# 2016-19 Bias Response Team Report
# July 2019

CEDAR CREST COLLEGE

## HOW TO REPORT A
## BIAS INCIDENT

We are committed to maintaining a respectful and welcoming living, working, and learning environment for all students, faculty, and staff.

HTTP://BIT.LY/CCCBIASREPORT

## WHAT IS BIAS?

Expressions, acts, or behaviors — verbal, written, or physical — which are directed against or target an individual or group based on perceived or actual characteristics, such as, race, ethnicity, color, religion, gender, gender identity, gender expression, pregnancy, national origin, age, disability, sexual orientation, familial status, veteran status, or any other characteristic protected from discrimination under law.

## WHY SHOULD I REPORT?

To allow the College to assist those in need, respond to incidents, track patterns, and to revise, develop, and/or implement effective interventions.

## WHERE TO REPORT BIAS?

TO REPORT AN EMERGENCY SITUATION OR TO REPORT A CRIME IN PROGRESS ON CAMPUS, CALL CAMPUS POLICE AT 610-437-4471 OR "0" FROM ON CAMPUS PHONE - OFF CAMPUS DIAL 911.

## ONLINE @ MYCEDARCREST.EDU
## OR IN PERSON

**STUDENTS**

Director of Community Standards and Residence Life
Kelly M. Steinmetz
610-606-4666 ext. 3351
kmsteinmetz@cedarcrest.edu

Director of Diversity & Inclusion
Tatiana Diaz
610-606-4666 ext. 3596
Tadiaz@cedarcrest.edu

**STAFF & FACULTY**

Director of Human Resources and Title IX Coordinator
Lisa Garbacik
610-606-4666 ext. 3584
Blaney Hall Room 104
Lbgarbac@cedarcrest.edu

## WHAT DO I INCLUDE IN MY REPORT?

Include all information related to the incident, including what happened, who was involved, where, when or a description of the incident, the persons involved and present at the incident, the location of the incident and the date/time of the incident, and keep any evidence you might have.

## WHAT TO EXPECT ONCE YOU HAVE FILED A REPORT

If you provide contact information, a College official will contact you. If you made an anonymous report, the College will review the incident as reasonably feasible, based on the information provided.

**Implementation of the Cedar Crest Bias Response Policy**

A Bias Response Policy was instituted and communicated to the campus during the fall 2016 semester. The policy defined bias, outlined the process for reporting it, created a Bias Response Team and identified the response process for reports received. The Bias Response Team has remained the same since fall 2017. The primary members include the Executive Director of Human Resources, the Director of Community Standards and Residence Life and the Director of Diversity and Inclusion. The team involves the provost when reports include a faculty member. All other secondary members remain the same and can be found in the Bias policy site https://my.cedarcrest.edu/ICS/Current_Students/Center_for_Diversity_and_Inclusion_(CDI)/Bias_Response.jnz.

**Communication of Policy**

A version of the above poster is printed and posted around campus in residential, academic and student engagement areas every academic year. The information is also communicated via email to the campus community at the start of each semester, including summer, with a link to the full policy and online form for reporting.  Information about the bias policy and reporting is also included in the "Our Diverse Community" training module that all staff and faculty need to attend. In addition, the policy can be found on the MyCedarCrest home page without having to sign in to access the information.

https://my.cedarcrest.edu/ICS/Current_Students/Center_for_Diversity_and_Inclusion_(CDI)/Bias_Response.jnz

**Reports Received for 2016-19 Academic Years**

During the 2016-19 academic years**, 37 bias reports were submitted**, averaging 12 per year (14 in 2016-17, 10 in 2017-2018 & 13 in 2018-19). All reports were reviewed by the Bias Response Team and were followed up on as necessary by a member of the team.  Two reports were forwarded to other, more appropriate offices for follow up and their data is not reflected below. A summary of the data submitted in the reports received by the Bias Response Team is outlined below
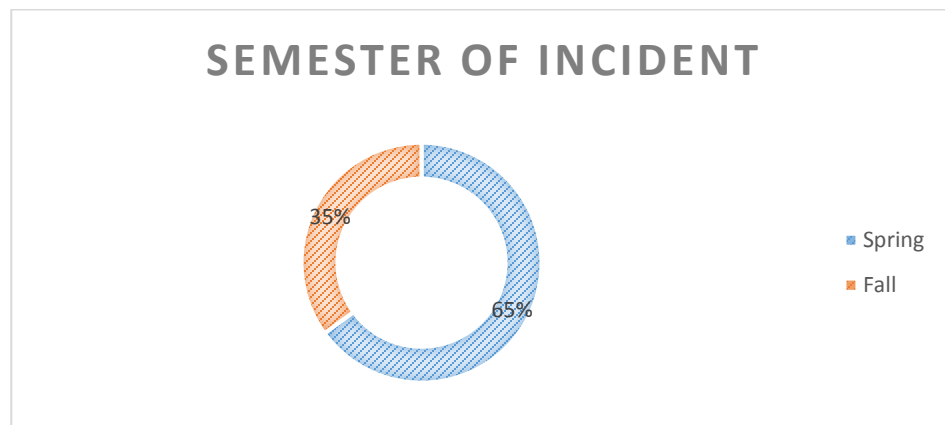


- 35% (14) of the incidents were reported in the fall semester, 66% (25) were reported in the spring semester.
- Majority of reports are submitted by students.

