



Annual Report

MAY 2021-APRIL 2022

GOALS OF THE BIAS REPORTING TOOL & RESPONSE PROCESS

- Provide an easily accessible and usable system for the campus community to report bias incidents.
- Support members of the UIC community who have been impacted by bias incidents.
- Center the concerns and hopes of those who report bias incidents in the response process. Including, if at all possible, letting them play a role in how the bias incident is addressed.
- Collect data and review trends of bias incidents in order to better understand the complex needs and challenges facing the campus, and guide recommendations to university leadership who can then create appropriate policies, education and programs.

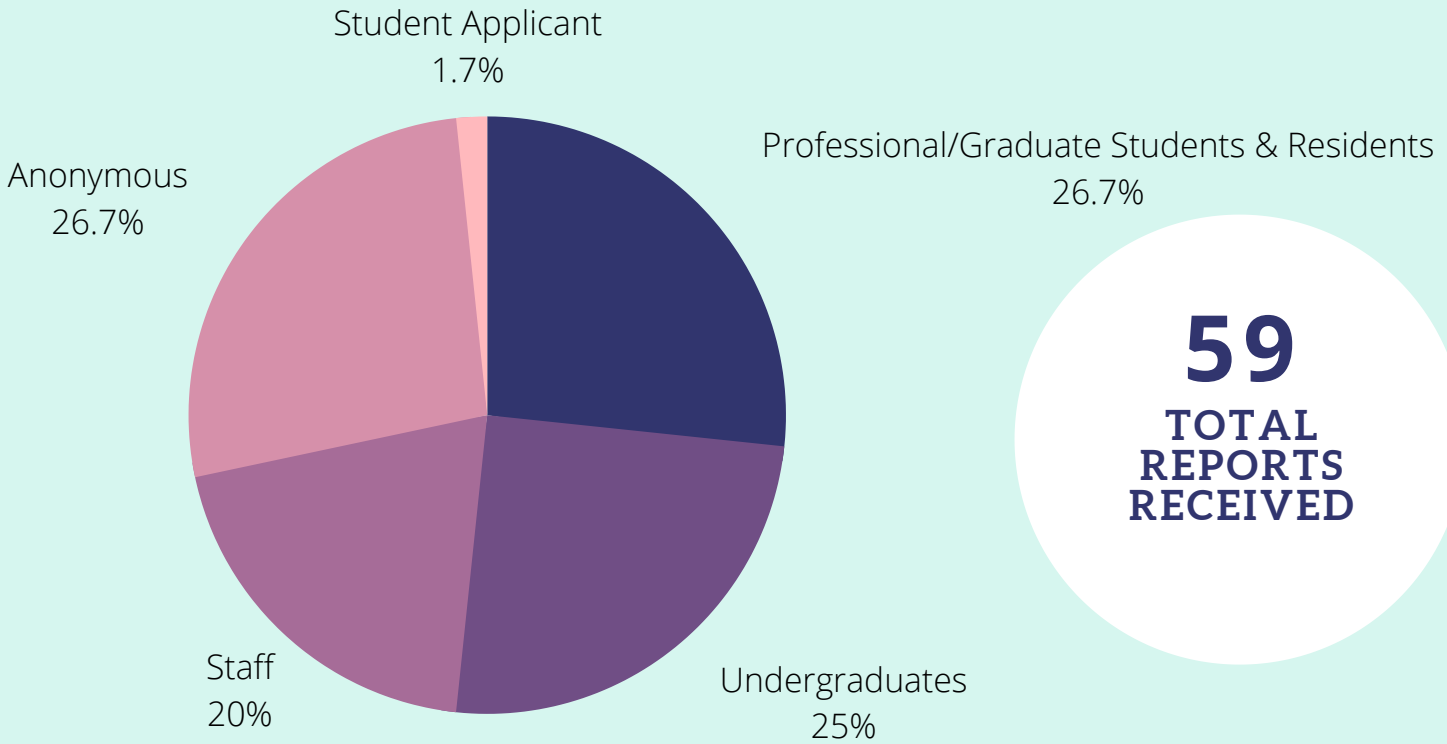
HISTORY

The Bias Reporting Tool is a collaborative effort between the Office for Access & Equity, the Office of Diversity, Equity & Engagement and the Office of the Dean of Students. It is housed in and managed by the Office of the Dean of Students. In 2019, a new position was created in the Office of the Dean of Students, the Director of UIC Dialogue Initiative and Diversity Education, and the development and maintenance of the Bias Reporting and Response Process was included as a part of their portfolio. The Director began in January 2020.

