



Oregon State University
**Office of Institutional
Diversity**

**Bias Response Team
Annual Report - AY23**

I. Executive Summary

The 2022-23 academic year (AY23) was the sixth year the Bias Response Team (BRT) operated in its current structure. Data shared in this report was gathered during the 2022-2023 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 trends for AY23 include:

- Bias incident report counts remained high (n=199) compared to years prior to AY22. AY23 saw a small increase of 3 reports overall, holding relatively steady from AY22 counts (n=196), which were the highest report counts since the BRT formed.
- For the first time since bias incident report data was recorded, bias incidents primarily motivated by gender identity (n=67) exceeded reports primarily motivated by race and ethnicity (n=55), accounting for 34% and 28%, respectively. Though, when reviewing all perceived motives in total, race and ethnicity was the highest included motive (n=82) compared to gender identity (n=80).
- Gender identity and race and ethnicity were the top two reported primary motives by a difference of 22 bias incident reports from the third most cited motive, disability (n=24, 12%).
- The highest number of bias incident reports were submitted in winter term (n=63, 32%) for the first time; historically, the highest number of reports have been submitted in fall term.

Highlighted recommendations include:

- Focusing attention on support services for trans and gender nonconforming communities at the university, coordinating efforts from multiple supports including mental health, cultural experiences, safety, etc. Simultaneously, expanding education offerings on gender identity and supporting community trans members is recommended. As part of this education, messaging and education regarding Oregon's Menstrual Dignity Act should be prioritized.
- Continuing to prioritize education and efforts to support racially minoritized communities at the university. This could include sustaining and expanding focused mental healthcare, cultural experiences, and inter- and intra-group dialogue.

- Collecting more data to understand the increase in bias incident reports motivated by disability, especially non-apparent disabilities. If this increase grows or continues, OSU should consider if supports for community members with non-apparent disabilities are adequately resourced.
- Considering the highest report counts for incident types were for “remarks” (i.e. verbal remarks, electronic remarks and written or printed remarks), the university must continue to both 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.

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. Prior to AY22 annual report information was distributed as a part of the annual report from the President and Provost’s Leadership Council on Diversity Equity and Inclusion.

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 reports included in this data are a snapshot of bias incidents at OSU. The BRT data also only includes one report 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 this data.

OID conducted an internal review of the BRT process in 2021 to better understand the efficacy of the process and opportunities for improvement. The review underscored that underreporting may stem from various factors like fear of retaliation, lack of awareness of bias reporting, or lack of trust in a university process. The BRT has sought to mitigate these barriers by providing expanded education to key university stakeholders (e.g., student employees in Diversity and Cultural Engagement, University Housing and Dining Services; online modules for staff and faculty, unit presentations, inclusion of BRT information in OID trainings, etc.). OID also redesigned the BRT website in 2022 to provide more clear pathways to consultations and to provide more clarity about the BRT process both for those who experience bias and those who have been named in bias incident reports.

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.

Lastly, while data is presented in singular motive categories (e.g. race and ethnicity, gender, disability, etc.), lived experiences are often intersectional. Data for report motive is shown in two ways: by primary and total motives. This attempts to demonstrate that reports often include multiple motives within a single experience but this still falls short to show true intersectionality. For university community members who hold multiple minoritized identities (e.g., trans disabled woman of color), this lived reality can play out in a bias incident in inextricable ways. This presents a limit in the data that should be accounted for in its review.

