

STETSON UNIVERSITY

**ACADEMIC YEAR 2021-2022
BIAS EDUCATION SUPPORT TEAM
ANNUAL REPORT**

Executive Summary

At Stetson University, we view diversity as our greatest asset, and have the utmost respect for all identities and life experiences that comprise our community. We value individuality and creative thinking and encourage innovative problem-solving, constructive collaboration, and meaningful interaction in all levels of our institution.

We believe that inclusion is the practice of creating a culture that embraces differences as a dynamic force for change, growth, and equity. To ensure sustained progress toward these principles, we foster an environment that truly celebrates the variety of backgrounds, capabilities, contributions, and perspectives of all in our community, with a vision to emphasize unified strength through diversity. We recognize the unequivocal importance of making all feel welcome, safe, and secure in who they are as an essential part of this institution.

The University remains committed to implementing strategies and systems to appropriately address bias on campus. Throughout the academic year, the Bias Education Support Team has responded to reports of bias. The purpose of the Bias Education and Support Team is to provide students with an opportunity to receive education, support, and appropriate resolution in response to bias-related incidents.

At Stetson University, bias-related incidents are defined as threats or acts of harassment or intimidation, whether verbal, written or physical, which are directed against Stetson University student(s) because of that student's age, color, ability, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), socioeconomic status, gender identity, gender expression, sexual orientation, veteran status, family medical or genetic makeup or information, intellectual perspective, criminal background and potentially other identities or identifiers. Stetson utilizes the Bias Education Support Team to track and address – on a case by case basis depending on the unique information provided by a reporter – bias incidents in which the persons are known, unknown, or may not be readily identifiable.

Bias Education Support Team Members

Akeem Todman, Co-Chair	Director of Diversity and Inclusion
Lindsey Carelli, Co-Chair	Associate Director of Religious and Spiritual Life
Lynn Schoenberg	Dean of Students
Cisco Ortiz	Director of Public Safety and Emergency Management
Michael Eskenazi	Assistant Professor of Psychology
Dee Carpenter	Public Safety Captain
Jes Day	Executive Director of Residential Living and Learning

Academic Year 2021-2022 (AY21) Snapshot

AY21-22 refers to the time period from the summer semester 2021 to the end of summer semester 2022, which are between the following dates: July 27, 2021 - July 20, 2022. During AY21-22, we continued to strategize and implement the processes, definitions, terminology, and categorizations used in our approach to handling bias incident reports.

Beginning in AY20, all bias reports have been classified into the primary categories of bias motivated speech, bias motivated expression, and bias motivated conduct, and non-bias incidents, refers to reports of inappropriate speech, expression, and/or conduct which were not based upon an identity or personal characteristic included in the definition of bias. Reports of alleged violations were forwarded to

the appropriate office for intake, assessment, and investigation as warranted. These incidents are not included in this report.

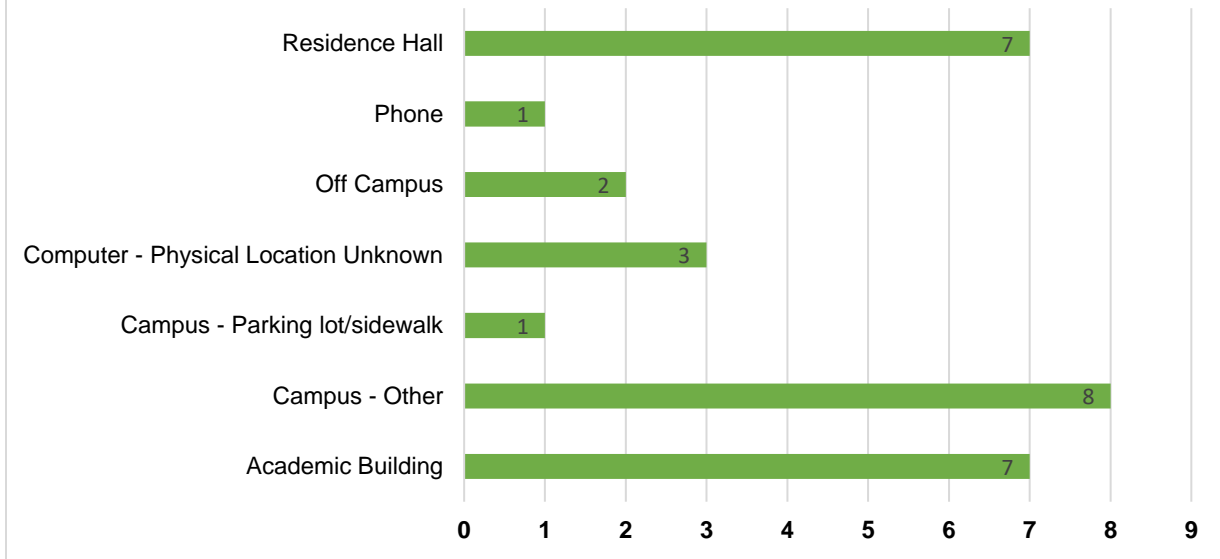
- **Bias Motivated Speech** is defined as verbal/oral communicated ideas that can be reasonably understood as biased (words said in person, in conversation, in digital form, printed). This includes but is not limited to: verbal attacks; language or speech that perpetuates a stereotype; or use of a slur/epithet.
- **Bias Motivated Expression** is defined as the use of signs, symbols or artifacts that communicate bias. This may include, but is not limited to, drawings, graffiti, words written in permanent or temporary form, use of costumes, cultural or ethnic based visual expressions. Bias motivated expression includes but is not limited to: use of a slur/epithet (in one of the above forms); expression that perpetuates a stereotype; vandalism; destruction of property; or graffiti.
- **Bias Motivated Conduct** is defined as physical acts or behaviors with components of bias speech or expression (violent behavior, aggressive or persistent interactions). This included but is not limited to: intimidation; verbal attack; physical assault; physical attack; or retaliation.

