY23). AY23 saw a total report count increase for gender identity as a motive (n=80) from AY22 (n=59), a 36% increase. This follows increases seen in AY22. In AY24, 44 reports include a perceived motive of gender identity based on total motives. This count seems to be aligned with previous counts in AY19-21. While bias incident reports account for a variety of experiences, reported bias incidents motivated by gender identity largely targeted transgender and gender nonconforming communities.

AY23 also experienced an upward inflection for reports including disability as motive (n=27) from the previous high in AY22 of 15 reports. However, AY24 counts (n=14) seem to be aligned to counts for all other reporting years.

Notably, total perceived motives that include religion continued to see an increase in count from a low of nine reports in AY19 to 28 reports in AY24. This accounts for the highest report count for reports involving religion (e.g., 10 reports in AY20 and 21; 16 in AY22; 21 in AY23).

   f.   **Incident Directionality**

Figure 11
Reported Bias Incidents by Directionality AY24 (Top Six)

Reported Bias Incidents by Directionality
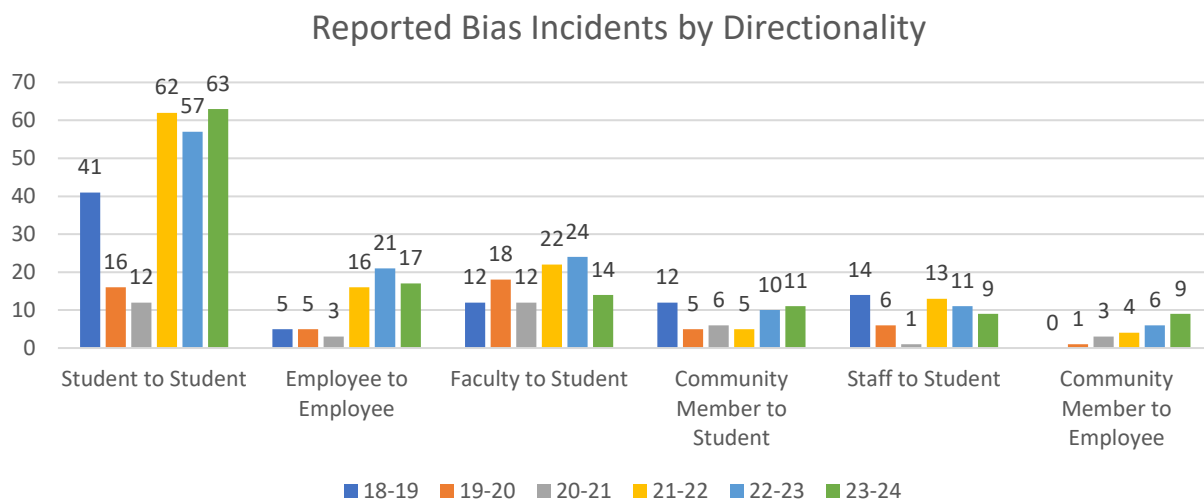
Incident directionality highlights the connection between the impacted party and the alleged respondent in a bias incident report. These data help the BRT understand the types of power relationships parties have in an interpersonal bias incident. Tracking directionality may reveal asymmetries in authority or perceived power, such as when a faculty member or supervisor are alleged respondents in a report. Tracking directionality also helps define and prioritize the focus of university-wide bias education in future years.

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Not all bias incident reports include directionality as some reports are not interpersonal in nature. For example, incident types like graffiti and vandalism often do not have known alleged respondent parties to document for directionality.

AY24 reported bias incidents indicate the most prevalent directionality is student-to-student with 63 bias incident reports (41%). This follows similar patterns in AY19, AY22, and AY23. AY20 and AY21 do not seem to show a clear pattern, though this may be due to pandemic impacts.

Of note, reports involving employee-to-employee directionality continued to remain higher than counts before AY22. In AY19, 20 and 21, employee-to-employee report counts were in the single digits, three to five bias incident reports, representing 3-4% of reports. AY22, AY23 and AY24 incurred 16 (8%), 21 (11%), and 17 (11%) bias incident reports of employee-to-employee incidents, respectively. This is an increased proportion of employee-to-employee bias incident reports in the last three academic years.

AY24 data included a new direction tag: supervisor to student employee. This new direction tag was requested by the university community to understand possible patterns of impact to students within the scope of their student employment. This directionality is only recorded when the nexus of the bias incident involves a student's experience in their employment. Only one report indicated this directionality in AY24.

g. **Report Referrals**

As part of the BRT process, bias incident reports are referred to the most appropriate office and process for follow up. For example, when a report describes a student experiencing distress that may need more long-term follow-up or is complex, a referral may be made to the Student Care Team for further support. In AY24, the BRT made no referrals to the Student Care Team, compared to one bias incident report in AY23 and six in AY22.

The BRT is not an investigatory body and does not determine or recommend any discipline of students or employees. The BRT makes referrals to the office of Equal Opportunity and Access (EOA) when a reported bias incident contains information indicating a possible violation of university policy or if the reporting party requests an investigation. Typically, the narrative accompanying these bias incident reports may indicate higher acuity or severity, describe persistent experiences, or may significantly impact the ability of a student, faculty, or staff to pursue their academic or work endeavors.

During AY24 the BRT referred 19 bias incident reports to EOA, comprising 12% of all bias incident reports. This rate is higher than AY23, which had 18 report referrals (9%) but much lower than AY22, which had 42 referrals to EOA comprising 21% of all bias incident reports. Previous referral counts range from 12 in AY20 (8%) to 15 in AY19 (11%).