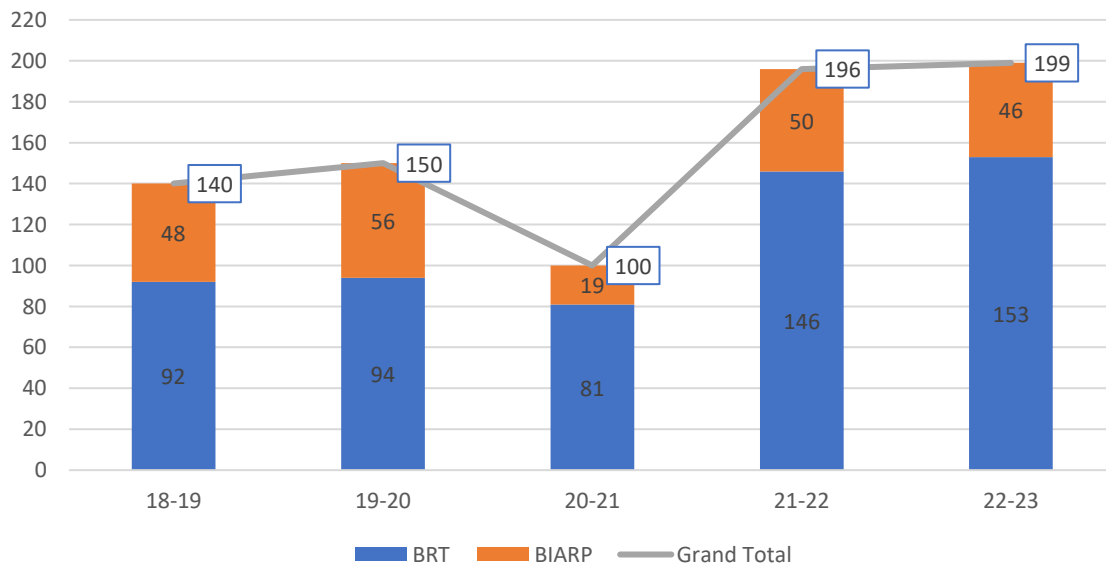
III. Data Review and Analysis

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 AY23 and where appropriate compared these data to data from previous academic years from AY19 to AY22. 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



Unique report counts show a small increase (n=3) in the number of reported bias incidents (n=199) during AY23. While the increase from year-to-year remained stable, AY23 presents the highest bias report counts to date. The sustained increase in report counts from AY22 to AY23 further supports the hypothesis that AY21 report counts were impacted by changes in university life caused by the COVID-19 pandemic.

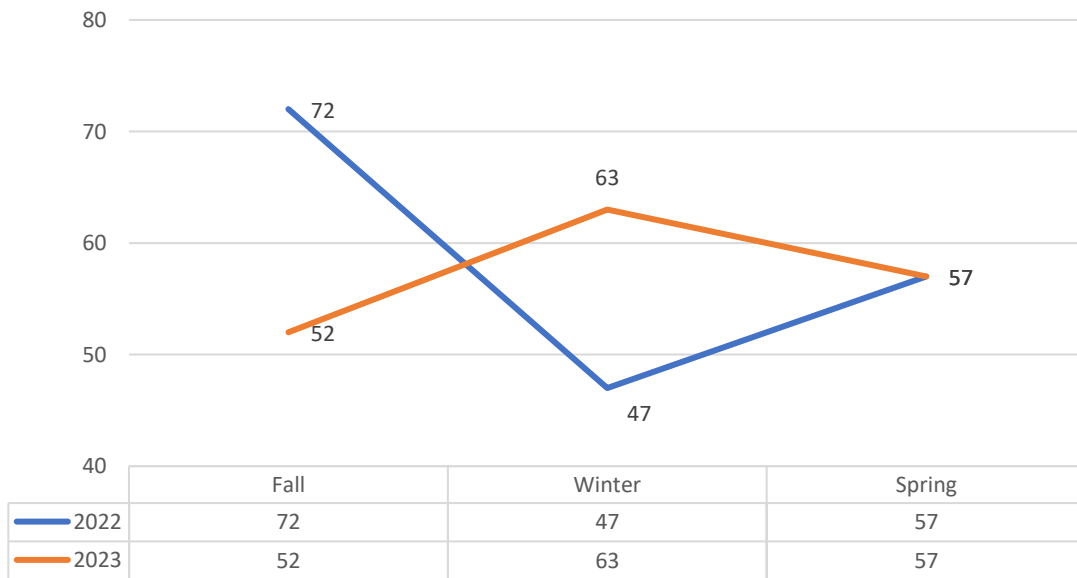
The AY23 counts remained high, considering counts for AY22 almost doubled (96%, n=196) those of AY21 and increased 31% (n=150) and 40% (n=140) from AY20 and AY19, respectively. The increase in bias incident reports is attributed to reports submitted to the Bias Response Team, which received seven more reports in total, while bias incident reports to the UHDS BIARP process saw a small decrease of four reports.

It is important to note the BRT consolidates similar bias incident reports to reflect one case 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. This was especially present in AY23 as some locations were targeted by vandalism repeatedly. While most of these bias incident reports were managed as a single case, employees responded to each instance; the resources used to manage these cases may not be reflected in the official report count.

