



The University of Texas at Austin

Campus Climate
Response Team

2016-2017

CAMPUS CLIMATE TREND REPORT

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About the CCRT

History

In summer 2009, President William C. Powers Jr. requested that the Vice President for Diversity and Community Engagement and Vice President for Student Affairs investigate whether the university's dispute resolution procedures were sufficient to handle any outbreaks of hateful or violent speech in a coordinated, campus-wide manner; how diversity programming on campus could be more robust; and how best to advance diversity on campus. As part of this charge, in fall 2009 the Vice President for Diversity and Community Engagement created the Campus Climate Response Work Group, composed of representatives from the Division of Diversity and Community Engagement (DDCE) and the Division of Student Affairs. The group's final report recommended creating a response team to ensure a more coordinated campus-wide response to incidents of bias and hate.

In spring 2011, President Powers requested that the Campus Climate Response Team (CCRT) be established. It was officially launched in March 2012. Comprised of a group of staff members from across the university, the CCRT facilitates appropriate responses to reports of campus climate incidents affecting the UT Austin community and serves as a repository for reports of bias. The team reports to the Office of the Vice President for Diversity and Community Engagement, and it is jointly coordinated through the DDCE and the Division of Student Affairs.

The primary goal of the CCRT is to create a more inclusive, welcoming university community by connecting individuals to the appropriate resources when bias incidents occur and by developing short- and long-term responses in partnership with university departments. Through the work of the CCRT, gaps in UT Austin's policies and procedures can be identified.

The core functions of the CCRT include:

- Receiving reports and coordinating responses
- Supporting individuals involved
- Identifying resources and connecting individuals as appropriate
- Coordinating, when appropriate, activities with other campus-wide entities
- Evaluating the response process following each incident report
- Exchanging information between the CCRT and team members' departments
- Keeping track of bias incident trends

CCRT members include representatives from the DDCE, the Division of Student Affairs, the Office of the Executive Vice President and Provost, and University Operations (see listing on page 2). Depending upon the campus climate incident, representatives from other university offices and departments, as well as the Austin community, may be involved in the process of responding to a particular report.

Reporting Form and Data Collection

All students, faculty, staff, alumni, and campus visitors are asked to report bias incidents, regardless of whether they experience, witness, or are informed of them as a third party. These reports can be made online via an interactive form on the CCRT website (<http://www.utexas.edu/diversity/ccrt>), or by phone or in person with the DDCE, the Office of the Dean of Students, or the Office for Inclusion and Equity (OIE). See page 8 for the online data collection form.

Response Process

Once a report is filed, and if contact information is provided by the reporting individual, the CCRT Lead Team members follow the standard operating procedures that have been developed for the CCRT, attempting to contact the reporting party within two business days. CCRT lead team members also determine if there is a potential violation of the university's *Institutional Rules on Student Services and Activities* or policies outlined in the General Information Catalog so that the report may be referred to the appropriate university entity.

If it is determined that the report would best be managed by an entity other than the CCRT, CCRT Lead Team members refer the incident to the appropriate entity. For example, reports involving individual students who have potentially violated institutional rules may be referred to Student Conduct and Academic Integrity in the Office of the Dean of Students; reports involving student organizations engaged in possible violation of institutional rules may be forwarded to Student Activities in the Office of the Dean of Students. A report may also be referred to Housing and Food Service staff if the reported incident occurred in a university residence hall. In addition, if the situation involves university employees possibly violating a university policy, the incident would be referred to the Office for Inclusion and Equity (OIE).

If it is determined that the incident report is best managed by convening the broader group of university representatives that form the CCRT, a team meeting is called. Together, the team evaluates the reported incident, providing when necessary:

- Coordination of responses to the report
- Support and information to student(s), staff, or faculty who submitted the report

2016-2017 Campus Climate Trend Data

Overview of Reports Received

During the 2016-2017 academic year (including summer 2017), the CCRT received 762 reports regarding 207 distinct bias incidents (See Table 1). This represents an almost doubled increase in distinct incidents reported over the 2015-2016 academic year, during which the CCRT received reports of 104 total incidents. Awareness on campus of the CCRT and its reporting function affects the number of reports received by the team and means that raw numbers of reports and incidents must be interpreted with caution (i.e., a higher volume of incidents reported does not necessarily signal a higher volume of incidents occurring). All of the 2016-2017 reports were initially received through the online report form.

