

YEAR-END REPORT

# Campus Climate Incident Reporting & Response Protocol

September 22, 2022 - June 1, 2023

# 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

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.

## Thriving

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# 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.

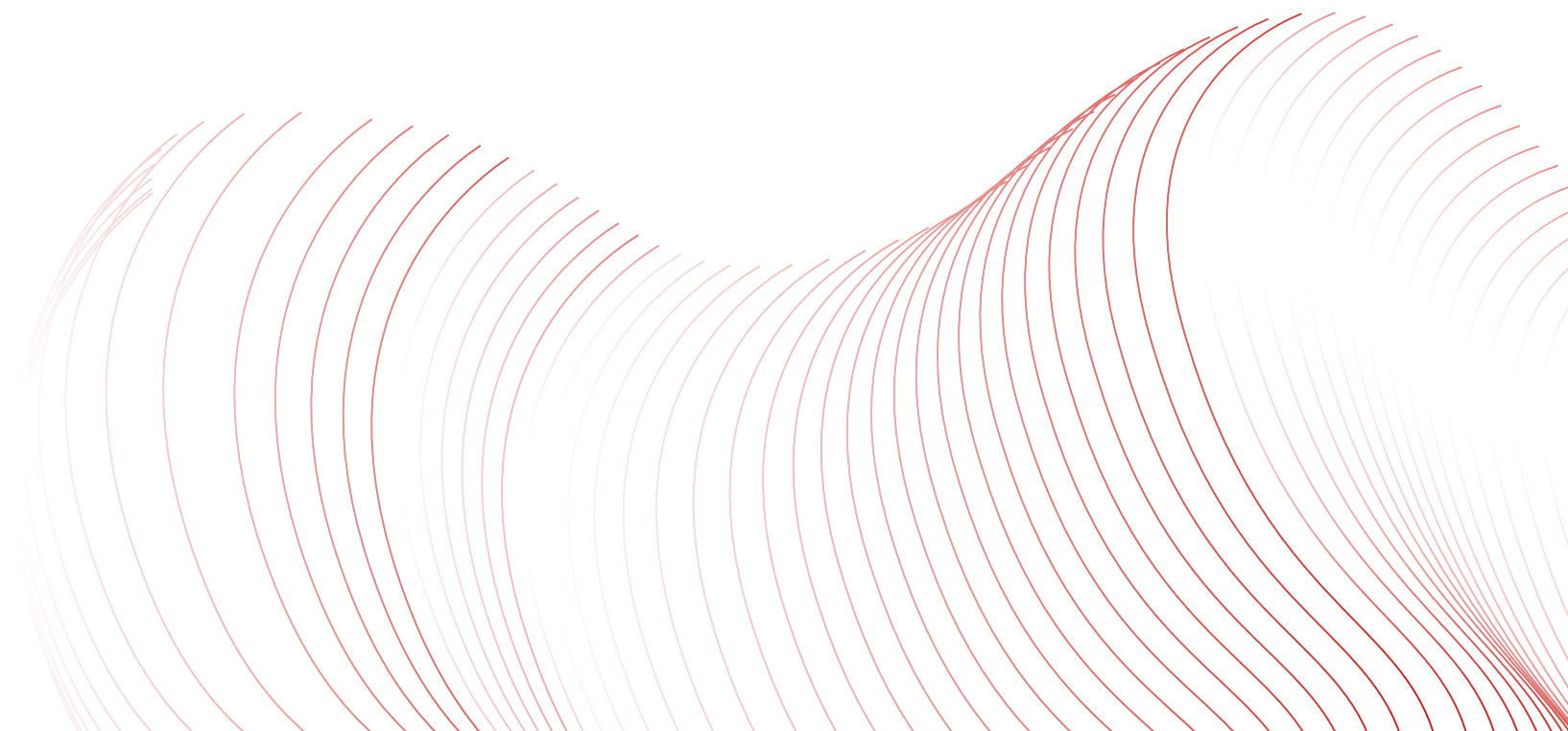
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What does the Campus Climate Team do?

