

## BIAS ASSESSMENT AND RESPONSE TEAM ANNUAL REPORT 2017-2018

Bias-motivated incidents are actions or expressions that are motivated, at least in part, by prejudice against or hostility toward a person (or group) because of that person's (or group's) actual or perceived age, disability/ability status, ethnicity, gender, gender identity/expression, national origin, race, religion/spirituality, sexual orientation, socioeconomic class, etc. These categories mirror those in the nondiscrimination policy which can be found here: <http://cam.illinois.edu/policies/hr-48/>. The categories noted in our annual report are the ones that have shown up in reports over the past five years.

Housed within the Office for Student Conflict Resolution at the University of Illinois at Urbana-Champaign, the Bias Assessment and Response Team (BART) is a group of dedicated professionals responsible for (a) collecting reports of bias-motivated incidents that impact students; (b) supporting those impacted by bias; (c) providing opportunities for educational conversation and dialogue; and (d) publishing data (without personally identifiable information) on reported incidents.

This document includes information on all incidents reported to BART between July 1, 2017, and June 30, 2018, with data from previous years included for comparison. In categorizing incidents, the program relies on the perceptions of the reporting party, when available, and on the judgment of team members. If a specific type of bias is indiscernible on the basis of the report or investigation, the incident is listed as "unclassified." In addition there were 21 reports that the team discussed that don't fit into bias categories listed in this report, but were still talked and follow up on.

If you have any questions or concerns about this document, please call the Office for Student Conflict Resolution at (217) 333-3680 or email [tolerance@illinois.edu](mailto:tolerance@illinois.edu).

### I. Statistical Information

BART received 265 reports (of 128 unique incidents) in Fiscal Year 2018.\*

Table A (below) characterizes the incidents by the type of bias alleged. Incidents that involve allegations of more than one type of bias are counted as a separate category.

Table A

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Disability/Ability Status (only)	0	2	1	0	<b>1</b>
Gender/Sex (only)	7	2	14	14	<b>4</b>
Gender Identity/Expression (only)	0	1	2	3	<b>1</b>
National Origin (only)	4	0	0	13	<b>6</b>
Race/Ethnicity (only)	19	23	25	30	<b>43</b>
Religion (only)	5	5	3	15	<b>22</b>
Sexual Orientation (only)	13	9	2	8	<b>11</b>
Unclassified (only)	4	0	1	8	<b>0</b>
Multiple Bias Types	10	17	13	25	<b>40</b>
<b>Total Incidents</b>	<b>62</b>	<b>59</b>	<b>61</b>	<b>116</b>	<b>128</b>

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\* 98 of these reports were about an incident involving Suburban Express and comments about Chinese people.

Table B (below) gives the percentage of total incidents that involve bias of the identified type. These percentages do not add up to 100% because they take into account those incidents that involve allegations of more than one bias type. In this table more than one category could have been reported per incident.

Table B

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Disability/Ability Status	2%	3%	3%	1%	<b>4%</b>
Gender/Sex	18%	24%	28%	27%	<b>11%</b>
Gender Identity/Expression	3%	2%	5%	7%	<b>5%</b>
National Origin	5%	3%	10%	38%	<b>18%</b>
Race/Ethnicity	34%	56%	59%	41%	<b>56%</b>
Religion	7%	10%	15%	23%	<b>24%</b>
Sexual Orientation	26%	29%	7%	11%	<b>17%</b>
Unclassified	5%	0%	2%	11%	<b>2%</b>

Tables C, D, E, F, G, and H are being included for the first time this year due to student feedback. We are using the FBI Uniform Crime Reporting Program's Hate Crime categories in order to further break down the individual(s)/group(s) that were targets of bias incidents/reports. In all of these tables more than one category could have been reported per incident.

Table C: Race/Ethnicity/Ancestry

	<b>2017-2018</b>
Anti-American Indian or Alaskan Native	<b>9</b>
Anti-Arab	<b>10</b>
Anti-Asian	<b>12</b>
Anti-Black or African American	<b>31</b>
Anti-Hispanic or Latinx	<b>10</b>
Anti-Multiple Races (group)	<b>2</b>
Anti-Native Hawaiian or other Pacific Islander	<b>0</b>
Anti-Other race/ethnicity/ancestry	<b>8</b>
Anti-White	<b>6</b>

