Campus Climate Incident Reporting & Response Protocol

June 1, 2023 - May 31, 2024

Campus Climate Incident Reporting & Response Protocol

Belonging

Seattle University is committed to providing an inclusive and nondiscriminatory campus community. Seattle University recognizes that diversity is a matter of strategic priority and is an integral component of inclusive academic excellence. Our community is enriched by the diversity and inclusion of all our students, faculty, and staff. We promote an affirming and inclusive community for all to learn, work, and live together in alignment with our University's Jesuit and Catholic mission and values.

Community

Thriving

We at Seattle University envision a campus environment where all members of our community can thrive. Our Campus Climate Incident Reporting and Response Protocol is part of our University's efforts to empower a positive learning and working community. Through this protocol, we want to cultivate an institution where we both support those who have experienced harm and grow understanding and enable productive engagement across difference.

Campus Climate Incident Reporting & Response Protocol

What is the Campus Climate Incident Reporting & Response Protocol?

Our Campus Climate Incident Reporting and Response Protocol is part of University efforts to empower a positive learning and working community by offering a mechanism to report incidents and problem solve to enhance campus climate.

What is a Campus Climate Incident?

Conduct or an incident that harms an individual or group within the Seattle University community (i.e., students, faculty, or staff) on the basis of one or more of their actual or perceived identities, such as, race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, or political ideology.

Does a Campus Climate Incident require intent? Does an Incident have to be a policy violation?
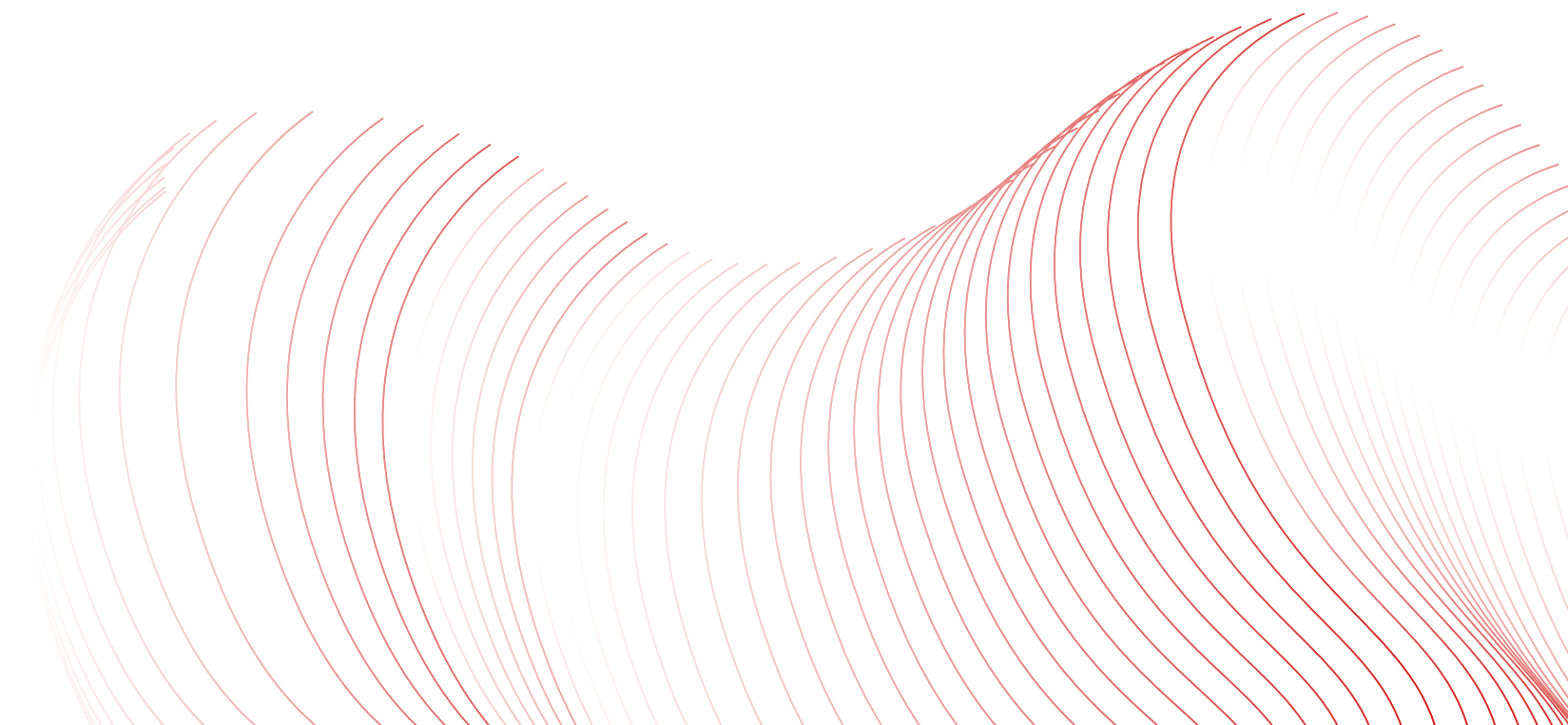
A Campus Climate Incident may occur whether or not there is an intent to cause harm, and regardless of whether incident violates law or University policy.