An interim Bias Reporting Tool was shared with the campus in April 2020 and mentioned in an all-campus announcement on April 27, 2020. In Summer 2020, A comprehensive review of bias tools and processes across the country was conducted, and feedback on the interim tool was collected from campus partners. The tool was also reviewed by General Council. The revised Bias Reporting Tool was made available on the Office of the Dean of Students website in Fall 2021. The first Annual Report was released in April 2021.

USE OF THE BIAS REPORTING TOOL 21-22

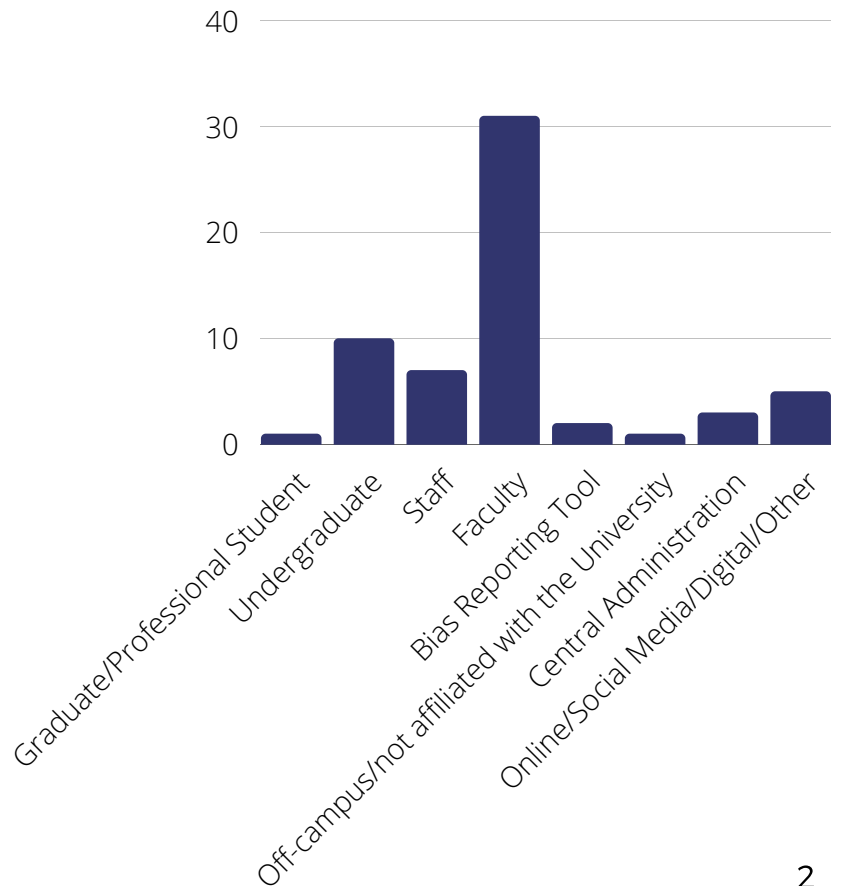
WHO HAS USED THE TOOL?