Breakdown of All Reports by Type of Bias

Type of Bias	Number of Incidents
Bias Motivated Speech	0
<i>Perpetuates Stereotype</i>	3
<i>Use of Slur/Epithet</i>	5
<i>Unfair Treatment</i>	0
<i>Verbal Attack</i>	0
<i>Other Bias Motivated Speech</i>	0
Total Bias Motivated Speech	8
Bias Motivated Conduct	0
<i>Unfair Treatment</i>	9
<i>Perpetuates Stereotype</i>	2
<i>Verbal Attack</i>	10
<i>Graffiti</i>	0
<i>Use of Slur/Epithet</i>	0
<i>Damage or Destruction of Property</i>	2
<i>Use of Derogatory Symbol or Image</i>	0
<i>Other Bias Motivated Conduct</i>	1
Total Bias Motivated Conduct	22
Bias Motivated Expression	0
<i>Graffiti</i>	0
<i>Damage/Destruction of Property</i>	0
<i>Use of Derogatory Symbol or Image</i>	4
<i>Use of Slur/Epithet</i>	0
<i>Perpetuates Stereotype</i>	3
<i>Other Bias Motivated Expression</i>	3
Total Bias Motivated Expression	10

Breakdown of All Reports by Location

Bias Reports 2020-2021 Breakdown by Location of Bias



Breakdown of All Reports by Basis of Bias | Year-to-Year Comparison

		Fall 2019	AY 2020	AY 21-22
Annual BEST Reports	<i>National Origin/Ethnicity</i>	1	5	5
	<i>Language</i>	0	1	0
	<i>Race</i>	15	27	9
	<i>Sexual Orientation</i>	4	5	1
	<i>Gender Identity</i>	1	2	3
	<i>Religion</i>	0	0	2
	<i>Body Size</i>	1	1	0
	<i>Disability</i>	0	2	2
	<i>Age</i>	0	2	2
	<i>Other</i>	0	0	5
	Total Basis of Bias	22	45	29

Fall 2021 Bias Report Summary

1. Date: July 27 , 2021

Basis of Bias: Religion

Type of Bias: Speech: Other Bias Motivated Speech

Location: Residence Hall

Summary of Report: Student finds anti-semitic flyer on vehicle windshield.

Summary of Response: A BEST Team member provided support to the student and at the time they found the flyer it was identified as an isolated incident. We let the student know we Public Safety was trying to identify the individual that placed the flyer on their vehicle. The student did not want a community wide email going out about this incident unless we were to find additional flyers on campus. A few days later public safety found numerous flyers on cars across campus and a community wide message went out a day after the flyers were found letting the community know this does not align with our institutional values and if the individual is identified they will be held accountable.

2. Date: August 12, 2021

Basis of Bias: Gender Identity or Expression

Type of Bias: Conduct: Verbal Attack

Location: Campus - Parking lot/sidewalk

Summary of Report: Student observes trans-student being yelled at by men near Cummings Gym.

Summary of Response: A BEST Team member provided support and resources to the student. We also reached out to Public Safety and the DeLand Police Department to let them know that this occurred so they could have record of the incident.

3. Date: August 23, 2021

Basis of Bias: National Origin

Type of Bias: Conduct: Verbal Attack

Location: Campus-Other

Summary of Report: Student witnessed another student using hate speech towards an Asian student.

Summary of Response: A BEST Team member met with the student to provide support.