Office of the Provost

Office of Institutional Equity

Human Resources

Office of Dean of Students

Public Safety

Office of Diversity & Inclusion

Campus Climate Incident Response Team

What does the Campus Climate Team do?

- Minimize harm
- Identify and recommend actions to respond to Campus Climate Incidents
- Provide consultation to unit leaders on campus climate
- Refer Campus Climate Incidents that allegedly violate university policy to the appropriate office
- Analyze patterns and assess campus climate
- Determine opportunities to inform educational and professional development for the university community

Important Trends from 2023-24

Israel-Hamas Conflict

The higher number of reports involving graffiti, unknown/anonymous individuals engaging in behaviors, and behaviors involving political ideology are related to ongoing campus vandalism tied to the Israel-Hamas conflict. The CCIRT elected to capture the incidents of vandalism in this way to reflect the significant impact they had during the academic year on campus climate.

Bias Language in the Classroom

There were multiple reports across campus of the use of bias language in the classroom by faculty. The impacted students repeatedly expressed harm caused by their faculty use of bias language, both while discussing use in literature and in instances that were unrelated to class content.

These students expressed an openness to continuing to have bias language included in written form, but expressed the harm created when individuals use the language in class.

Important Trends from 2023-24

Increased Anonymous Individuals

The higher number of reports involving anonymous individuals engaging in bias language is also related to the CCIRT capturing interactions involving non-affiliates and Department of Public Safety (DPS) officers. There were a significant number of reports this year involving the use of bias language towards DPS staff, and the DPS leadership engaged in follow up and care with their staff.

Non-CCI Reports

Non-CCI reports include concerns that do not fit the definition of a campus climate incident. The CCIRT received seven (7) non-CCI reports:

- Service complaints about staff/faculty (4)
- Prior student expressing non-CCI concern
- Report by student named as the individual making concerning comments
- Spectator article about comments by President

CCIRT reviews and refers to the appropriate colleagues for resolution, and does not include them in our annual numbers.