A unique challenge for AY23 was the sustained transition in staff leading bias education and reporting in UHDS, which may have contributed to the small decrease in reports compared to last academic year. OID supported the department during this transition, but the lack of local departmental expertise may have impacted student and professional employee knowledge of bias and, subsequently, reporting.

b. Reported Bias Incidents by Term

Reported Bias Incidents by Term AY 22 & 23



Unlike previous academic years, AY23 saw the highest count of bias incident reports submitted in winter term (n=63, 32%). Historically, bias incident report counts have been highest in fall term. AY23 included 52 reports in Fall term, accounting for 26% of all bias incident reports.

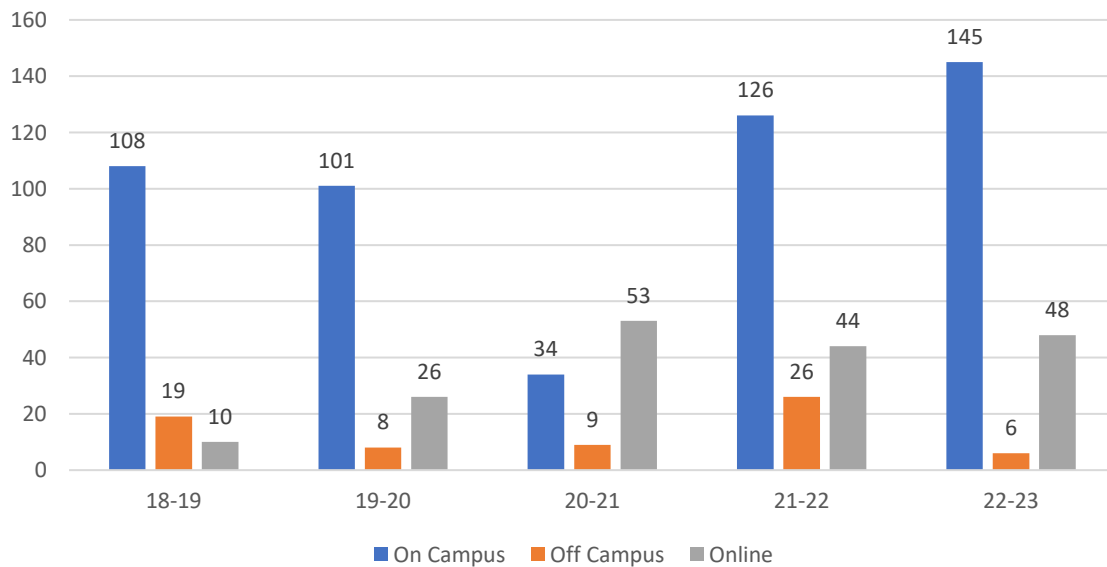
Spring term (n=57, 29%) also had more bias incident reports submitted than fall term. This follows a similar count reviewed in AY22 (n=27, 29%), which was higher in spring term than previous years.

Summer terms (total n=27, 14%, across Summers 2022 and 2023) have historically had less reporting likely tied to a decrease in university activity for current students and teaching faculty, which is consistent in AY23. However, the count of bias incident reports received in summer AY23 increased by seven reports compared to AY22. Summer report data should be reviewed in future years to see if reporting in summer terms continues to increase. More data collected in future years will help identify if this change in report counts by terms is an outlier for AY23.

Within the terms, it is interesting to note that fall term had most bias incident reports submitted during the first three weeks of the term, Week 0-2, (n=21, 40% of fall reports), while winter and spring terms saw most reports submitted around Week 7 of the term; Winter term weeks 6-8 (n=23, 37% of Winter reports) and Spring term weeks 7-9 (n=24, 42% of all Spring reports).

c. Incident Location

Reported Bias Incidents by Primary Location



During the AY23 academic year, the majority of reported incidents took place on-campus (n=145, 73%), which is consistent with previous years' data with the exception of AY21 when most university engagement was remote due to the COVID-19 pandemic. On-campus means any environment OSU operates including the Corvallis campus, Bend campus, Hatfield Marine Science Center, Portland Center, etc.