TABLE 1
 Number of CCRT Reports Received, 2012-2017

Academic Year	# Reports	# Incidents
2016-2017	762	207
2015-2016	194	104
2014-2015	104	75
2013-2014	670	69
2012-2013	94	82
All years	1,824	537

In the following section, the 762 reports received during 2016-2017 are explored in greater depth. It should be noted that bias incidents are underreported on college campuses and that this total is presumed to reflect only a fraction of all occurrences.

Reports Received During 2016-2017

The CCRT received 291 reports during fall 2016, 447 during spring 2017, and 24 during summer 2017. Months with the highest number of incidents reported include April 2017 (317 reports), October 2016 (214 reports), and May 2017 (57 reports). Fewer bias incidents were reported during the summer and intersession. Twenty-five incidents were reported multiple times.

TABLE 2
 CCRT Reports Received, by Month, 2016-2017

Month Reported	# Reports	% Reports	# Incidents	% Incidents
September 2016	18	2%	18	9%
October 2016	214	28%	22	11%
November 2016	44	6%	39	19%
December 2016	15	2%	13	6%
January 2017	14	2%	10	5%
February 2017	29	4%	17	8%
March 2017	30	4%	28	13%
April 2017	317	41%	19	9%
May 2017	57	7%	20	10%
June 2017	11	1%	8	4%
July 2017	4	<1%	4	2%
August 2017	9	1%	9	4%
Total	762		207	

Report Attributes

Although the CCRT encourages individuals reporting incidents to provide contact information so the team may follow up anonymous reports are accepted because some individuals may fear retaliation or wish for the CCRT to simply have a record of an incident. All 762 of the 2016-2017 incident reports were filed via the online form available on the CCRT website (See Table 3). Roughly one quarter of reports were filed anonymously. Those reporting bias incidents were most willing to share their e-mail address (70%), followed by phone number (64%), and physical address (61%) as a means of contact. Eighty-three percent of all incidents reported were identified as having occurred on campus.

The form asks individuals to identify themselves in relation to the bias incident. Thirty-nine percent of people reporting self-identified as victims of an incident, while 3% identified as witnesses, and 19% identified as third parties (i.e., they heard or read about the incident but did not witness or personally experience it). Students provided the vast majority of reports (74%), followed by staff (12%).

TABLE 3
CCRT Report Attributes, 2016-2017

		# Reports	% Reports
Reporting method	Reported online	762	100%
	Reported via e-mail	0	0%
	Reported via telephone	0	0%
Anonymous reporting	Reported anonymously	187	24%
Contact information	Included e-mail address	531	70%
	Included phone number	487	64%
	Included address	462	61%
Association to incident	Victim	298	39%
	Third party	147	19%
	Witness	23	3%
	Other	85	11%
Affiliation of reporter	Student	564	74%
	Staff	91	12%
	Alumnus	49	6%
	Visitor	20	3%
	Faculty	17	2%
	Parent	1	<1%
	Other	20	3%
	Unsure/do not know	1	<1%
Incident location	On campus	635	83%
	Off campus	111	15%
	Unsure/do not know	1	<1%

Types of Bias Reported

As shown in Table 4, nearly 75% of 2016-2017 CCRT reports cite race/ethnicity bias (74%), followed by national origin (33%), gender (22%), and citizenship (13%). Reporters selecting “other” as the type of bias listed, among other examples, body size, political affiliation/beliefs, and fraternity affiliation. Reporters are given the option to report multiple forms of bias related to one incident, and many selected race/ethnicity and at least one other category, most often gender, national origin, and/or religion. Bias based on gender, gender expression, gender identity, and sexual orientation tends to be reported in tandem.

TABLE 4
Types of Bias Reported to CCRT, 2016-2017

Type of Bias	# Reports	% Reports
Race/ethnicity	567	74%
National origin	251	33%
Gender	170	22%
Citizenship	98	13%
Gender expression	60	8%
Gender identity	60	8%
Religion	58	7%
Sexual orientation	46	6%
Disability	26	3%
Age	16	2%
Veteran status	6	<1%
Other	119	16%
Unsure/do not know	47	6%

Note: The CCRT form allows for multiple responses to this question.

Types of Incidents Reported

On the CCRT form online, reporters are asked to provide details about the bias incident in a dialogue box. Responses are then grouped and coded by incident type. Table 5 (page 6) shows that for the 2016-2017 period, the most prevalent type of incident in this category is flyers (36%). Other common incident types are graffiti or vandalism (12%), and verbal harassment (7%).