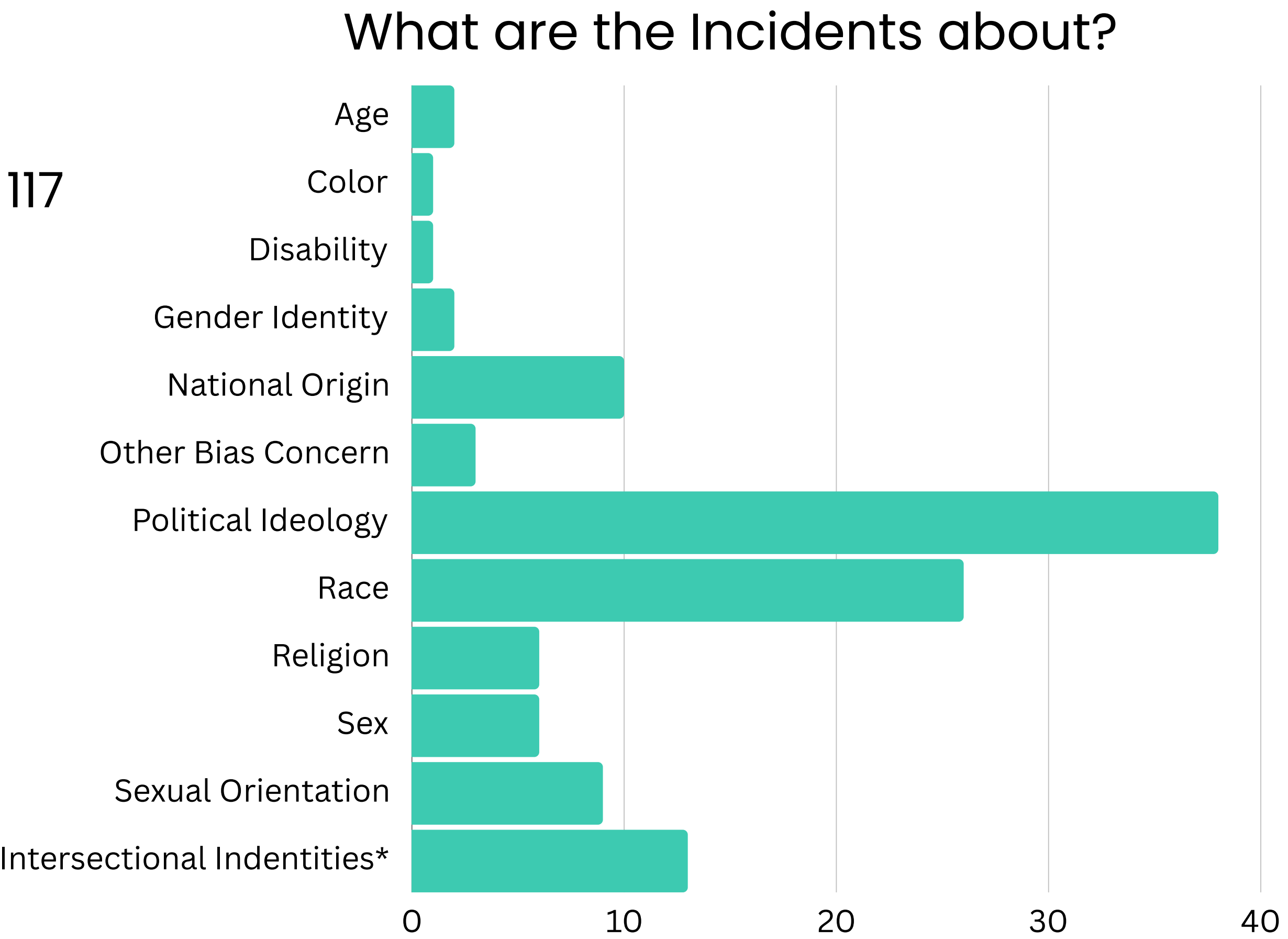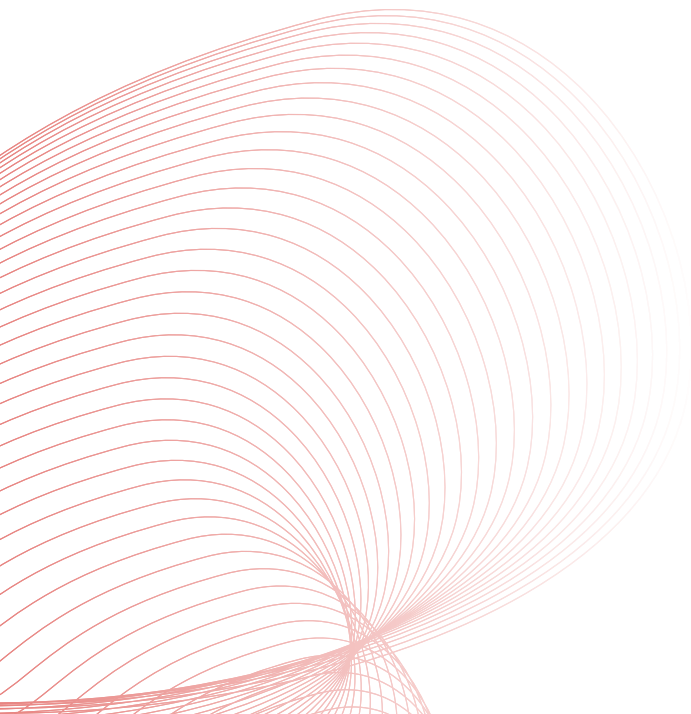# Changes from 22-23 Feedback

Trans* Identities

Our system collects identity information from Colleague, which does not have flexibility with gender identity. We received feedback after our first year that our data did not capture trans* identities of individuals. In response, we worked to intentionally capture gender identities, including trans* identities, when reporting individuals named this identity in their report or conversations.