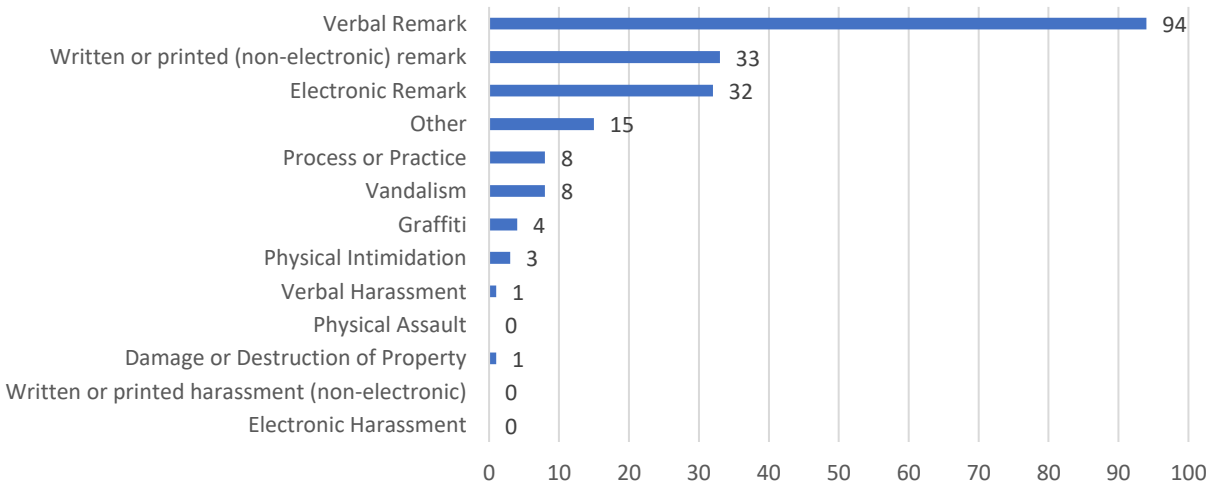
There was an increase in bias incident reports (n=19) in on-campus locations compared to AY22 and greater increase from previous years. There was also a decrease in off-campus bias incident reports (n=6) compared to the AY22 high of 26 reports. AY22 included an increase in graffiti and vandalism in the Corvallis community based on white nationalism, which did not continue in AY23. The off-campus report counts are in line with previous year counts in AY19-21.

Bias incident reports in online environments (n=48, 24%) continued to increase compared to pre-COVID 19 pandemic counts. The increased count of bias incident reports located in online environments may continue given the expectation and need for university business to be conducted online; a residual reality of post-pandemic university life.

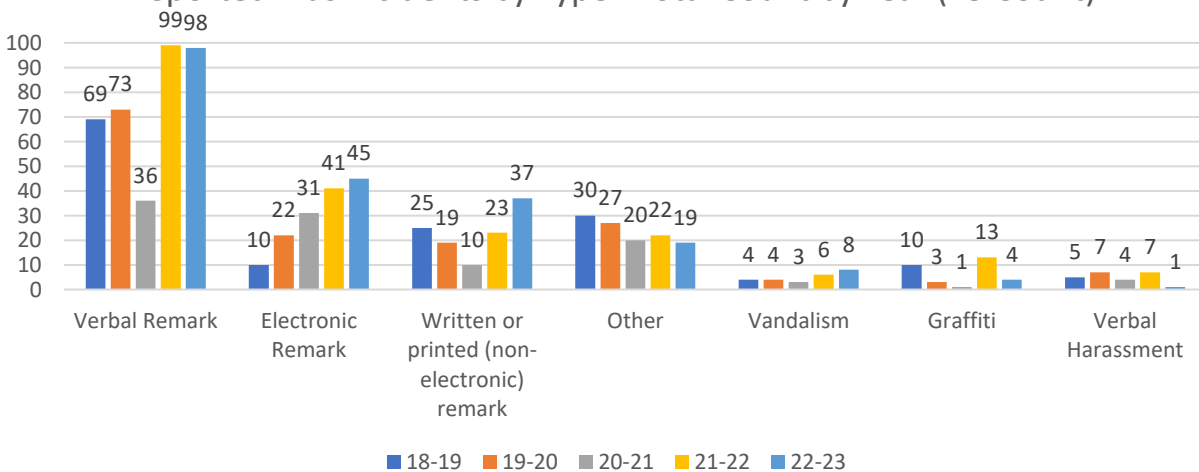
Interestingly, there was a concentrated number of bias incident reports stemming from one public Corvallis campus location in AY23. The resources needed by the unit to address the incidents were disproportionate to previous academic years. In particular, this location saw vandalism and graffiti on a repeating cycle. Given the public nature of this location and the sustained pattern over AY23, the likelihood of recurrence is higher than other locations.

d. Incident Type

Reported Bias Incidents by Primary Type



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



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, 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.