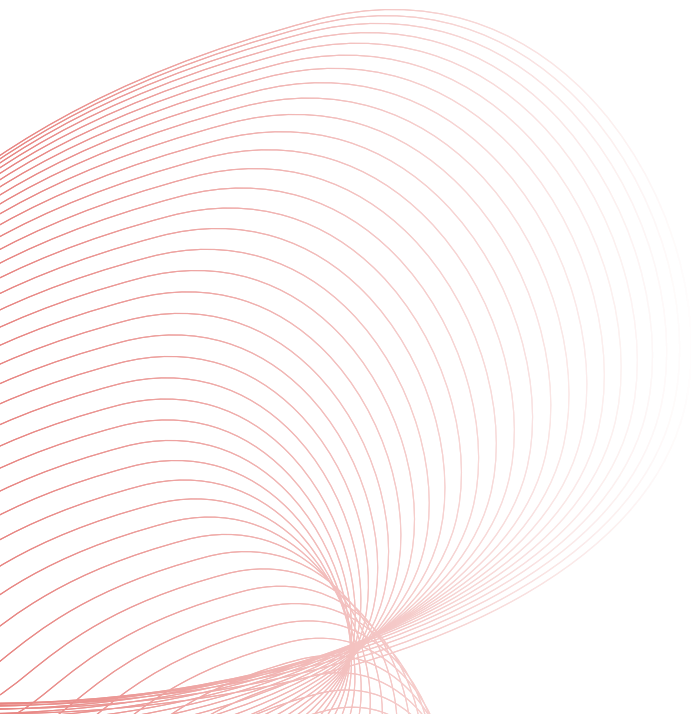


- Minimize harm
- Identify and recommend actions to respond to Campus Climate Incidents
- Provide consultation to unit leaders on campus climate
- Refer Campus Climate Incidents that allegedly violate university policy to the appropriate office
- Analyze patterns and assess campus climate
- Determine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