Ongoing Changes to Outreach/Follow Up

Faculty leaders expressed interest in more involvement in responding to CCIRs following the first year. In response, we adjusted our approach to make faculty leadership (Deans and/or Associate Deans) aware of reports regarding faculty and staff in their areas. When possible, this information included the reporting individuals' information or intentional connections with reporting individuals for follow up.
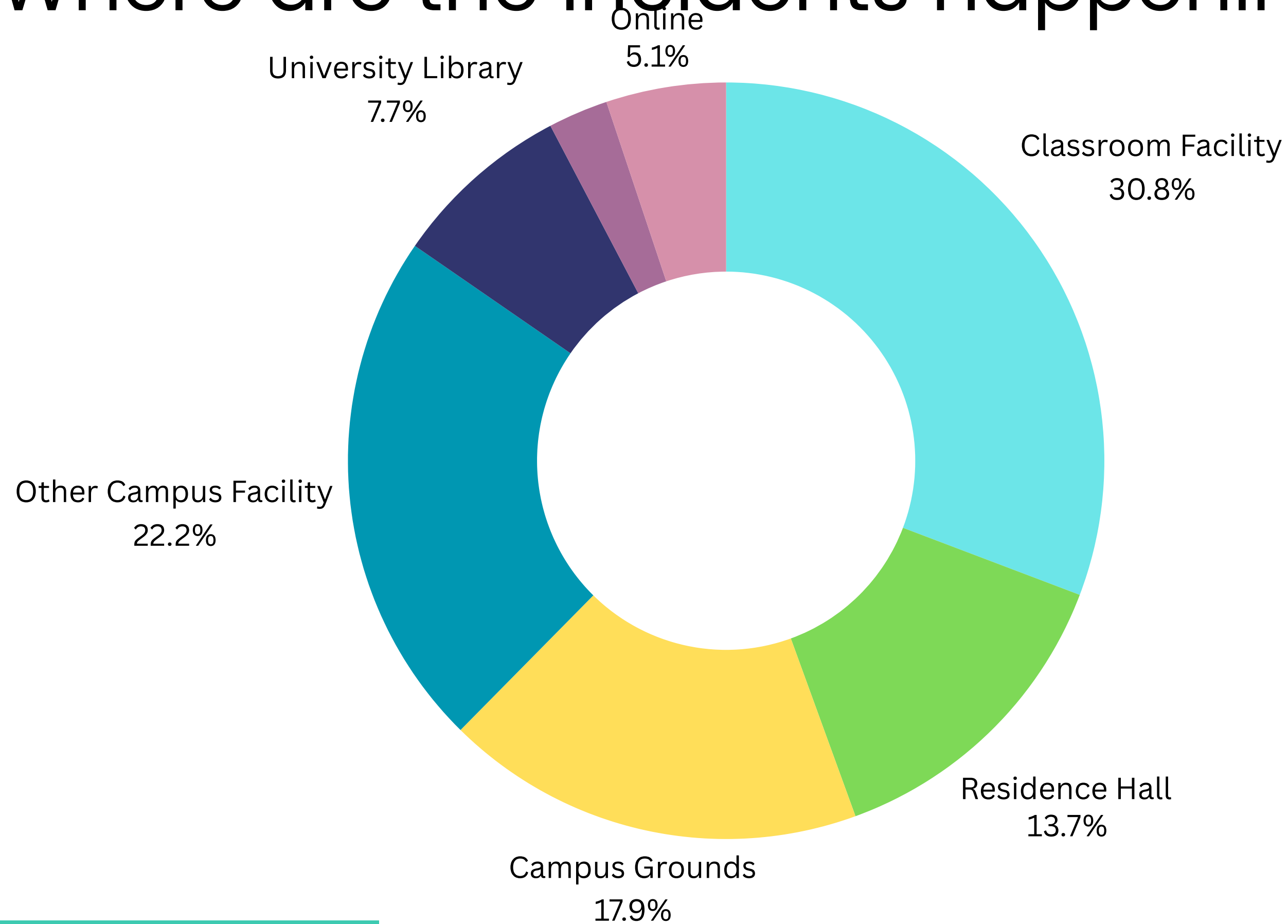
The Campus Climate Team received a total of 117 reports from June 1, 2023 until May 31, 2024.