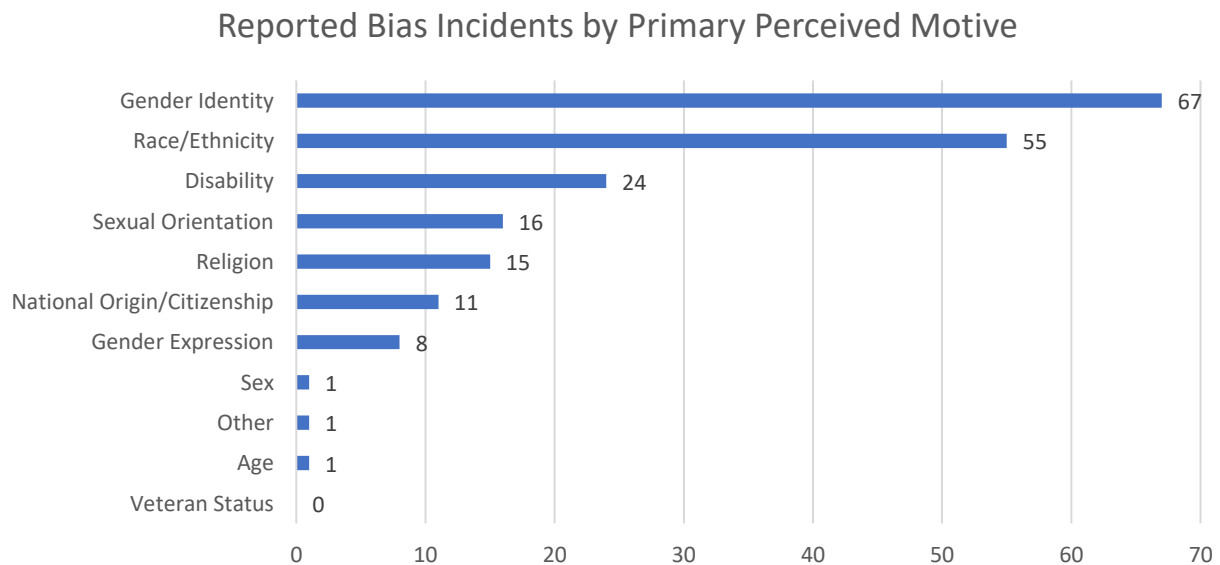
During AY23 the three most reported primary types and total count types of bias incidents reported were classified as “remarks”, which are defined as personal interactions that are less severe than harassment.

The top five primary types of reported bias incidents consist of verbal remarks (n=94, 47%), written or printed remarks (n=33, 17%), electronic remarks (n=32, 16%), “other” indicating the type did not meet the definitions of other types (n=15, 8%), and incidents involving a process or practice (n=8, 4%).

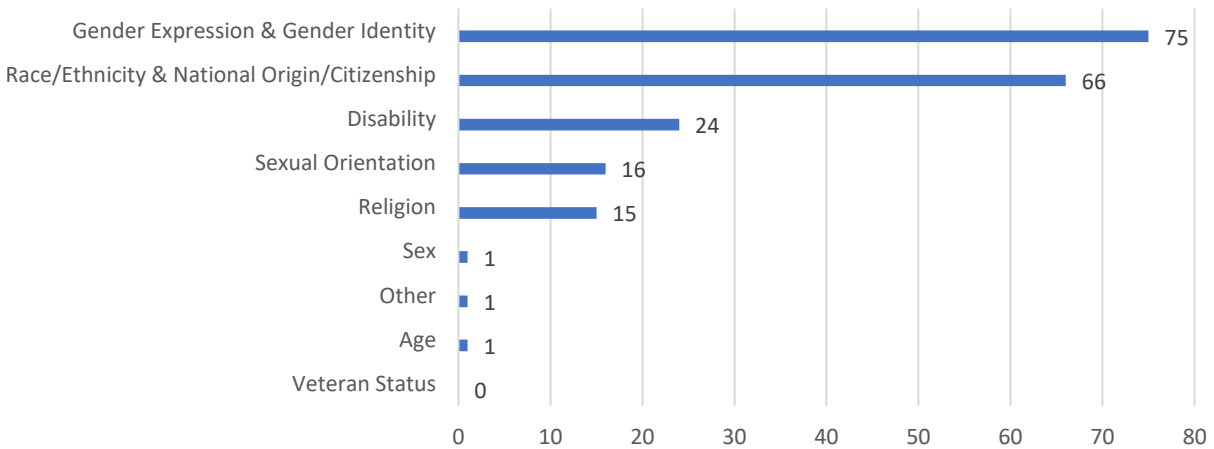
The incident type “process or practice” is a new addition for AY23. This incident type was created based on a review of previous years bias incident reports that were marked as an incident type of “other”. This change increased our precision to better identify and categorize types of bias incident reports, illuminating an important distinction of report types that are based on process or practices that may be in control of university decision-making.