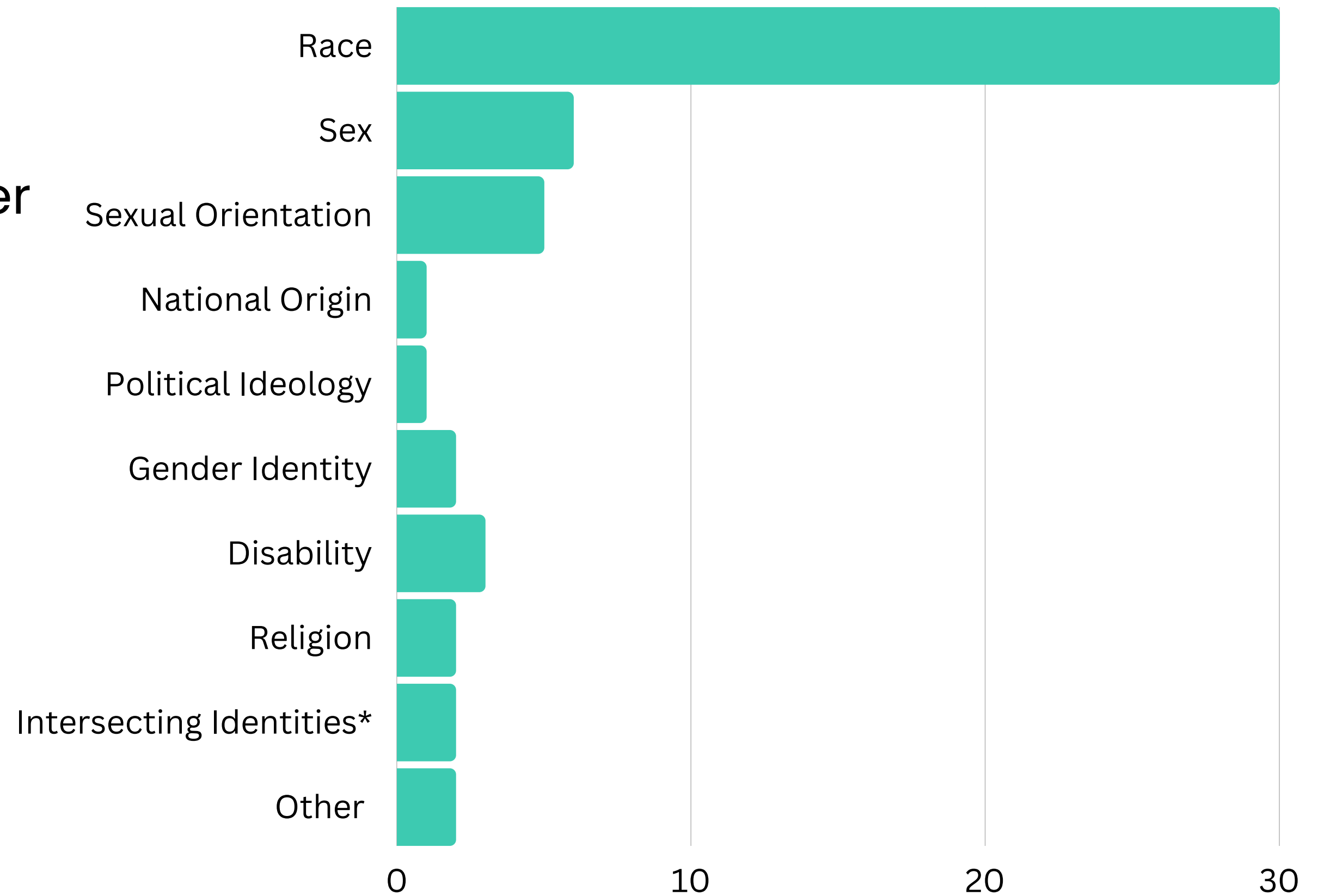
# Campus Climate Incident Response Team



The Campus Climate Team received a total of 54 reports from September 22, 2022 through June 1, 2023.