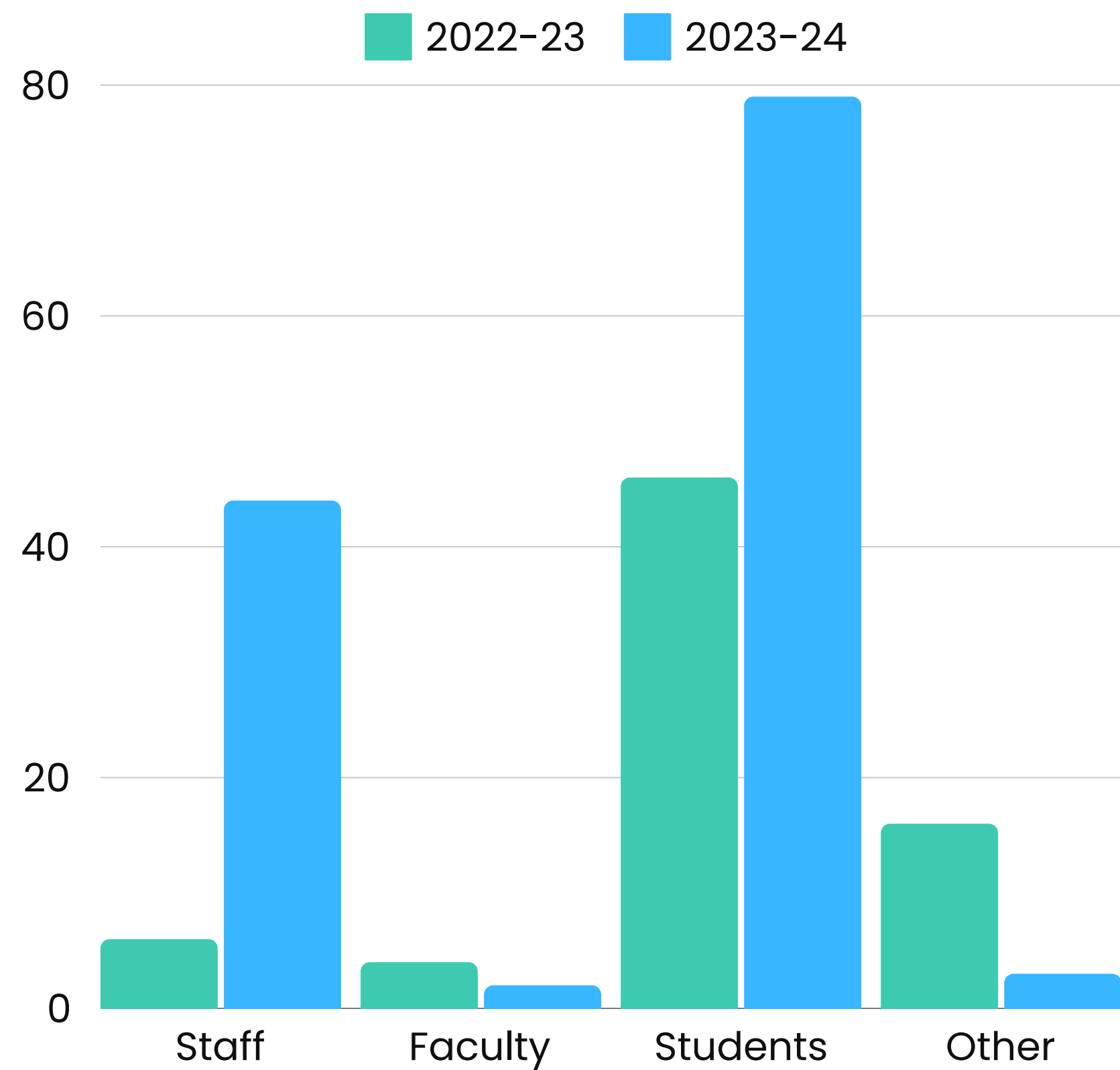This is 63 more reports than the previous year.

