



## **Bias Incident Report 2022-2023**

Roger Williams University is a community dedicated to learning. We strive to create an atmosphere of mutual respect that allows RWU community members to live, study, and/or work together in an environment conducive to personal and academic growth. We are committed to providing a safe, healthy, inclusive, and just campus community, where all members act with honesty, integrity, and civility.

The purpose of the bias incident reporting mechanism and protocols are to support those who have been impacted by bias or hate incidents opportunities to be heard and supported, to understand and respond to situations so the behavior is stopped, and impact remedied, and to educate individuals and the community about these incidents and the impact on campus climate and learning. This report summarizes the nature of bias incidents reported by members of the RWU community and the nature of the follow-up from September 2022 – May 2023.

### **Bias Defined**

As noted in the RWU [Student Code of Conduct](#) and the [Bias Incident Response website](#), a bias incident is an act of bigotry, harassment or intimidation toward an RWU student based on the person's or group's actual or perceived race, religion, color, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, genetic information, disability, status as a protected veteran, pregnancy, marital status, or any other category protected by law. It can be an event, image, utterance, or behavior that demeans or degrades an individual or group from a protected category. This could occur physically, verbally, in writing or via social media or electronic means. A bias incident can occur whether the act is intentional or unintentional, and may or may not be an unlawful act.

More information about what constitutes a bias incident, impact of bias, how to report a bias incident, and the Bias Response Team and its role and process in responding to reports can be found on the RWU [Bias Incident Response website](#).

### **Summary of Reports and Actions**

From September 2022 – May 2023, 13 reports of perceived bias incidents were reported. Reports were received through both student Resident Assistant incident reporting and through the public reporting portal, which is available to students, faculty, staff and anyone accessing the RWU website.

Table 1 shows the number of bias incidents reported based on the type of bias alleged. Racial bias was most frequently reported with 6 incidents. Incidents of bias based on sexual orientation and religion were the next most reported, totaling 4 and 6 incidents respectively. Some examples of reported bias incidents included verbal use of racial slurs and epithets, targeted harassment regarding perceived

sexual orientation, verbal use of slurs regarding perceived sexual orientation, and microaggressions used in the classroom by faculty.

Graph 1 shows the breakdown of types of bias reports by percentage of the total reports submitted.

**Table 1. Total Number of Incidents by Type**

Nature of Bias	Number of Incidents
Race	6
Sexual Orientation	4
Religion	2
Gender Identity	1
<b>Total</b>	<b>13</b>

**Graph 1. Percentage of Incidents by Type**

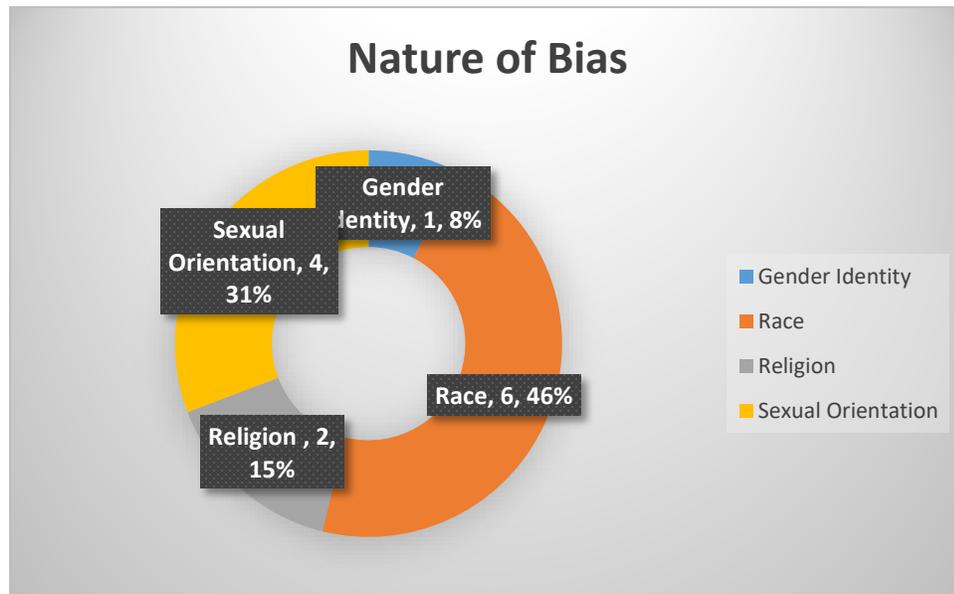


Table 2 shows how many reports of bias incidents were made and who reported them. The majority of bias reports (6) were reported by staff, such as Public Safety or another professional staff member. The next largest number of reports came through the Resident Assistant staff, who either encountered the alleged bias incident or took the reported information from the victim. Graph 2 shows the percentage breakdown of who reported the bias incident compared to the total number of incidents reported.

