

Bias Prevention & Response Annual Report

APRIL 2020-APRIL 2021

GOALS OF THE BIAS REPORTING TOOL & RESPONSE PROCESSES

- 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 and Equity](#), [Office of the Vice Provost of Diversity](#) and the [Office of the Dean of Students](#). It is housed 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 late January 2020.

Spring 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](#).

Summer 2020

- A comprehensive review of bias tools and processes across the country was conducted, and input on the interim tool was collected from campus partners. The tool was revised in response to lessons learned from research and input from others.

Fall 2020

- The revised tool was reviewed by the General Council in Fall 2020.
- The revised [Bias Reporting Tool](#) was made available on the Office of the Dean of Students website.
- A [Bias Reporting Tool media kit](#) was developed in collaboration with Student Affairs Marketing.
- The Bias Prevention and Response Advisory Board members were contacted and we held our first meeting in December 2020.

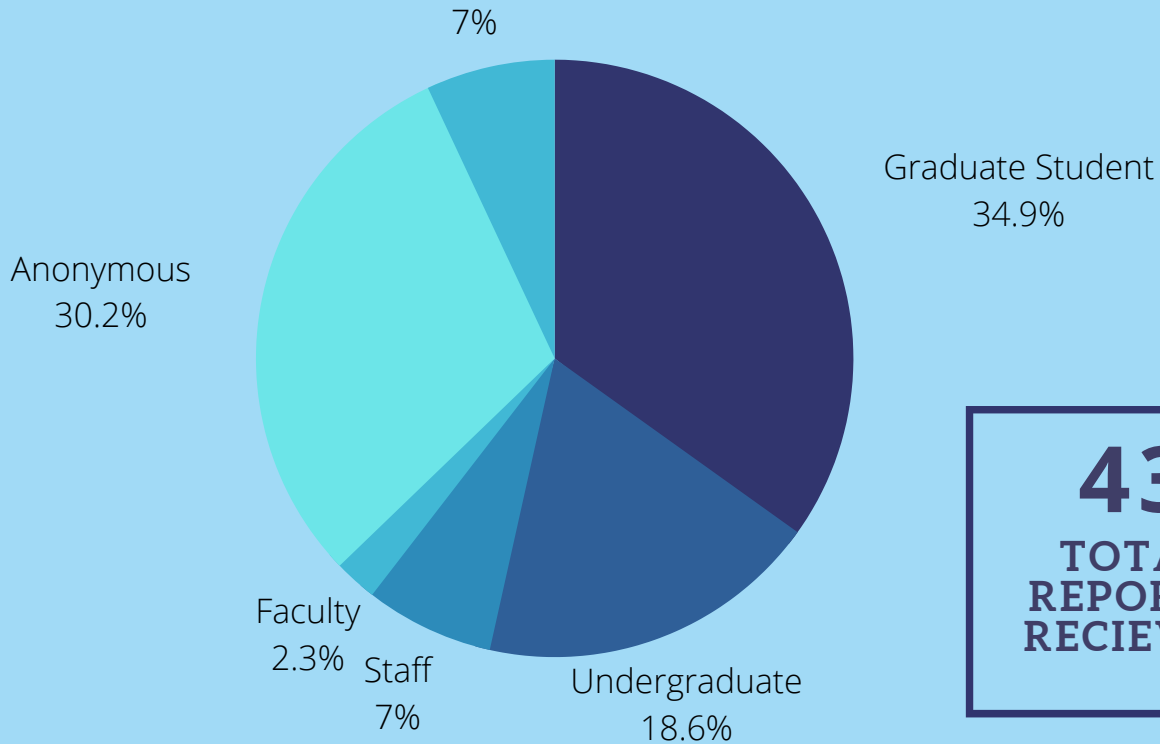
Spring 2021

- Developed the [Bias Reporting and Response Guidelines](#) and the [Bias Reporting and Prevention webpage](#).