Bias incident reports referred to external offices are typically more complex and take more staff time to evaluate, refer and process appropriately.

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V. Trend Highlights

Several trends emerged in AY24:
- Consistent with all prior years of bias response data, race and ethnicity (n=39, 25%) and gender identity (n=37, 24%) were the top reported primary motives. These reported primary motive categories represent 49% of all reports submitted in AY24.
- Reported bias incidents directed from supervisor to employee have historically been less prevalent, despite community climate data suggesting a different experience of employees. In AY24 eight (n=8, 5%) reports indicated this directionality, which is the highest count and percentage of this report type historically.
- Bias incident report counts for AY24 (n=155) were lower than AY22 and AY23 (n= 196 and n=199, respectively). This is a ~22% decline from AY23. However, the AY24 report count is like the projection of report counts pre-pandemic in AY19 and AY20 (n=140 and n=150, respectively). The change in report count in AY24 is largely the result of decreased Bias Response Team reports and not UHDS BIARP reports, which remained stable.
- While report counts were lower in AY24, the patterns of most prevalent total incident types (Verbal Remark n=78, 50%; Electronic Remark n=30, 19%) and most prevalent total motives (Race and Ethnicity n=67, 43%; Gender Identity n=44, 28%) follow a consistent distribution. The decline was experienced proportionally across total incident and total motive types over the last three academic years.
- Bias reports involving a classroom interaction had a steep decline compared to previous years. AY24 only saw three (n=3, 2%) reports involving classroom interactions which is fewer than past years AY23 (n=24, 12%), AY22 (n=15, 8%), AY21 (n=16, 16%), AY20 (n=23, 15%), AY19 (n=7, 5%).
- AY24 reports indicating an "off campus" location" were the lowest (n=4, 3%) for any reporting years. This is like AY23 (n=6, 4%) but different than previous AY20 (8%) and AY19 (18%).

VI. Recommendations

Based on identified trends, several recommendations emerge:
- When reviewing data over the past six years of bias reports, there are patterns in the motive of reports that may correlate with legal challenges and media attention on phenomena related to particular protected identities. This can be seen most acutely in the pattern of reports citing motives connected to gender. During years where legal challenges and media attention were focused on matters of gender (i.e., gender affirming care bans, gender inclusive restroom changes, challenges against gender pronoun usage, etc.), there was also an increase in reports citing gender as a motive. Similar patterns also exist during times of increased media attention to anti-racism

activism. In AY24, there was an increase in reports that cited religion as a motive during a time when violence in Palestine and Israel is occurring, tragedies with ties to religious identity. Understanding this potential correlation, OSU should continue to carefully monitor local, state, national, and international events, particularly as they intersect protected identities. This may allow for better proactive outreach, support and education, where appropriate.

- Race and gender related motives continue to be the top reporting motives year after year at OSU. The university must continue to prioritize education and efforts to support racial and gender minoritized communities. Existing resources should continue to receive support and possibly expand, including focused mental healthcare, cultural experiences, and inter- and intra-group dialogue. There are several groups that are working on these matters including the Presidents and Provost Council on DEI, several President Commissions, the Trans and Non-binary taskforce, and the Gender Inclusive Restroom Workgroup. These efforts should continue to make progress.

- Considering the highest report counts were for incident types that were "remarks" (i.e., verbal remarks, electronic remarks and written or printed remarks), the university should continue to educate the university community on the university's values and policies regarding free expression and speech and continue to support those impacted by bias in speech, including empowering community members' own speech and counter speech. Opportunities for learning and practicing dialogue exist within OSU including the Dialogue Facilitation Lab, led by OID. The university should consider how to support these efforts to reach more employees.

- The lowered report counts for AY24 correlate to the rate of reporting prior to the pandemic. However, they are much lower than the last two academic years. More information should be collected in future years to understand the pattern. The drop in a singular year does not cause concern for the BRT. However, the BRT encourages the university to consider the possible benefits of more proactively raising awareness of the bias response reporting option at the university. This will be especially important if report counts continue to drop in future years. Currently, bias reporting is highlighted as an option during OID bias trainings and in partner resource materials. There is also a bias response website with information and a reporting link. OSU should consider if a more proactive plan to create awareness of the BRT process is necessary.

Additionally, based on clarification shared on responsible employee expectations, the BRT recommends increased strategic communication and education to employees regarding their responsibilities including, how to engage with students impacted by the mandate and the possible consequences of not completing their reporting obligation. On August 1, 2024 the Office of Equal Opportunity and Access announced this clarification stating: "The Responsible Employee Policy has been updated to clarify that all employees (including student employees) must report all forms of sexual misconduct, discrimination, discriminatory harassment, and retaliation that may violate university policy to the Office of Equal Opportunity and Access (EOA)." The BRT believes a proactive plan is necessary to more thoroughly communicate and support employees to understand the clarification. There is also a need to better understand how this change may impact bias reporting and the

liaison relationship between the BRT and EOA. Ongoing communication has begun between these partner offices to navigate any changes that may be necessary. Lastly, OSU should be observant of any changes to report counts as a result of this newly clarified mandate.

VII.   Conclusion

Information provided in this report provides a snapshot of AY24 data and, where relevant, data from past academic years to understand any emerging trends. Historically, information provided in this report is reviewed and utilized by university leaders to prioritize efforts and distribution of resources to meet the university's teaching, research and engagement missions. The strong collaboration between partner offices represented on the BRT presents an immediate avenue for use, too. The review of this report should be contextualized within the ecosystem of reporting on bias, diversity, equity and inclusion, including climate report data.

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