Reviewing total counts of bias incident types across AY19-23, there is an upward trend in verbal remarks and electronic remarks, excluding COVID-19 pandemic impacts previously discussed. There is a downward trend of incidents classified as “other” suggesting the BRT process has matured to better classify bias incidents.

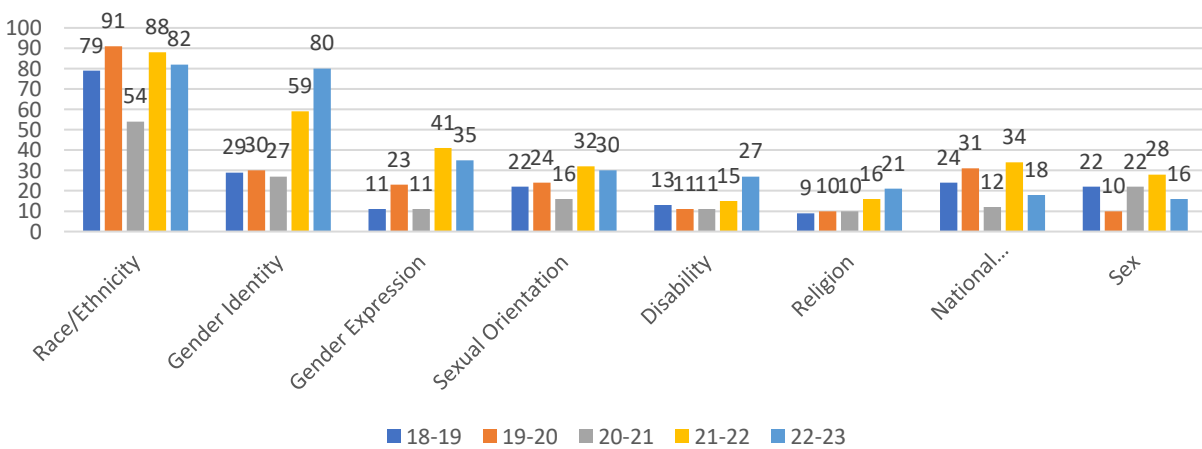
e. Perceived Motive



Reported Bias Incidents by Primary Perceived Motive - Combining Gender and Race Groupings



Reported Bias Incidents by Perceived Motive - Total Count >10



Bias incident reports with primary perceived motives noted in 10 or more reports include (from highest count): gender identity (n=67, 34%), race/ethnicity (n=55, 28%), disability (n=24, 12%), sexual orientation (n=16, 8%) and religion (n=15, 8%).

AY23 marks the first time bias incident reports primarily motivated by gender identity (n=67) exceeded reports primarily motivated by race and ethnicity (n=55), accounting for 34% and 28%, respectively. Though, when reviewing all perceived motives in total, race and ethnicity was the highest included motive (n=82) compared to gender identity (n=80).

Gender identity and expression, while distinct, are connected. Similarly, race and ethnicity, and national origin are often connected, as well. When combining similar perceived motives for gender (i.e. gender identity and gender expression) and those for race and ethnicity (i.e. race and ethnicity, and national origin), gender is still the highest primary perceived motive (n=75, 37%) compared to race and ethnicity (n=55, 33%), though the margin of difference lessens.