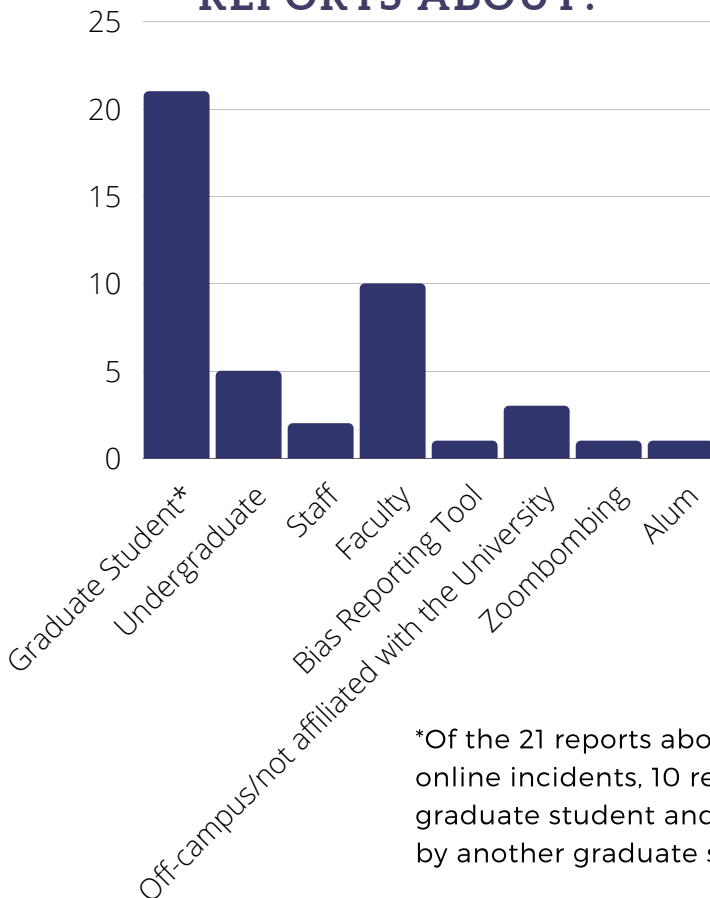
USE OF THE BIAS REPORTING TOOL

WHO HAS USED THE TOOL?

Unknown (non-UIC email address)



WHO OR WHAT ARE THE REPORTS ABOUT?



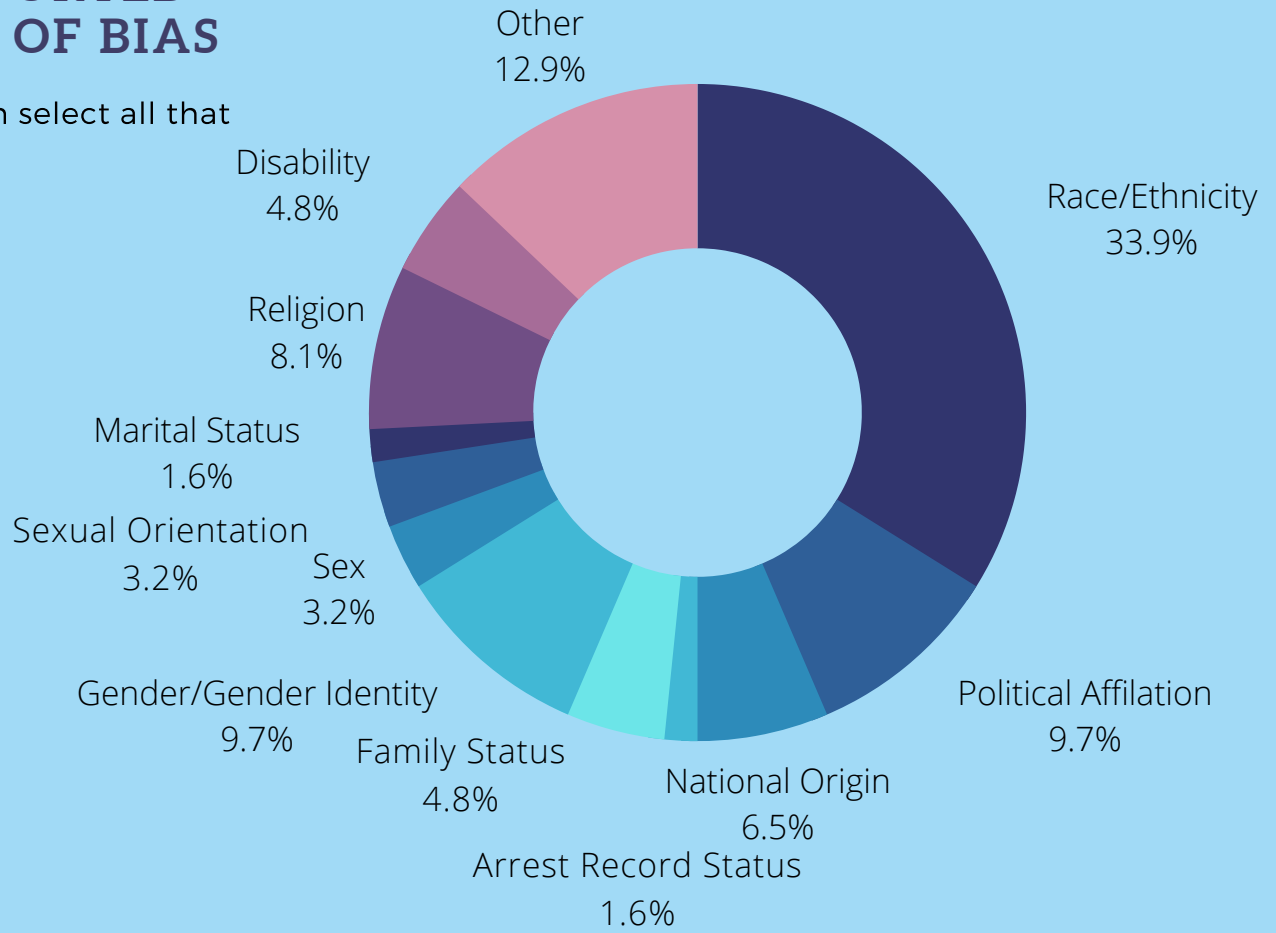
*Of the 21 reports about graduate students and the 19 reports about online incidents, 10 reports were about one social media post by a graduate student and 5 reports were about various social media posts by another graduate student.