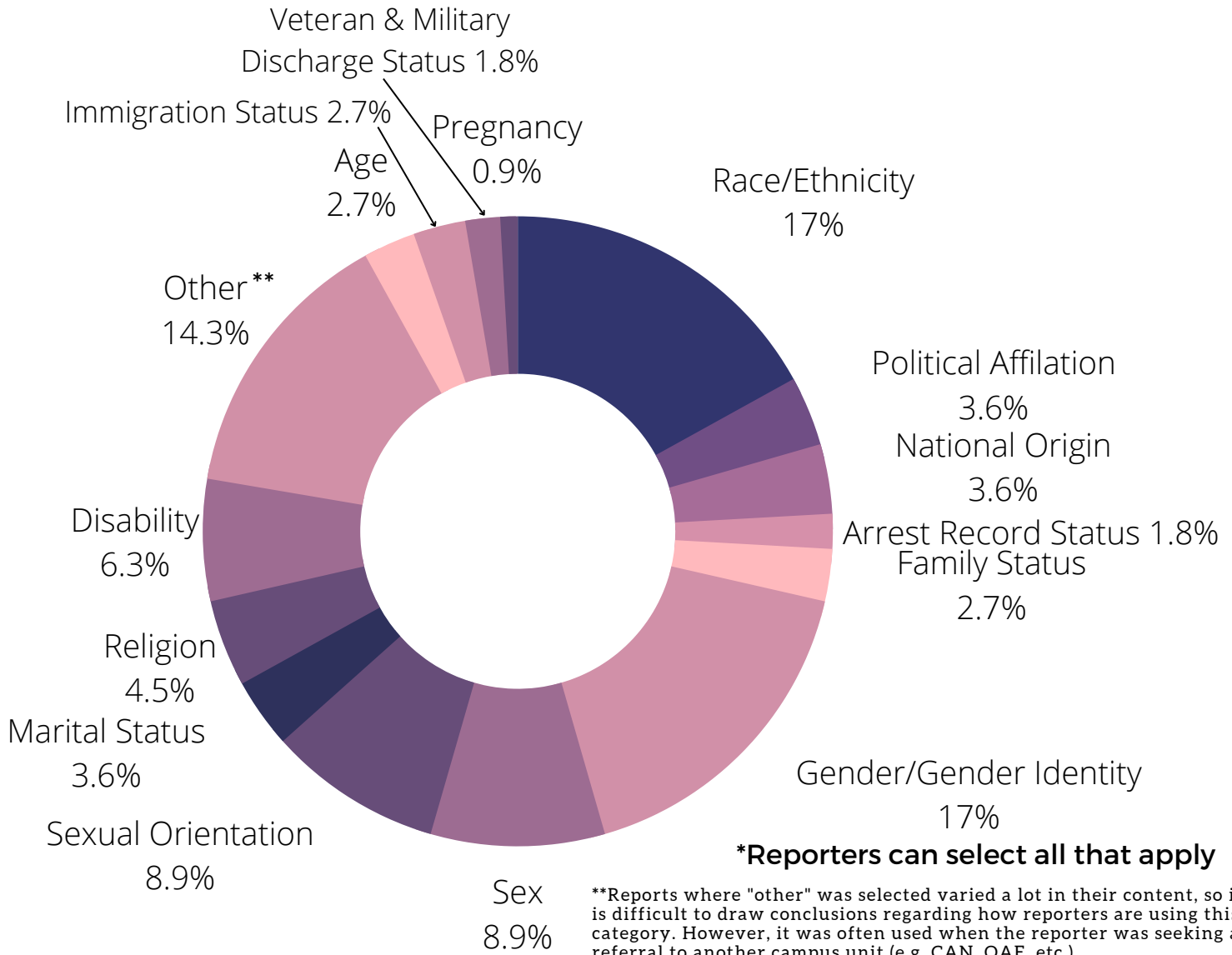
LOCATION OF INCIDENT

- Online/Social Media: 9
- Off campus: 3
- On campus: 47
 - Applied Health Sciences: 2
 - Business: 1
 - CADA: 8
 - CUPPA: 1
 - Dentistry: 4
 - East Campus: 8
 - Engineering: 3
 - Law: 5
 - Liberal Arts & Sciences: 5
 - Medicine: 3
 - Nursing: 1
 - Public Health: 1
 - Rockford Campus: 1
 - Social Work: 1
 - UI Health: 2
 - West Campus: 1

WHO OR WHAT ARE THE REPORTS ABOUT?