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

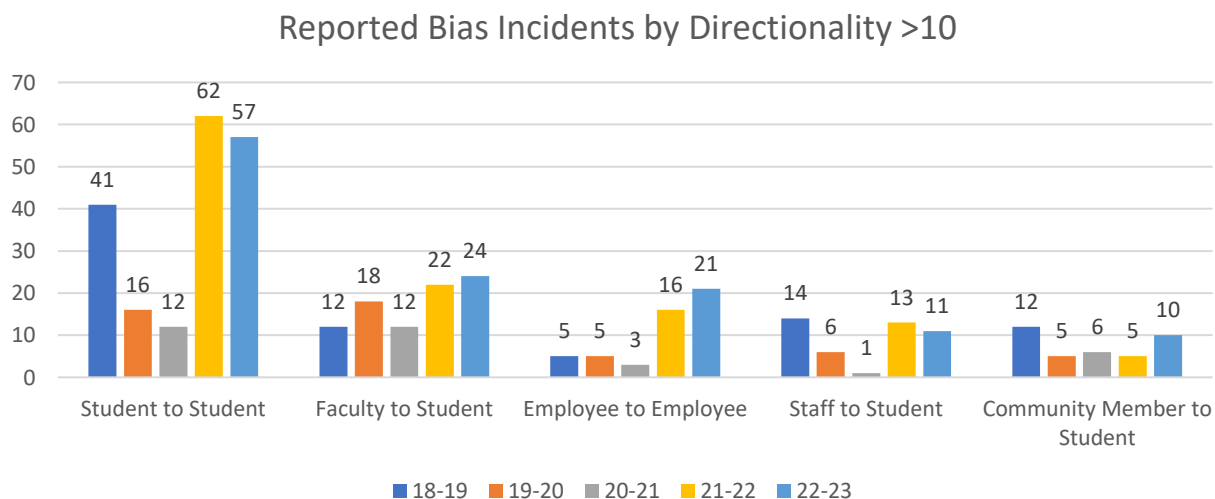
Bias incident reports that include gender identity as a motive have increased in the last two academic years (AY22 and AY23). AY23 saw a total report count increase for gender identity as a motive (n=80) from AY22 (n=59), a 36% increase. This follows increases seen in AY22.

In AY22, total report counts that include gender identity as a motive (n=59) almost doubled the last highest count last reported in AY20 (n=30), a 96% increase.

While bias incident reports account for a variety of experiences, reported bias incidents motivated by gender identity largely targeted transgender and gender nonconforming communities. These bias incident reports included a pattern of repeated behaviors that included posting anti-trans flyers, destruction of menstrual products in “men's” restrooms, and anti-trans vandalism and graffiti. Bias incident reports including information about lack of gender inclusive restroom access and pronoun misuse also contributed, similar to AY22.

The gap between the most reported motives and the third most reported, disability, has a gap of 22 bias incident reports (n=24, 12%). However, bias incident reports that included disability as a motive, saw a 12 report increase (n=27) from the previous high in AY22 of 15 reports.

f. Incident 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.

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.

AY23 reported bias incidents indicate the most prevalent directionality is student-to-student with 57 bias incident reports (29%). This follows similar patterns in AY19 and AY22. AY20 and AY21 do not seem to show a clear pattern, though this may be due to pandemic impacts. Student-to-student directionality bias incident report were also the most prevalent in AY19 and were reported in similar total counts to faculty-to-student reports in other years.

One interesting change to note in the directionality of bias incident reports is the continued increase in employee-to-employee reports. 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 and AY23, respectively, there were 16 (8%) and 21 (11%) bias incident reports of employee-to-employee incidents. This is an increased proportion of employee-to-employee bias incident reports in the last two academic years.

g. Report Referrals

As part of the BRT process, bias incident reports are referred to the most appropriate office for follow up. For example, when a report describes a student experiencing distress that may need more longer-term follow up or is complex, a referral is made to Student Care Team for further support. In AY23, the BRT referred one report to the Student Care Team, compared to six bias incident reports 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 AY23 the BRT referred 18 bias incident reports to EOA, comprising 9% of all bias incident reports. This rate is 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 triage, refer and process appropriately.