What are the Incidents about?

Category	Value
Age	2
Color	1
Disability	1
Gender Identity	2
National Origin	10
Other Bias Concern	3
Political Ideology	38
Race	26
Religion	6
Sex	6
Sexual Orientation	9
Intersectional Indentities*	13

*Intersectional Identities included 13 reports implicating multiple identities

Where are the Incidents happening?

Online
5.1%

University Library
7.7%

Classroom Facility
30.8%

Other Campus Facility
22.2%

Residence Hall
13.7%

Campus Grounds
17.9%

Who is reporting?

Who is involved?
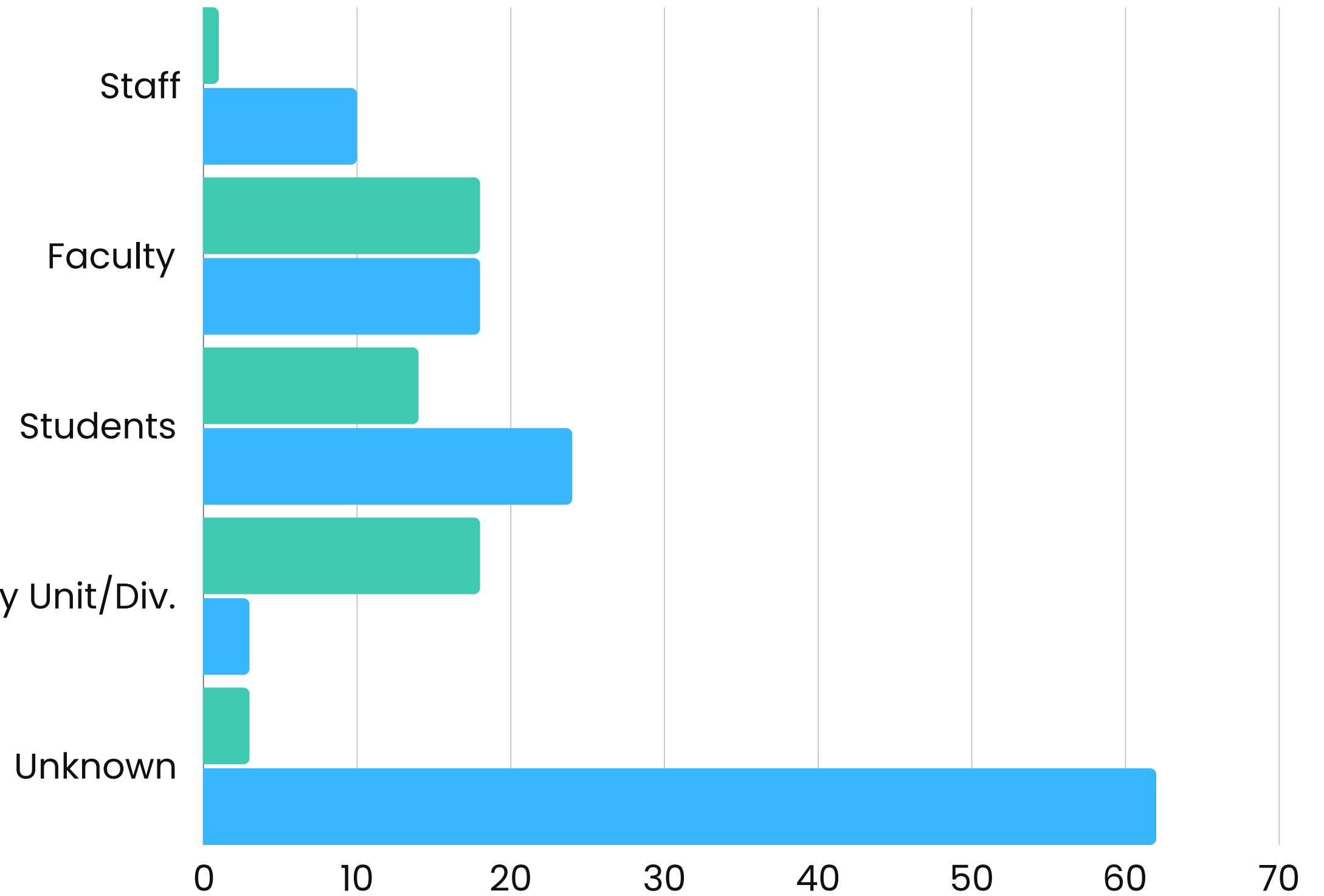
40% OF REPORTING INDIVIDUALS IDENTIFY AS BIPOC

40% of the reporting individuals identified as BIPOC, and 43% identified as white. The remaining 17% did not provide race or ethnicity data.