4. Date: September 5, 2021

Basis of Bias: Race/Color

Type of Bias: Speech: Other Bias Motivated Speech

Location: Residence Hall

Summary of Report: Reference to Nazi written on bulletin board.

Summary of Response: The report was submitted anonymously; no student to follow up with.

5. Date: September 7, 2021

Basis of Bias: Disability

Type of Bias: Conduct: Unfair Treatment

Location: Residence Hall

Summary of Report: Obnoxious yelling at hearing impaired person.

Summary of Response:

6. Date: September 26, 2021

Basis of Bias: Race/Color

Type of Bias: Bias Motivated Expression: Use of Derogatory Symbol or Image

Location: Campus - Other

Summary of Report: Student changes online form to add a reference of KKK

Summary of Response:

7. Date: October 20, 2021

Basis of Bias: Unknown

Type of Bias: Conduct: Unfair Treatment

Location: Computer: Academic Building

Summary of Report: Student feels targeted by his professor.

Summary of Response: A BEST Team member reached out to student and provided additional resources -- such as EthicsPoint and contacting the Department Chair-- should they want to escalate the report. Student does not want to further the issue, just want create awareness.

8. Date: October 27, 2021

Basis of Bias: Gender Identity or Expression

Type of Bias: Bias Motivated Expression: Other Bias Motivated Expression

Location: Academic Building

Summary of Report: Use of pink or blue gender cards in class project.

Summary of Response: BEST team member reached out to student several times to provide additional resources and support. Student has not responded.

9. Date: November 9, 2021

Basis of Bias: Race/Color

Type of Bias: Bias Motivated Expression: Other Bias Motivated Expression

Location: Academic Building

Summary of Report: Offensive classroom discussion.

Summary of Response: BEST team member reached out to student and advised them about resources. Student ultimately decided to file an Ethicspoint Report.

10. Date: November 8, 2021

Basis of Bias: Race/Color

Type of Bias: Speech: Use of Slur/Epithet

Location: Campus - Other

Summary of Report: A group of students were using racial slurs and stereotypes making fun of a group of students performing at a university event.

Summary of Response: Because we had identifiable information the BEST team member spoke to community standards and the report was transferred to community standards.

11. Date: Unknown

Basis of Bias: Other

Type of Bias: Conduct: Unfair Treatment

Location: Phone Based

Summary of Report: A student reported feeling pressured by student leaders to provide personal email communication.

Summary of Response: The BEST Team member met with the reporting student and after sharing the different options the student could do moving forward they chose to take the concern to community standards.

12. Date: December 3, 2021

Basis of Bias: Other

Type of Bias: Speech: Other Bias Motivated Speech

Location: Off Campus

Summary of Report: A student reported feeling targeted by SGA members via social media.

Summary of Response: BEST Team member met with the reporting student and is facilitating a conversation between them and the SGA advisor.

Spring 2022 Bias Report Summary

13. Date: January 14, 2022

Basis of Bias: National Origin

Type of Bias: Bias Motivated Expression: Use of Slur/Epithet

Location: Campus - Other

Summary of Report: Student reported using racist remarks towards Japanese people.

Summary of Response: Numerous reports came in around the same time for student. HattersCare assigned Larry for follow up. Larry met with student 3/16 to develop relationship and focus on student wellbeing. Goal is to bring up BEST in a future meeting.

14. Date: January 25, 2022

Basis of Bias: Sexual Orientation

Type of Bias: Speech: Other Bias Motivated Speech

Location: Academic Building

Summary of Report: An inappropriate letter was found posted in the neutral gender restroom of Sampson Hall.

Summary of Response: BEST Team member contacted the email left on the flyer. BEST Team member had a conversation with respondent. The student was receptive to feedback.

15. Date: January 26, 2022

Basis of Bias: Race/Color

Type of Bias: Speech: Use of Slur/Epithet

Location: Campus - Other Student uses the n word while in a conversation with friends.

Summary of Response: BEST Team member met FSI administrator who agreed to liaise with the alleged, as the alleged is a rising student leader, to provide support and counsel.

16. Date: January 28, 2022

Basis of Bias: Race/Color

Type of Bias: Bias Motivated Expression: Use of Slur/Epithet

Location: Computer: Virtual Class Zoom

Summary of Report: Report of Sig Ep party themed "Slave Rave".

Summary of Response: BEST Team member met FSI administrator who have met with the chapter president and advisor. On-going conversation and subsequent training will commence at an appropriate time.

17. Date: February 1, 2022

Basis of Bias: Race/Color

Type of Bias: Conduct: Other Bias Motivated Conduct

Location: Campus - Other

Summary of Report: Racial slur was posted on Baseball stadium city marquee sign.

