

**Goucher College Bias Education and Response Team**

**2016 Report Summary**

<b>Date Report Received</b>	<b>Term</b>	<b>Location</b>	<b>Type of Incident</b>	<b>Targeted Group</b>	<b>Summary</b>	<b>Response <i>(when applicable)</i></b>	<b>Number of Reports Received</b>
4/25/2016	Spring 2016	Online	Written	National/Ethnic Origin	Israel was crossed off on a flyer advertising, "My Beautiful Israel."	Referred for review to Public Safety for an investigation.	1
9/6/2016	Fall 2016	Hooper House	Written/Graffiti / Defacement	Gender Identity/Expression	Trans Therapy Group flyer was defaced with the word "Disgrace."	Referred for review to Public Safety for an investigation. Notification of the defacement was provided to the host of the group.	1
9/6/2016	Fall 2016	Hooper House	Graffiti/Vandalism/Written	Gender Identity/Expression	The following was written on the wall of the restroom: "Trans= Disgrace". The phrase "Go F**k Yourself" was added with an arrow pointing at the original graffiti.	A member of the team reached out to the RA of the floor and a floor meeting was held with the presence of B.E.R.T members H. Summer Torres, Assistant Director for LGBTQIA reached out to the Trans and Non-binary student community. Referred for review to Public Safety for an investigation.	1
9/20/2016	Fall 2016	Tuttle House	Verbal	Race/Ethnicity; National/Ethnic Origin	A witness to a conversation, was informed of a racist comment directed towards an Indian male.	Documented. BERT member connected with identified victim.	1
9/20/2016	Fall 2016	Sondheim House	Defacement/ Written	Race/Ethnicity	"Reel N****" was written on a white board.	Referred for review to Public Safety for an investigation. A team member connected with the RA and the professional staff of Sondheim.	3
9/22/16	Fall 2016	Stimson Hall	Verbal	Race/Ethnicity	A racist comment was made about a black male.	Documented.	2

9/22/16	Fall 2016	Hooper House	Vandalism/Written Text	Gender Identity/Expression	Graffiti in the bathroom stall read: "Trans still disgrace" and "funny"	Referred for review to Public Safety for investigation. Summer Torres, Assistant Director for LGBTQIA Students connected with targeted community members. CREI is continuing efforts to provide both education for the Goucher campus and advocacy. BERT sent a campus-wide email informing the campus community of the various incidents (due to this being the 3rd transphobic incident)..	1
9/22/16	Spring 2016 <i>Reported: Fall 2016</i>	Classroom	Verbal	Sex; Gender Identity/Expression	Incorrect pronouns were used to identify a trans person and assumptions were made about individual's sexuality in a class.	Information shared with Vice President/Dean of Students and Provost, and discussions have begun on how to move forward to best address incidents within the classroom while also providing professional development opportunities.	1
10/1/16	Fall 2016	Bennett House	Harassment; Verbal	Race/Ethnicity	A black student was called "n*****"	Referred for review to Public Safety and Associate Dean of Students for Student Development for investigation.	1
11/2/16	Fall 2016	Pagliari Selz Hall	Other	Disability	Certain areas and structural aspects of Pagliaro Selz were identified as inaccessible.	A member of the team met with the individual who reported; a second team member connected with FMS for a building walk through to discuss recommendations. CREI conducted a Lunch and Learn on the community of folks with disabilities. Arnelle Hanley, Director of Accessibility is an ongoing point of contact for additional support.	1
11/4/16	Fall 2016	Classroom	Verbal	Race/Ethnicity; Tribal or Indigenous	Dismissal of the history of native folks, and	Information to be shared with the Vice President/Dean of Students and Provost. A	1

					undermining of the impact of slavery in a classroom.	member of the team has been involved in discussions on possible options moving forward in addressing incidents within the classroom.	
11/10/2016	Fall 2016	Online; Written/Typed Text	Online	Race/Ethnicity; Tribal or Indigenous	Electronic communication used "pilgrims" and "Indians" to describe staff for an upcoming event. In addition, the communication included pictures and a comic strip with Indigenous folk and pilgrims.	Documented for records. Information shared with Vice President/Dean of Students and Provost, and a discussion has begun on how to move forward when addressing incidents within non-academic departments.	1
11/18/16	Fall 2016	Online	Social Media	Race/Ethnicity	A photo with three students from the lacrosse team dressed as Trump, and with two in stereotypical Mexican "clothing."	Referred for review through the judicial process for investigation. Luz Burgos-Lopez, Assistant Dean of Students, has met with the coaches and will continue supporting future initiatives within the team and the department to address issues of identity, power, and oppression. Luz Burgos-Lopez, Assistant Dean of Student has developed and implemented workshops in collaboration with members of B.E.R.T for the team.	3
12/9/16	Fall 2016	Online	Social Media	Race/Ethnicity; Religious Belief/Affiliation; National Ethnic Origin	A screenshot of the gas leak notification was posted on a Facebook class page with the following text: "Assad here to protest sanctuary campuses."	CREI in the process of exploring both resources and materials to support undocumented and DACA student.	2
12/9/16	Fall 2016	Social Media	Social Media	Sex; Gender Identity/Expression; Sexual Orientation	Comments were posted containing rape jokes and	Referred to Lucia Perfetti Clark, Title IX Coordinator, for review and	3

					insults towards female-identifying individuals..	recommendations. Referred to Associate Dean for review for adjudication.	
						<b>Number of Reports</b>	31
						<b>Number of Reports for Bias Cases</b>	23/31
						<b>Number of Reports for Cases in which bias could not be determined</b>	8/31
						<b>Total Cases</b>	19
						<b>Total Cases Determined to be Bias</b>	15/19
						<b>Total Cases Cases in which bias could not be determined</b>	4/19