Table D: Religion

	<b>2017-2018</b>
Anti-Buddhist	<b>0</b>
Anti-Catholic	<b>0</b>
Anti-Eastern Orthodox (Russian, Greek, Other)	<b>0</b>
Anti-Hindu	<b>0</b>
Anti-Islamic	<b>14</b>
Anti-Jehovah's Witness	<b>0</b>
Anti-Jewish/Anti-Semitic	<b>16</b>

Anti-Mormon	<b>0</b>
Anti-Multiple Religions/groups	<b>1</b>
Anti-Other Christian	<b>0</b>
Anti-Other Religion	<b>0</b>
Anti-Protestant	<b>0</b>
Anti-Atheism/Agnosticism/etc	<b>0</b>

Table E: Sexual Orientation

	<b>2017-2018</b>
Anti-Bisexual	<b>1</b>
Anti-Gay (male)	<b>14</b>
Anti-Heterosexual	<b>2</b>
Anti-Lesbian	<b>1</b>
Anti-Lesbian/Gay/Bisexual/Transgender (mixed group)	<b>7</b>

Table F: Disability

	<b>2017-2018</b>
Anti-Visible Disability	<b>0</b>
Anti-Invisible Disability	<b>4</b>

Table G: Gender

	<b>2017-2018</b>
Anti-Male	<b>0</b>
Anti-Female	<b>13</b>

Table H: Gender Identity

	<b>2017-2018</b>
Anti-Transgender	<b>3</b>
Anti-Gender Non-Conforming	<b>2</b>

Table I: Incidents by Semester

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Fall (July 1 to December 31)	30 (48%)	34 (58%)	33 (54%)	64 (55%)	<b>81 (63%)</b>
Spring (January 1 to June 30)	32 (52%)	25 (42%)	28 (46%)	52 (45%)	<b>47 (37%)</b>

Table J: Status of Reporting Party (Complainant)

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Faculty/Instructor	1 (2%)	3 (5%)	0 (0%)	6 (5%)	<b>3 (1%)</b>
Law Enforcement/Police	3 (5%)	1 (2%)	0 (0%)	5 (4%)	<b>2 (1%)</b>
Staff	44 (67%)	36 (61%)	23 (38%)	15 (13%)	<b>47 (18%)</b>
Student	15 (23%)	15 (25%)	31 (51%)	65 (56%)	<b>130 (49%)</b>
Other	0 (0%)	2 (3%)	4 (7%)	2 (2%)	<b>8 (3%)</b>
Unknown	3 (5%)	2 (3%)	3 (5%)	23 (20%)	<b>73 (28%)</b>

Table K: Status of Respondent (Alleged Offender)

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Faculty/Instructor	1 (2%)	2 (3%)	2 (3%)	6 (5%)	<b>14 (11%)</b>
Law Enforcement/Police	1 (2%)	0 (0%)	0 (0%)	0 (0%)	<b>1 (1%)</b>
Not Affiliated with U of I	3 (5%)	1 (2%)	3 (5%)	7 (6%)	<b>4 (3%)</b>
Staff	2 (3%)	0 (0%)	1 (2%)	4 (3%)	<b>8 (6%)</b>
Student	15 (24%)	13 (22%)	19 (31%)	41 (35%)	<b>48 (37%)</b>
Student Organization	5 (8%)	5 (8%)	4 (7%)	8 (7%)	<b>6 (5%)</b>
University of Illinois	1 (2%)	2 (3%)	3 (5%)	2 (2%)	<b>4 (3%)</b>
Other	0 (0%)	2 (3%)	1 (2%)	2 (2%)	<b>3 (2%)</b>
Unknown	34 (55%)	34 (58%)	28 (46%)	46 (40%)	<b>42 (32%)</b>

Table L: Incidents by Location

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
City Property/Campustown Bar	8 (13%)	3 (5%)	3 (5%)	6 (5%)	<b>4 (3%)</b>
Classroom	4 (6%)	4 (7%)	4 (7%)	16 (14%)	<b>18 (14%)</b>
Online/Media	2 (3%)	1 (2%)	8 (13%)	19 (16%)	<b>28 (22%)</b>
Residence Hall	38 (61%)	35 (59%)	25 (41%)	37 (32%)	<b>34 (27%)</b>
Other University Property	3 (5%)	12 (20%)	14 (23%)	23 (20%)	<b>37 (29%)</b>
Other/Private Property	7 (11%)	4 (7%)	7 (11%)	8 (7%)	<b>6 (5%)</b>
Unknown	0 (0%)	0 (0%)	0 (0%)	7 (6%)	<b>1 (1%)</b>