57% OF REPORTING INDIVIDUALS ARE STUDENTS

57% of the reporting individuals identify as a student (both undergraduate and graduate). 1.5% of reporters identified as faculty, 30% were staff, and 6% did not provide information about their affiliation with the University.

47% OF REPORTING INDIVIDUALS IDENTIFY AS FEMALE

47% of the reporting individuals identified as female, 42% identify as male, 9.5% did not provide gender data, and 1.5% identified as trans*.

Some examples of reports include:

- Use of bias language in the classroom by faculty and students
- Micro and macro aggressions
- Vandalism across campus linked to Middle East conflict/campus investments
- Interactions between non-affiliates and Public Safety Officers

*BIPOC means Black, Indigenous, and People of Color, and while imperfect, the term is meant to be inclusive.

Response

In response to the reports made during the year, the Campus Climate Reporting & Response Team provided care and support for the individuals involved and the communities impacted. The team also worked with campus community members to provide educative and restorative opportunities.

Harm Reduction & Care

The team provided internal and external resources to individuals who reported. The team also provided resources for the communities impacted.
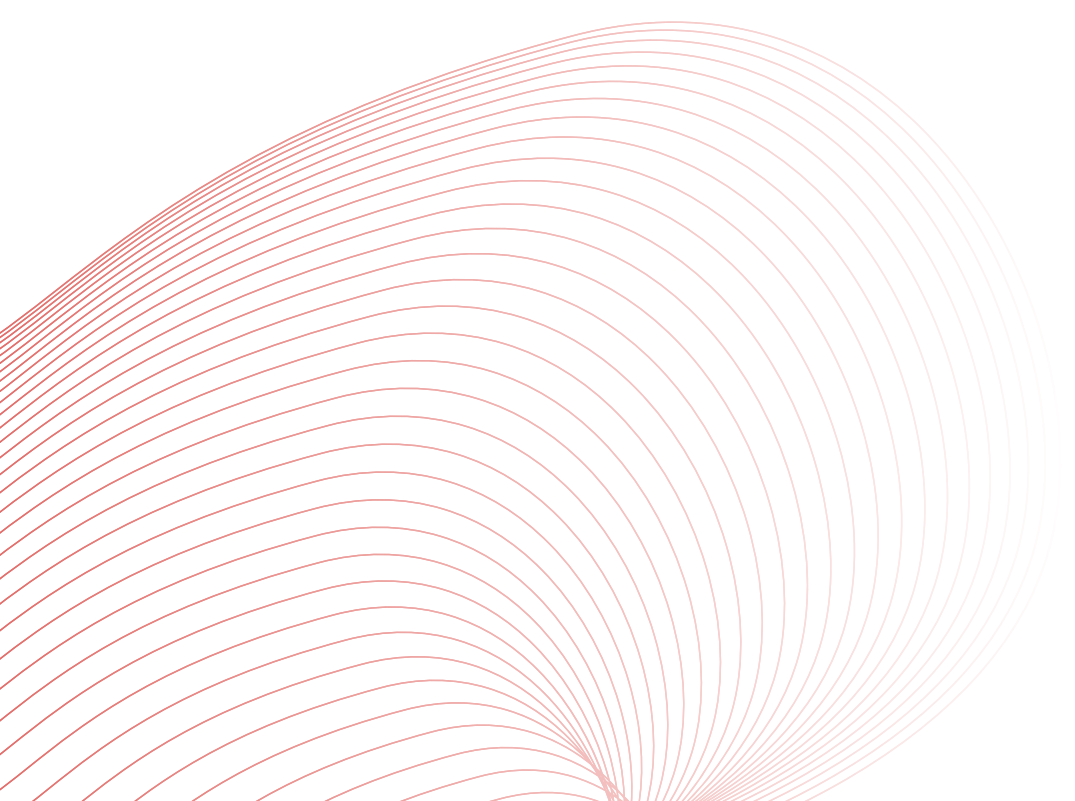
Education & Prevention

The team worked with colleges, schools, and divisions to provide initiatives specific to their needs, including restorative sessions and targeted workshops. The team also worked with partners to provide campus-wide education opportunities (e.g., microaggression workshops in collaboration with the Center for Faculty Development).