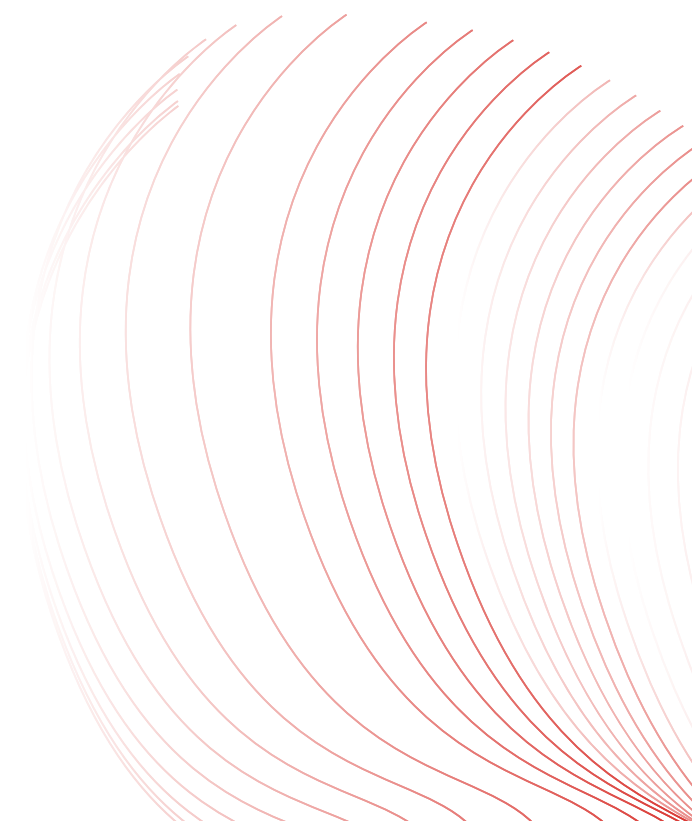
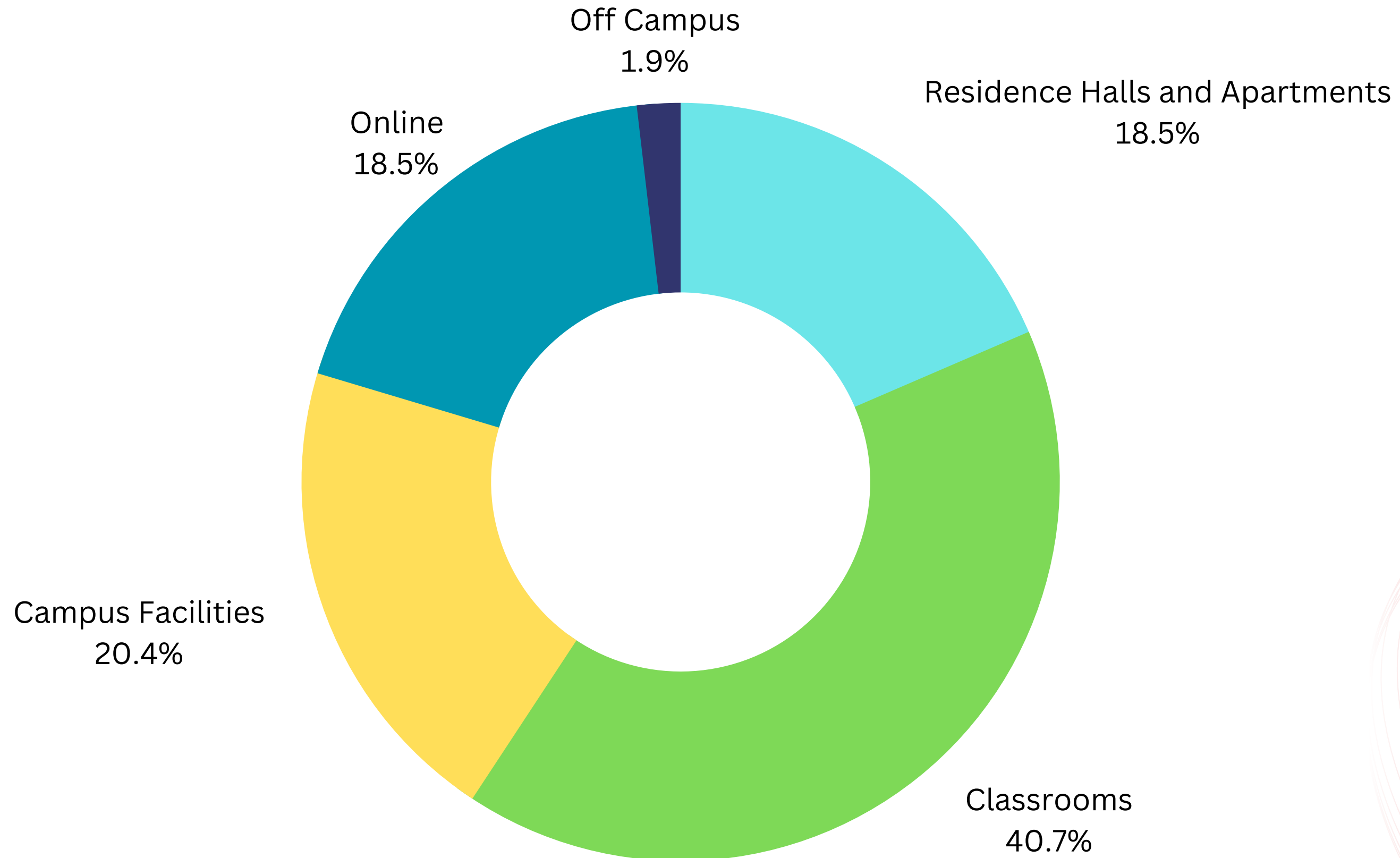