## REPORTED ALLEGED OFFENDERS

Faculty 62%
Staff 19%
Students 11%
Unknown 8%

- Faculty
- Staff
- Students
- Unknown
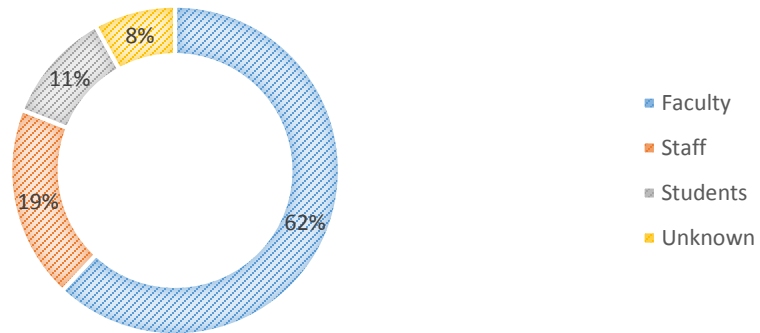
- The alleged offenders were identified in the report as Faculty 62% (23) of the time, Staff 19% (7) of the time, Students 11% (4) of the time and Unknown 8% (3) of the time.
    - In both 2016-17 and 2018-19 several reports included the same alleged offender.

## TYPE OF INCIDENT (CHECK ALL THAT APPLY)

28
6
2
1
1

- Verbal Harrasment
- Other
- Phone or text Harrasment
- Damage to property
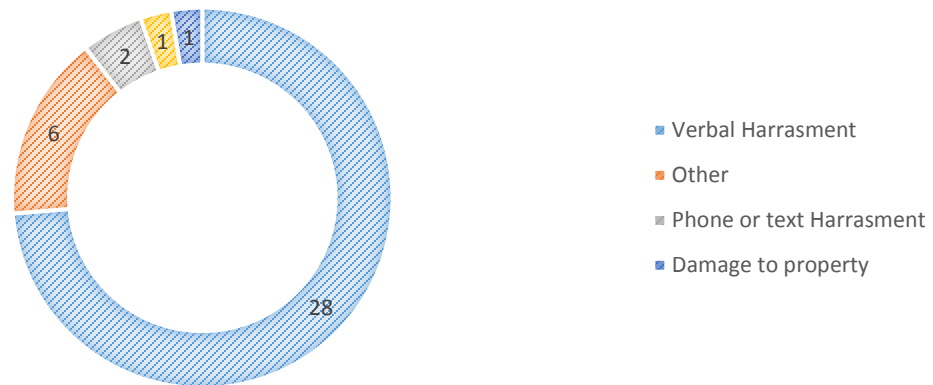
- In the report individuals can select as many areas as needed to best describe the type of incident resulting in:
    - 28 Verbal harassment
    - 6 Other
    - 2 Phone or Text Harassment
    - 1 Physical
    - 1 Damage to Property

**Perceived Basis of Incident (check all that apply)**

- National Origin, Disability and Race were the most common perceived basis of bias for the years 2016-2019.
- Overall, there were similar areas of concern identified in 2016-17, 2017-18 and 2018-19.
- In the report individuals can select as many areas as needed to best describe the perceived basis of the incident resulting in:

| 2016-17 | 2017-18 | 2018-19 | OVERALL |
|---|---|---|---|
| 27% (6) National Origin | 26% (5) National Origin | 33% (7) Disability | **18% (11) National Origin** |
| 18% (4) Race | 16% (3) Religion | 24% (5) Race | **18% (11) Race** |
| 14% (3) Disability | 11% (2) Other | 14% (3) Color | **18% (11) Disability** |
| 9% (2) Ethnicity | 11% (2) Gender Identity | 5% (1) Age | **6% (4) Religion** |
| 4.5% (1) Color | 11% (2) Race | 5% (1) Citizenship | **6% (4) Color** |
| 4.5% (1) Membership Affiliation | 11% (2) Sex | 5% (1) Gender Expression | **5% (3) Gender Identity** |
| 4.5% (1) Gender Expression | 5% (1) Citizenship | 5% (1) Gender Identity | **5% (3) Sex** |
| 4.5% (1) Sex | 5% (1) Marital Status | 5% (1) Gender | **5% (3) Other** |
| 4.5% (1) Gender | 5% (1) Disability | 5% (1) Medical Condition | **3% (2) Ethnicity** |
| 4.5% (1) Religion | | | **3% (2) Gender** |
| 4.5% (1) Other | | | **3% (2) Gender Expression** |
| | | | **3% (2) Citizenship** |
| | | | **2% (1) Age** |
| | | | **2% (1) Membership Affiliation** |
| | | | **2% (1) Marital Status** |
| | | | **2% (1) Medical Condition** |