Consultation

Team members held targeted meeting with campus partners and consulted with college, school, and division leaders. The team also collaborated and consulted with senior leadership, the office of university counsel, and others.

Assessment

The team will continue to assess the reports and associated data and make recommendations for short- and long-term action items. The team will also continue to assess its own processes and refine as appropriate.

Recommendations for 2024–25
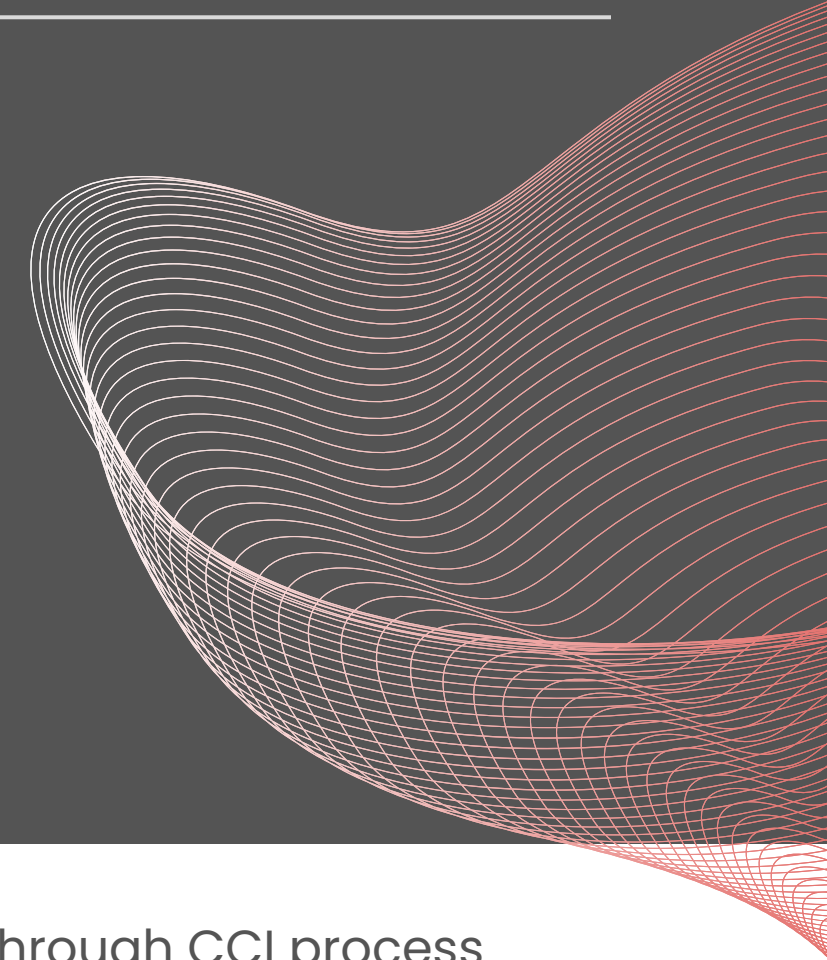
- Partner with Faculty Affairs and Center for Faculty Development to share disaggregated data and identify strategies for intervention related to faculty use of bias language in the classroom and how to support faculty leaders in supporting their faculty in discussions about campus climate reports.
- Deepen strategic partnerships with the Office of the Provost and others for supporting proactive faculty development related to use of bias language in the classroom.
- Continued engagement through a campus roadshow to educate the campus community about the CCIRT and how it fits into the larger campus inclusion ecosystem.

- Explore ways to normalize feedback through CCI process as a mechanism for community engagement and support.
- Align CCIRT frameworks with our Jesuit and Catholic values in consultation with the Division of Mission Integration and in light of guidance from the Office of the President about how to productively engage across difference.
- Supporting community members in engaging in difficult conversations rather than avoiding them.

Campus Climate Incident Reporting & Response Protocol

For more information about the Campus Climate Incident Reporting and Response Protocol or to file a report, please scan the QR code.

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