Summary of Response: BEST Team member has forwarded this information to VP of Marketing, Executive Officer for Diversity, Collaboration, and Inclusion, and the Provost Office to strategize about how to address growing racial and ethnic incidents.

18. Date: February 4, 2022

Basis of Bias: National Origin

Type of Bias: Speech: Other Bias Motivated Speech

Location: Academic Building

Summary of Report: Students making fun of international student's accent.

Summary of Response: BEST Team member met with the student named in the report. The student was receptive to feedback.

19. Date: November 1, 2018, reported February 4, 2022

Basis of Bias: Age

Type of Bias: Speech: Other Bias Motivated Speech

Location: Off Campus

Summary of Report: Report that a campus speaker (and alum) used discriminatory language towards "old white men" in Facebook post years prior.

Summary of Response: BEST team member met with student and then with director of academic program at student's request.

20. Date: October 1, 2021, reported on February 4, 2022

Basis of Bias: Race/Color

Type of Bias: Speech: Use of Slur/Epithet

Location: Residential Hall

Summary of Report: Student uses the n word while in a conversation non-student.

Summary of Response: BEST Team member met with the student named in the report. The student was receptive to feedback.

21. Date: December 7, 2021, reported on February 4, 2022

Basis of Bias: Ethnicity

Type of Bias: Conduct: Other Bias Motivated Conduct

Location: Residence Hall

Summary of Report: Degrading racial microaggressions from roommate.

Summary of Response: BEST Team member met with reporting party. Pending schedule for Responding party. Responding party has been unresponsive with communications to meet. BEST Team member completed a follow up email end of Spring 22 term.

22. Date: November 8, 2018, reported on February 4, 2022

Basis of Bias: Age

Type of Bias: Conduct: Perpetuates Stereotype

Location: Computer – Physical Location Unknown

Summary of Report: Report of Zoom conference posts against elderly.

Summary of Response:

23. Date: February 24, 2022

Basis of Bias: Religion

Type of Bias: Conduct: Use of Derogatory Symbol or Image

Location: Campus - Other

Summary of Report: Student witnessed a tour group taking photos and one person did the Nazi salute.

Summary of Response: BEST Team member contacted the Director of Admission to inform them of the incident and offered to provide support if they saw fit.

24. Date: February 24, 2022

Basis of Bias: National Origin

Type of Bias: Conduct: Unfair Treatment

Location: Academic Building

Summary of Report: Student is asked to repeat herself numerous times by her professor.

Summary of Response: BEST Team member contacted the Associate Dean to inform them of the incident and offered to provide support if they saw fit. It was reported that the professor confronted the student in an attempt to amend behavior, then continued to mock her accent. BEST Team member escalated this report to the Dean.

25. Date: March 12, 2022

Basis of Bias: Race/Color

Type of Bias: Speech: Other Bias Motivated Speech

Location: Computer – Physical Location Unknown

Summary of Report: Social media user posts racially charged speech on Yik Yak.

Summary of Response: BEST Team member contacted the student named in the report. The student was unresponsive.

26. Date: March 27, 2022

Basis of Bias: Disability

Type of Bias: Speech: Other Bias Motivated Speech

Location: Computer – Physical Location Unknown

Summary of Report: Student makes insensitive post on social media towards a disabled person.

Summary of Response: BEST Team member contacted the reporter to inform them that the report had been received/reviewed and offered to provide support if they saw fit.

27. Date: April 23, 2022

Basis of Bias: Various

Type of Bias: Speech: Perpetuates Stereotype

Location: Academic Building

Summary of Report: Lack of inclusion and bias present during awards banquet.

Summary of Response:

28. Date: April 4, 2022, reported on April 23, 2022

Basis of Bias: Gender Identity or Expression

Type of Bias: Speech: Other Bias Motivated Speech

Location: Academic Hall

Summary of Report: Faculty not using preferred names/pronouns.

Summary of Response: BEST Team member contacted the reporter and met with them. In this meeting, the BEST Team member discovered that the report was submitted on behalf of someone else--representing second or third-hand knowledge of the incident. The BEST Team member clarified the process and intended use of

Summer 2022 Bias Report Summary

29. Date: February 22, 2022, reported on June 16, 2022

Basis of Bias: Other

Type of Bias: Speech: Other Bias Motivated Speech

Location: Campus - Other

Summary of Report: Insensitive language used during Zoom book banning censorship panel discussion.

Summary of Response: BEST Team member contacted the reporter and met with them virtually. We discussed what happened, the importance of being sensitive to students with different viewpoints, and the role of academic freedom. Since the report included a faculty member, a summary of the discussion was shared with the relevant Dean.