INTRODUCTION
At the University of Washington, we value and honor diverse experiences and perspectives, strive to create welcoming and respectful learning environments and promote access and opportunity. At the same time, our institutional commitment to freedom of expression encourages members of our University community to hold and express views that are sometimes unpopular or troubling to others.

To help us fulfill our commitment to addressing bias at the individual, institutional and systemic levels, in the fall of 2016, the Bias Incident Advisory Committee was established in partnership with the Office of Minority Affairs and Diversity, the Office of Student Life and President Cauce's Race & Equity Initiative. The committee is charged with collecting data regarding bias incidents occurring in our university community to reveal a clearer picture of what our students, staff and faculty are experiencing; and providing information to members of the community regarding support resources (e.g., Counseling Center, Ethnic Cultural Center, Ombud) as well as options for reporting to an investigative body (e.g., UWPD or other law enforcement, Community Standards & Student Conduct, the University Complaint Investigation & Resolution Office). In addition, the committee collaborates with campus partners to help develop and implement opportunities for community support, healing and learning.

The Bias Incident Advisory Committee launched an online reporting tool on November 1, 2016; it began disseminating posters created to advertise the site in January 2017. The committee intends to provide annual reports with quarterly updates; however, the following report has been created to provide an early snapshot of how the reporting tool has been utilized and initial reporting trends emerging from its first three months of availability.

FOR MORE INFORMATION ABOUT THE COMMITTEE AND THE REPORTING TOOL, PLEASE VISIT REPORT.BIAS.WASHINGTON.EDU
**RESPONSE PROCESS**

Reports received through the Bias Incident Report Form are reviewed by a member of the committee within two business days. Individuals who have provided contact information and agreed to be contacted will receive outreach from a member of the committee via email within 2-4 business days to thank them for submitting the information and to provide them with referral or follow up suggestions such as UWPD, UCIRO, or Student Conduct. In addition, depending on the nature of the reported incident, the committee may:

- Offer the reporting individual consultation, support and information regarding available resources;
- Ensure the report is properly routed for investigation and resolution in accordance with applicable University policy and principles of free expression;
- Inform and consult with the Vice President for Student Life and the Vice President for Minority Affairs and Diversity regarding possible institutional response;
- Coordinate support for community healing and educational outreach and/or;
- Assess avenues for minimizing or eliminating possible future incidents of bias

Institutional responses may include:

- Notice to the community regarding the incident;
- Individual outreach to affected party;
- Offers of support and assistance to affected individuals/communities (typically in form of counseling);
- Educational workshops or seminars;
- Removal of graffiti or fliers;
- Connecting affected parties to relevant resources;
- Cataloging of incident(s) and/or;
- Initiate proceedings under the student conduct code, general campus conduct code, or other UW policies

**REPORTING TRENDS**

REPORTS RECEIVED 11/1/2016 – 3/1/2017

![Graph showing reporting trends](image)
While a four-month time period does not provide sufficient data to assess long term trends in reporting, we have observed two significant upticks in reports since November 1, 2016. The first occurred immediately after the US presidential election in November, and the second occurred after the presidential inauguration, as shown below:

REPORTS RECEIVED ON A WEEKLY BASIS SINCE 11/1/2016

SITE TRAFFIC

We regularly assess engagement metrics related to the utilization of our website and track the avenues through which users are accessing it. The primary measure, called a “session” represents a unique user actively engaging with our site. Examples of engagement include such activities as reading the landing page, clicking on the link to the form, etc.

TRAFFIC CHANNELS

- Most of our traffic is directly channeled, which means that the user knew the link and typed it directly into their browser. Further, the majority of direct traffic are new users to the site. Our belief is that this is largely due to the increased awareness generated through posters displayed around campus, word of mouth, etc.
- Our second largest traffic channel is from social media sites; more than 70% of these visits come from Facebook
- Our third largest channel is made up of referral links from other websites. More than half of that traffic originates from myuw.washington.edu
COMMITTEE MEMBERS

Ellen Taylor, Associate Vice President, Student Life
Marisa Herrera, Executive Director, Community Building and Inclusion; Director, Kelly Ethnic Cultural Center
Jen Self, Director, Q Center
Elizabeth Lewis, Director, Community Standards and Student Conduct
John Vinson, Chief, UW Police Department
Natacha Foo Kune, Director, Counseling Center
Erin Rice, Assistant Vice President, Campus HR Operations
Carlos Guillen, Associate Director, Undergraduate Academic Affairs
Daniele Meñez, President, Associated Students of the University of Washington
Student Representative (TBA), Graduate & Professional Student Senate
Student Representative (TBA), Student Advisory Board

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