SELF-REPORTED NATURE OF BIAS*



Frequency of combination of nature of bias categories selected

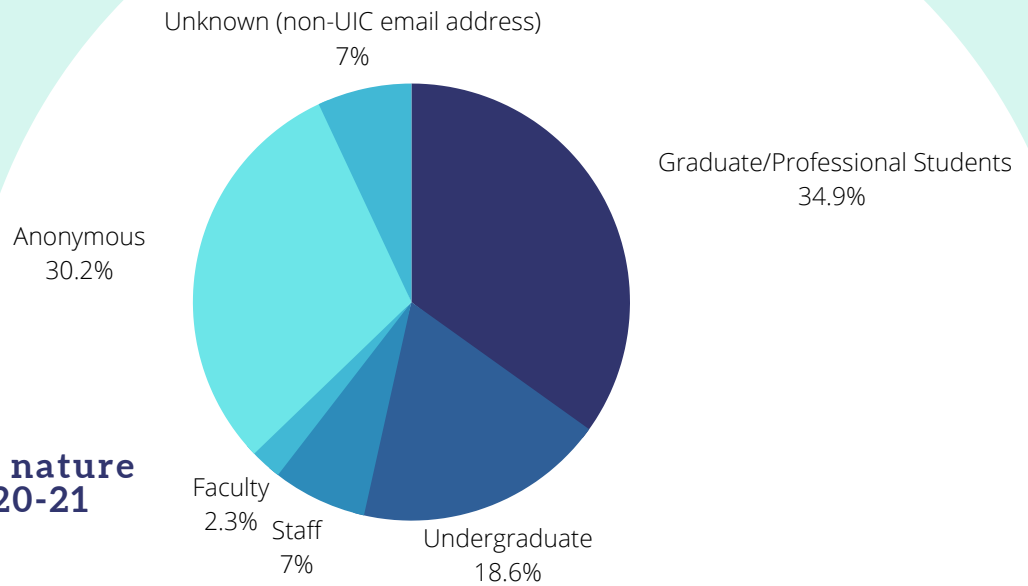
- Other: 10
- Race & Ethnicity: 7
- Gender & Gender Identity, Sexual Orientation: 5
- Gender & Gender Identity: 4
- Race & Ethnicity, Other: 3
- Disability: 3
- Religion: 3
- Age, Family Status: 1
- Age, Gender, Race & Ethnicity, Sex: 1
- Disability, Gender & Gender Identity, Race & Ethnicity: 1
- Disability, Gender & Gender Identity, Sexual Orientation: 1
- Disability, Sexual Orientation: 1
- Family Status, Other: 1
- Gender & Gender Identity, Immigration, Race & Ethnicity, Religion, Sex, Sexual Orientation: 1
- Gender & Gender Identity, Political Affiliation, Sex, Sexual Orientation: 1
- Gender & Gender Identity, Race & Ethnicity: 1
- Gender & Gender Identity, Sex, Sexual Orientation: 1
- Immigration Status, Marital Status, Race & Ethnicity: 1
- Marital Status: 1
- National Origin: 1
- Immigration Status, Marital Status, Race & Ethnicity: 1
- Political Affiliation: 1
- Sex: 1
- Sex, Other: 1
- Sexual Orientation: 1
- All categories except other: 1

Changes since 2020-21

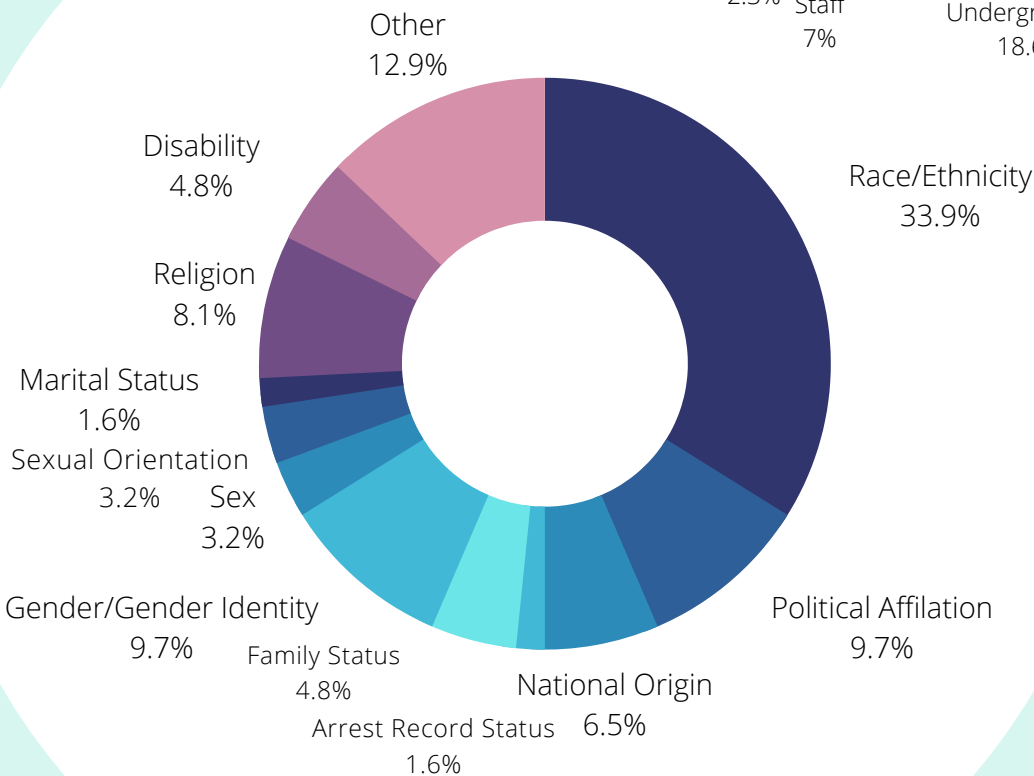
- 102 reports have been received since the tool's inception in April 2020
- Usage of the tool increased from 43 reports in 20-21 to 59 reports in 21-22
- No faculty made reports to the tool in 21-22
- Staff usage of the tool increased from 3 reports to 12
- Undergraduate usage of the tool increased from 8 to 15
- In 20-21, Race/Ethnicity was the most common self-reported nature of bias at 37% of reports. In 21-22, Race/Ethnicity was tied with Gender/Gender Identity with each at 17% of reports.
- The number of reports about faculty increased from 10 to 31
- Reports about incidents that took place online or connected to social media decreased from 19 to 9