IV. Trend Highlights

Several trends emerged in AY23:

- Bias incident report counts remained high (n=199) compared to years prior to AY22. AY23 saw a small increase of 3 bias incident reports overall, holding relatively steady from last year's report count (n=196), which was the highest report count since the BRT formed.
- Gender identity and race/ethnicity continued to be the most prevalent motives for bias incident reports (primary and total count motives) in AY23, consistent with every year for which bias incident data has been recorded. Bias incident reports motivated by gender identity largely targeted transgender and gender nonconforming communities.
- For the first time since bias incident report data was recorded, bias incidents primarily motivated by gender identity (n=67) exceeded reports primarily motivated by race and ethnicity (n=55), accounting for 34% and 28% of reported bias incidents, respectively. Though, when reviewing all perceived motives in total, race and ethnicity was the most prevalent motive (n=82) compared to gender identity (n=80).
- Gender identity and race and ethnicity were the top two reported primary motives by a difference of 22 bias incident reports from the third most cited motive, disability (n=24, 12%).
- When aggregating similar perceived motives for gender (i.e. gender identity and gender expression) and those for race and ethnicity (i.e. race and ethnicity, and national origin), gender remains the most prevalent primary perceived motive (n=75, 37%) compared to race and ethnicity (n=55, 33%), though the margin of difference lessens.
- Bias incident reports primarily motivated by disability, doubled in AY23 (n=24, 12%) from AY22 (n=12, 6%).
- Bias incident reports of vandalism as the primary incident type (n=8), were focused most frequently on targeting gender identity (n=6). In past years, bias incident reports of vandalism most frequently included swastikas drawn or carved on university property. AY23 saw incidents of vandalism include five bias incident reports relating to transgender communities, one report relating to women, one report of a swastika, and 1 report involving indigenous communities.
- AY23 included an increase to bias incident reports that included written or printed remarks (n=37, 19%) compared to the last three academic years; AY22 (n=23, 12%), AY21 (n=10, 10%), AY20 (n=19, 13%). This increase can be partially attributed to an increase in flyers in public Corvallis campus locations that targeted transgender communities.
- The highest number of bias incident reports were submitted in winter term (n=63, 32%) for the first time; historically, the highest number of reports have been submitted in fall term.
- Bias incident reports motivated by disability were the third most frequent in report type and saw an increase in report by proportion, year over year.

V. Recommendations

Based on identified trends, several recommendations emerge:

- AY22 saw sharp increase in bias incident reports; up 96% from AY21 (likely due to COVID-19 impacts) and up 31% and 40% from AY20 and AY19, respectively. This increase in bias incident reports has continued in AY23. Given increased report counts, OSU should continue reviewing if resources dedicated to the BRT are adequate to support the volume and acuity of incidents.
- Bias incident reports motivated by gender identity grew to be the most frequent reported bias incident motive in AY23, which follows trends from the past four academic years. Reported bias incidents targeting transgender and gender nonconforming communities have risen. OSU should focus attention on support services for trans and gender nonconforming communities at the university –coordinated efforts from multiple supports including mental health, cultural experiences, safety, etc. are needed. Simultaneously, expanded education offerings on gender identity and supporting community members is recommended; messaging and education regarding Oregon’s Menstrual Dignity Act should be prioritized.
- Race/ethnicity continue to be one of the top two most frequent motives for bias incident reports. Historically, bias incident reports motivated by race and ethnicity was the most prevalent motive type until AY23. The multifaceted negative impacts of racism are well-documented. The university should continue prioritizing education and efforts to support racially minoritized communities at the university. This could include sustaining and expanding focused mental healthcare, cultural experiences, and inter- and intra-group dialogue.
- Reported bias incidents motivated by disability was the third most frequent in report type and saw an increase in report by proportion, year over year. More data should be collected in future years to understand this increase. Interestingly, bias incident reports in this area were largely motivated by non-apparent disabilities. If bias incident reports motivated by disability continue to grow proportionally, OSU should consider if supports for non-apparent disabilities and community education are adequately resourced. It is recommended a deeper dive into the ADA at 31 report should be consulted in this area as the report has several recommendations that are congruent.
- AY23 presented a higher-than-average report count in Winter 23, which was had the highest count of bias incident reports in the academic year, ending the five-year pattern of Fall term having the most reports. It is recommended to continue to track this data to understand when resources should be concentrated for bias response.
- The highest report counts for incident types were “remarks”. The top three incident types were verbal remarks, electronic remarks and written or printed remarks (non-electronic). This pattern has been experienced the last three academic years as the BRT matured in their capacity to expand incident type categories and classify bias incident reports. It's important to note the high percentage of bias incident reports stemming from remarks because of its relationship to the protection of speech. The university has excelled at protecting speech and must continue to protect speech as it strives to support those impacted by bias in speech. The university must also support community

members in their own agency for speech and counter speech. It is recommended the university expand its community education on the university's values and policies regarding speech.