**Table 2. Total Number of Reports by Reporter**

Reported By	Number of Incidents
Student	2
RA	4
Staff	6
Non-Student/Unknown	1

**Graph 2. Percentage of Total Reports by Reporter**

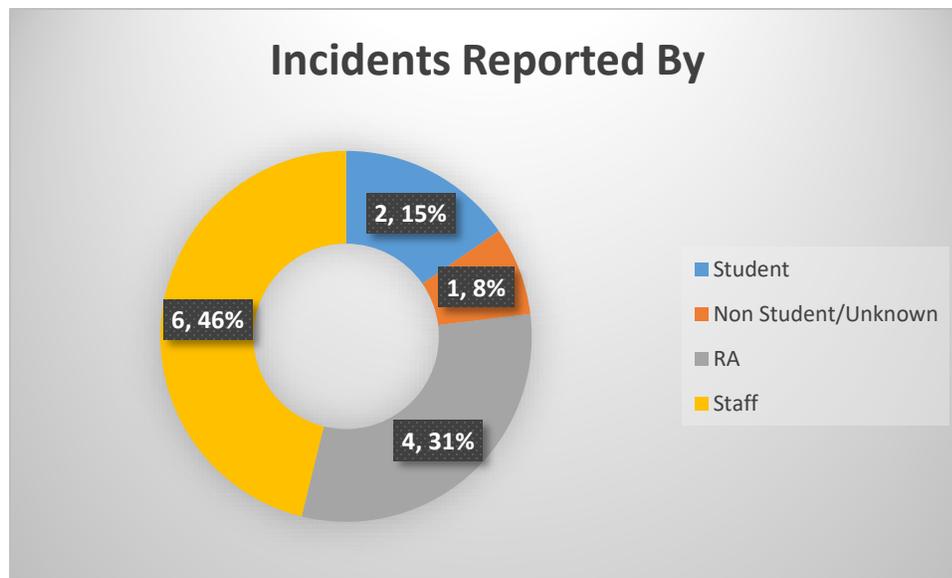


Table 3 shows the category of the respondent of the alleged incident. The majority of respondents in reported bias incidents were students (80%). This number may reflect more than one student respondent per reported incident. Graph 3 shows the percentage of the type of respondent compared to the total number of respondents.

**Table 3. Number of Respondents by Type**

Respondent Type	Number of Respondents
Student	12
Staff	0
Faculty	1
Non-Student/Unknown	2

*\*Some incidents contained multiple respondents*

**Graph 3. Percentage of Respondent Type**

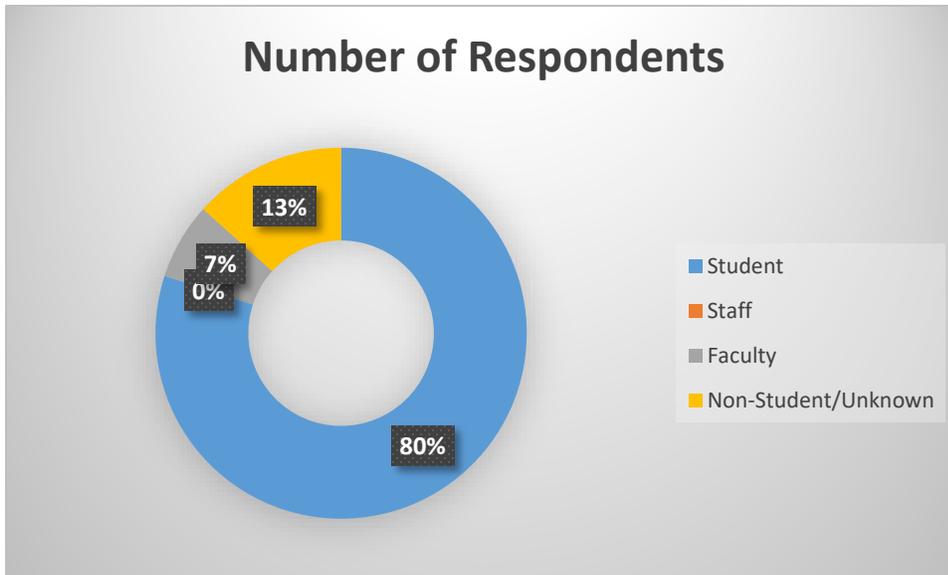


Table 4 shows what type of follow up was conducted with the respondent of the reported bias. Educational conversations with the respondents resulted in 12 of the follow ups. These conversations were generally centered on understanding impact versus intent, and provided an opportunity to reflect on the incident in order to promote awareness that elicits change behavior toward greater sensitivity and inclusivity.