Examples of the types of incidents reported to the CCRT include:

- Insulting and insensitive posts on social media or group messaging apps pertaining to race, gender identity, or sexual orientation
- Faculty and student commentary in the classroom perceived as derogatory and insensitive
- Graffiti/vandalism on and off campus based on race, religion, national origin, and/or sexual orientation
- Hostile and insensitive treatment or interaction with a campus department/unit
- Physical harassment/assault
- Harassment by strangers or university community members based on perceived sexual orientation
- Slurs and verbal/physical harassment on and off campus

TABLE 5

Types of Incidents Reported to CCRT, 2016-2017

Incident Type	# Reports	% Reports
Offensive flyer	275	36%
Graffiti/vandalism	91	12%
Verbal harassment/slurs	55	7%
Physical harassment	34	4%
Complaint about faculty member	31	4%
Online harassment	23	3%
Incident not bias related	16	2%
Complaint about student organization	16	2%
Complaint about staff member	5	<1%
Complaint about department	3	<1%
Compilation of multiple incidents	2	<1%

Responses Preferred by Those Reporting

On the CCRT form, reporters are asked to indicate in a dialogue box what kind of outcome they would prefer as a result of their reports. Responses to this question were grouped and coded with one or more types of preferred responses. Because the question is optional on the CCRT report form, percentages listed below are based upon only those responses provided (see Table 6).

Many respondents (42%) indicated they wanted disciplinary action for those perpetrating the incident. Thirteen percent of respondents indicated they simply wanted to inform the CCRT of the incident for the sake of reporting and/or to share information about an incident with relevant campus stakeholders. These incidents were coded as awareness/information gathering. Thirteen percent also suggested communications from University leadership regarding the incident.

TABLE 6

Responses Preferred by Those Reporting, 2016-2017

Preferred Response	# Reports	% Reports
Disciplinary action	137	51%
Awareness/information gathering	43	16%
Administrative statement	42	15%
Acknowledgement/apology from other party	20	7%
Removal of graffiti	9	3%
Policy change/reform	9	3%
Diversity education	4	1%
Unsure	5	2%

Note: This field is not required in the CCRT form, so this table reflects responses received.

CCRT and Coordinated Responses

In response to every CCRT report that includes at least one piece of contact information, a team member makes at least two attempts to contact the individual by telephone or e-mail, the first attempt occurring within two business days of the report. In practice, team members prefer contact by telephone since it allows for an immediate exchange and offer of support. During this initial point of contact, team members offer to speak over the phone or in person to discuss the report further and to discuss resources.

Examples of responses coordinated by CCRT in this category include:

- Personal contact to acknowledge the report, discuss the incident, share information on CCRT processes, and share available resources and services
- Communication with relevant constituencies regarding incidents and the CCRT's ongoing responses
- Referrals to campus resources, services, departments, and units

Examples of the responses coordinated by campus partners as a result of CCRT reports include:

- Initiation of an informal, non-discrimination policy resolution process (through the OIE)
- Diversity training and education with a department's staff, student organization members, and students enrolled in a course
- Public communications (such as a statement or press release) regarding incidents
- Documentation and removal of graffiti

Preliminary Five-Year Campus Climate Trends

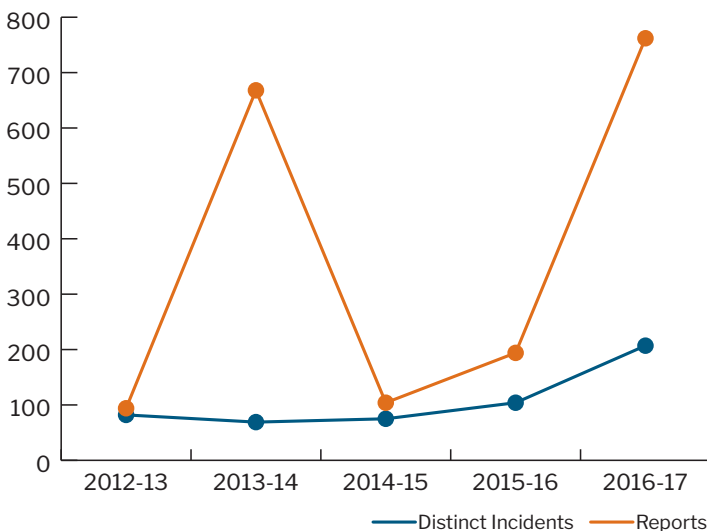
This report is the fifth annual UT Austin Campus Climate Trend Report released by the CCRT. The raw number of reports received in 2016-2017 (762 reports) increased from the number of reports in 2015-2016 (194 reports). The peaks in the number of reports in 2013-2014 and 2016-2017 are indicative of single incidents which sparked an influx of reports (See figure 1).