USAGE OF THE TOOL INCREASED BY 37% IN 21-22

Use of the Tool 2020-21



Self-reported nature of bias 2020-21

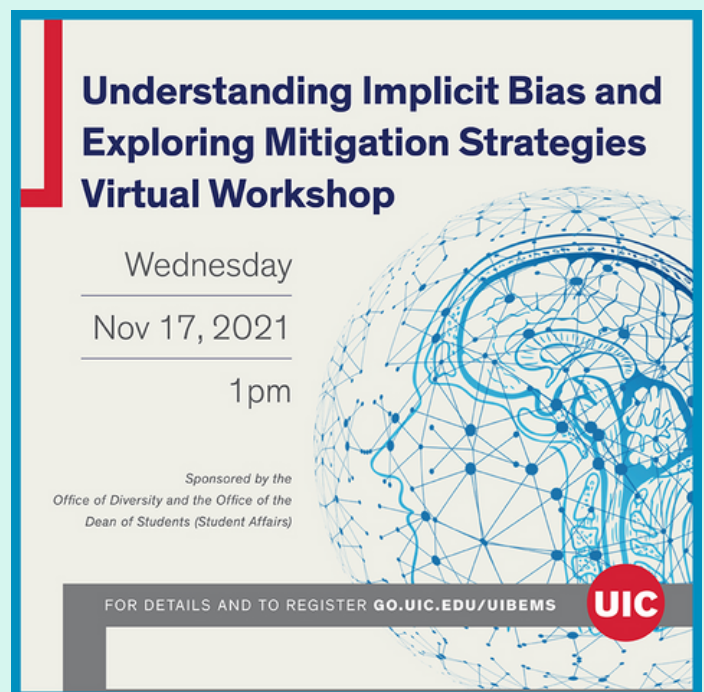


Examples of the responses taken to reports received through the Bias Reporting Tool

- Spoke to department heads on a student's behalf about concerns raised in a course without revealing the name of the student. In several cases, the department head agreed to meet with a faculty member to convey the concerns raised.
- Connected individuals who submitted reports to the Bias Response Tool with departments and units to help them get their questions about University processes answered.
- Organized a meeting with a department's leadership to anonymously share students' concerns about departmental climate.
- Met with campus administration to convey policy and processes changes requested by students.
- Referred reporters to additional campus resources including CAN, OAE, Community Standards and the Counseling Center among others.

Bias Prevention Resources & Trainings

- Continued the three-session workshop series on interrupting bias incidents and apologizing when you are responsible for perpetuating bias in collaboration with the Counseling Center in Fall 2021.
- Led required implicit bias trainings for faculty sitting on search committees.
- Held information sessions about the Bias Reporting Tool for the campus.
- Organized and led six virtual campus-wide trainings called "Understanding Implicit Bias and Exploring Mitigation Strategies" to approximately 300 students, faculty and staff. The Bias Prevention and Response Advisory Board assisted advised on the development of these trainings in Summer 2021.



Challenges and Opportunities for 2022-2023

- Revise the campus-wide implicit bias mitigation strategies workshop, including:
 - Increasing participation
 - Inviting and training additional facilitators
 - Piloting an in-person version
 - Consider ways to make the workshop more student friendly
- Continuing to educate the campus about the tool.
- Engaging faculty and administrators in the Bias Prevention and Response Process.
- Continue to review bias response and prevention tools, policies and resources from other campuses to inform ways to grow the tool.



For more information on the Bias Reporting Tool and Response Process visit our webpage:

go.uic.edu/BRT

Questions? Contact: biastool@uic.edu