**Table 4. Number of Incident Follow Ups by Type**

Follow Up Type	Number of Follow Ups
Conversation	12
None	1

Graph 4 shows the percentage of types of follow ups compared to the total number of follow ups conducted.

**Graph 4. Percentage of Follow up Type**

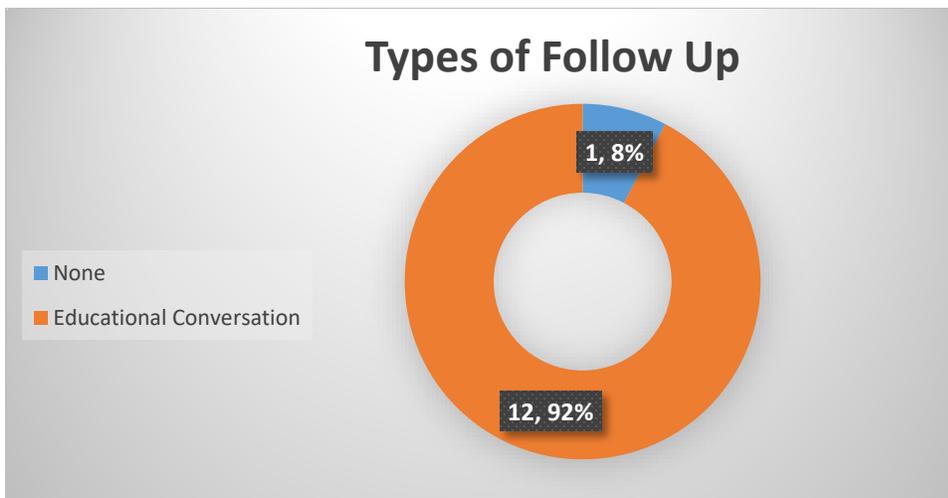
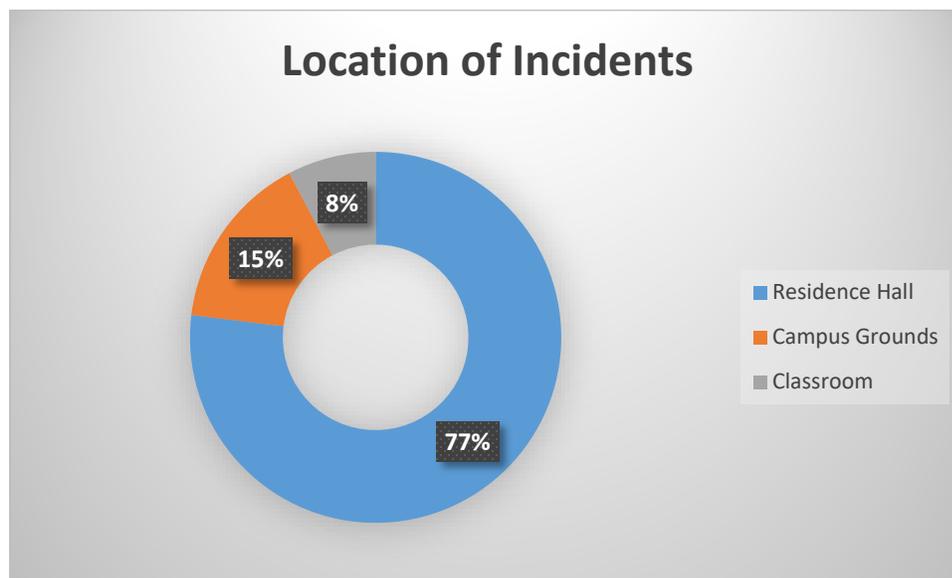


Table 5 shows the location of the reported incident and the number of incidents reported in that location. Chart 5 shows the number of reported bias incidents by location. The majority (76.9%) were reported to have taken place in a university residence hall and 15% were reported to have taken place on campus grounds, which includes areas outside a residence hall or classroom but remaining on campus property.

**Table 5. Location of Reported Incident**

Location of Incident	Number of Incidents
Residence Hall	10
Campus Grounds	2
Classroom	1

**Chart 5. Percentage of Bias Incidents by Location**



### **Outcomes and Next Steps**

Through the online reporting system, the bias response team has been able to respond, support, and provide referrals to students and members of the community in a timely fashion.

The addition of a dedicated bias incident investigator has proven effective in responding to and investigating complaints within an expedited time frame, as compared to previous years without such an investigator.