The CCRT reports received also reflect a steady rise in the number of distinct bias incidents over the past four years. In 2016-2017 there were 207 distinct incidents reported compared to 104 distinct incidents reported in 2015-2016; 75 distinct incidents reported in 2014-2015; and 69 reported in 2013-2014.

It should be noted that in previous years the CCRT Trend Reports analyzed data in two distinct groups: those incidents receiving 10 or fewer reports and those incidents receiving more than 10 reports. This year data were combined for those categories and for previous years in order to compare data.

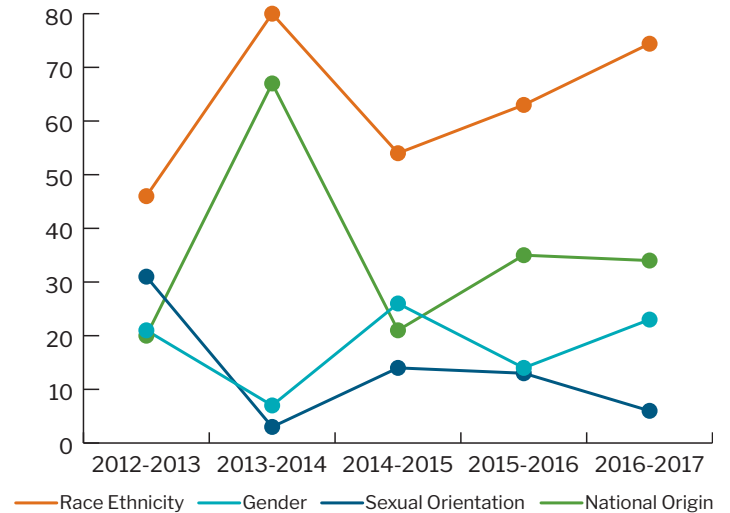
Figure 2 reflects a comparison of commonly reported bias motives in incidents over the five-year period.

FIGURE 1.
 Number of Reports and Number of Distinct Incidents by Academic Year



When comparing CCRT report data for the 2012-2013, 2013-2014, 2014-2015, 2015-2016, and 2016-2017 academic years bias related to race/ethnicity is the most common type of bias identified during all five periods (46%, 80%, 54%, 63% and 59% respectively).

FIGURE 2.



Common Types of Bias Reported by Academic Year

Across all years, students were most likely to report bias incidents (78%, 73%, 76%, 65% and 74%), while faculty, parents, and visitors to campus were among the least likely to report bias incidents across time. Almost all reports received since the inception of CCRT have been filed online.

To access previous Campus Climate Trend Reports, please visit <http://www.utexas.edu/diversity/campus-culture/campus-climate-response-team>.

¹ Wessler, S. L. (2004). Hate crimes and bias-motivated harassment on campus. In D. R. Karp & T. Allena (Eds.), *Restorative justice on the college campus* (pp. 194-202). Springfield, IL: Charles C Thomas.

CAMPUS CLIMATE INCIDENT ONLINE REPORT FORM

Name:

Local Address:

Phone Number:

Email Address:

* What is your association with the incident?

(please select one):

- Victim
- Witness
- Third Party
- Other

* What is your affiliation with The University of Texas at Austin?

(please select one):

- Student
- Faculty
- Staff
- Alumnus
- Parent
- Visitor
- Other

* Date of incident (mm-dd-yyyy):

Approximate time of incident (if applicable):

* Did the incident occur on campus?

- Yes
- No

* Location(s) of Incident (be as specific as possible):

* Provide the facts of the incident in as much detail as possible.

Describe all comments, conduct, gestures, markings, physical injuries, property damage, etc. Identify alleged offender(s) by name and UT Austin affiliation, if known, or by physical appearance. List any possible witness(es) by name with contact information, if known, or if unknown please indicate if there were any witnesses.

* If the incident is bias-related, what is the perceived motive for the bias? Please select all that apply:

- Age
- Citizenship
- Disability
- Ethnicity/Race
- Gender
- Gender Expression
- Gender Identity
- National Origin
- Religion
- Sexual Orientation
- Veteran Status
- Unsure/Do Not Know
- Other (please specify):

Have you reported the incident to another University of Texas at Austin office (optional)?

- Yes (If so, please identify the office and person to whom you reported the incident)

- No

What response did you receive from the office to which you initially reported the incident (optional)?

What type of response would you like to see as a result of reporting this incident (optional)?

**Required Fields*