LOCATION OF INCIDENT

- Online/Social Media: 19*
- Off campus: 3
- On campus: 21
 - Applied Health Sciences: 4
 - Bias Reporting Tool: 1
 - Business: 1
 - Central Administration: 1
 - Dentistry: 1
 - Law: 5
 - Liberal Arts & Sciences: 2
 - Medicine: 1
 - Nursing: 2
 - Pharmacy: 1
 - Social Work: 1
 - UI Health: 1

SELF-REPORTED NATURE OF BIAS

Individuals can select all that apply



Nature of bias categories or combination of categories selected & frequency of selections

- Race/Ethnicity: 8
- Gender/Gender identity: 2
- Disability: 2
- National origin, Political affiliation, Race/Ethnicity, Religion: 2
- Other: 2
- Other, Race/Ethnicity: 2
- Political affiliation, Race/Ethnicity: 2
- Arrest record status, Family status, Other, Race/Ethnicity: 1
- Disability, Race/Ethnicity, Religion: 1
- Family status, Race/Ethnicity: 1
- Gender/Gender identity, Marital status, Other, Sex, Sexual orientation: 1
- Gender/Gender identity, Other: 1
- Gender/Gender identity, Sexual orientation: 1
- Gender/Gender identity, Race/Ethnicity, Sex: 1
- National origin, Race/Ethnicity: 1
- Sexual orientation: 1

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

- Spoke to a faculty member on a student's behalf about concerns raised in a course without revealing the name of the student.
- Connected a student with staff in their college who could support them in speaking with a faculty member.
- Spoke to a student who had made a racist online post about why the post was harmful and the student took the post down. Sought to facilitate an opportunity for the student to apologize to their peers who reported the post.
- Met with a student who had decided that she would like to raise concerns about an incident in their discussion section with their TA. Strategized ways they could approach the TA and discussed other campus supports they might find helpful.
- 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.

BIAS PREVENTION RESOURCES AND TRAININGS

- Organized and led a three-session workshop series on interrupting bias incidents and apologizing when you are responsible in collaboration with the Counseling Center.
- Led workshops on implicit bias for colleges, departments and units in collaboration with the Office of the Vice Provost of Diversity.
- Led required [implicit bias trainings](#) for faculty sitting on search committees.
- Produced resources for addressing and preventing bias incidents including: [Stigma & COVID-19](#) and [Responding to Zoombombers](#) (five campuses across the country asked to adapt the Zoombombing resource for their community!)

Challenges and Opportunities for 2021-2022

- Continuing to educate the campus about the tool.
- Engaging faculty and administrators in the Bias Prevention and Response Process.
- Developing additional bias prevention resources and trainings.
- Exploring effective and thoughtful ways to share data received through the tool with the campus.
- Continue to review bias response and prevention tools, policies and resources from other campuses to inform ways to grow the tool.
- Develop tools and resources to address the prevalence of bias reported online and in social media.



For more information on the Bias Reporting and Response Process visit our webpage [here](#).

Questions? Contact us [here](#).