## What are the Incidents about?

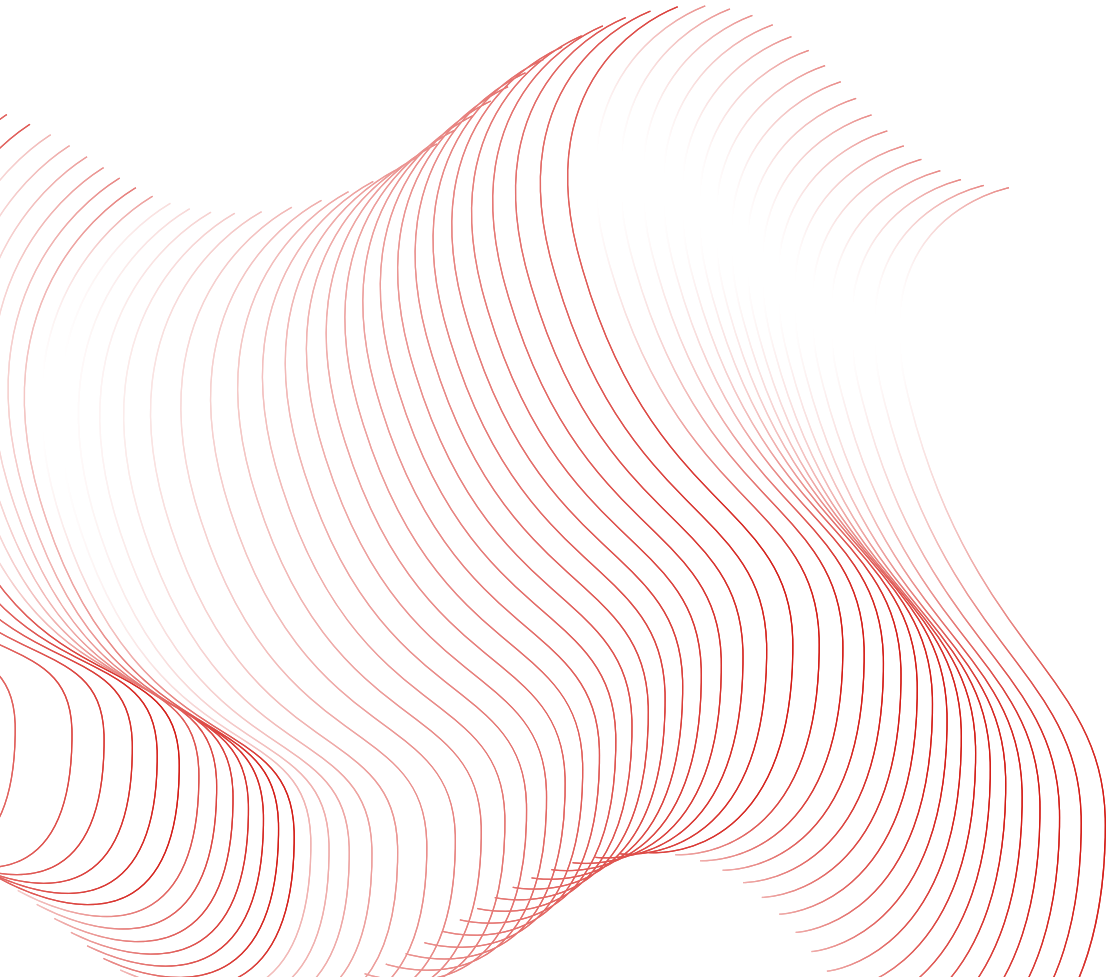
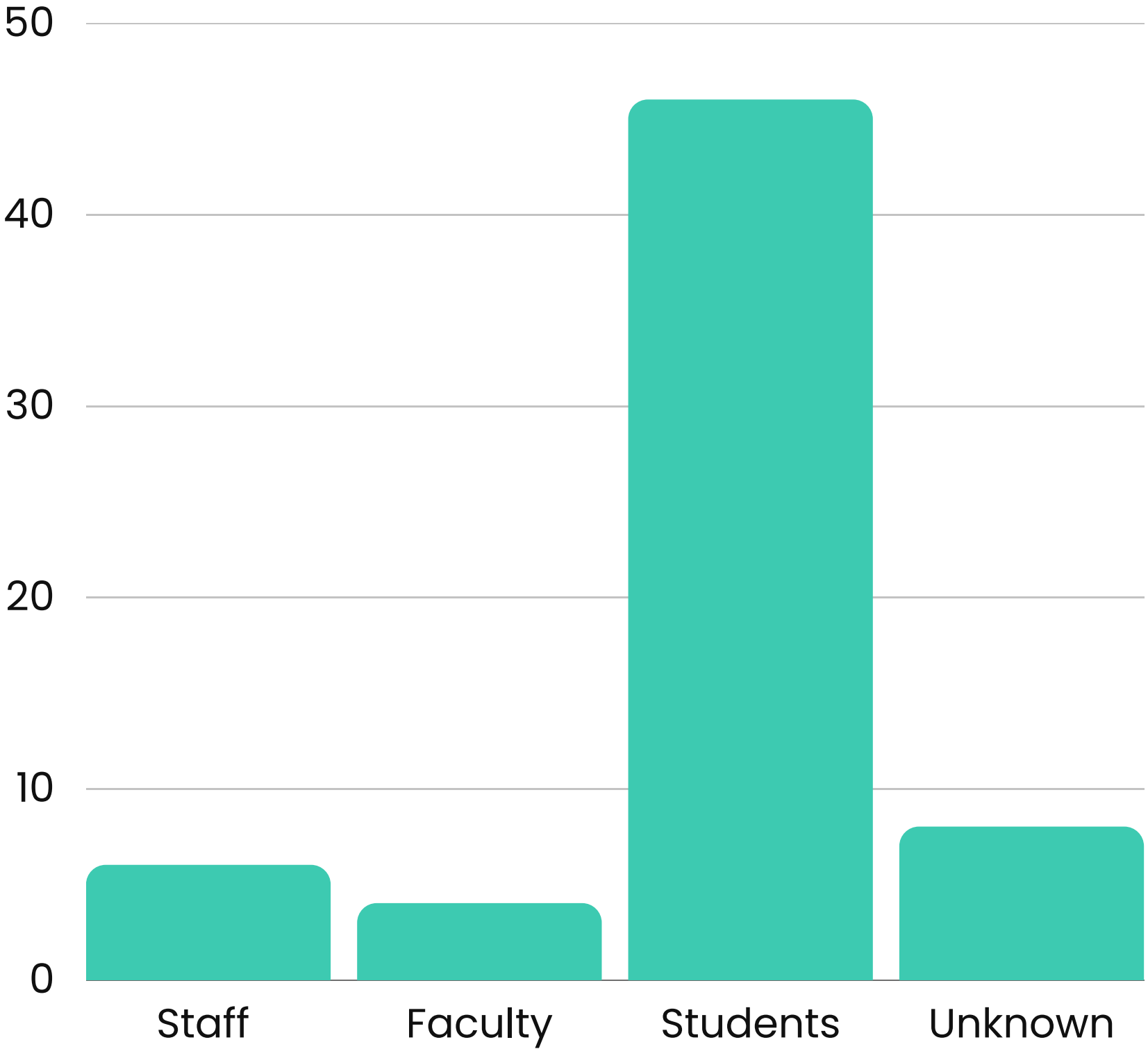


\*Two cases during this period involved both race and sex.

# Where are the Incidents happening?

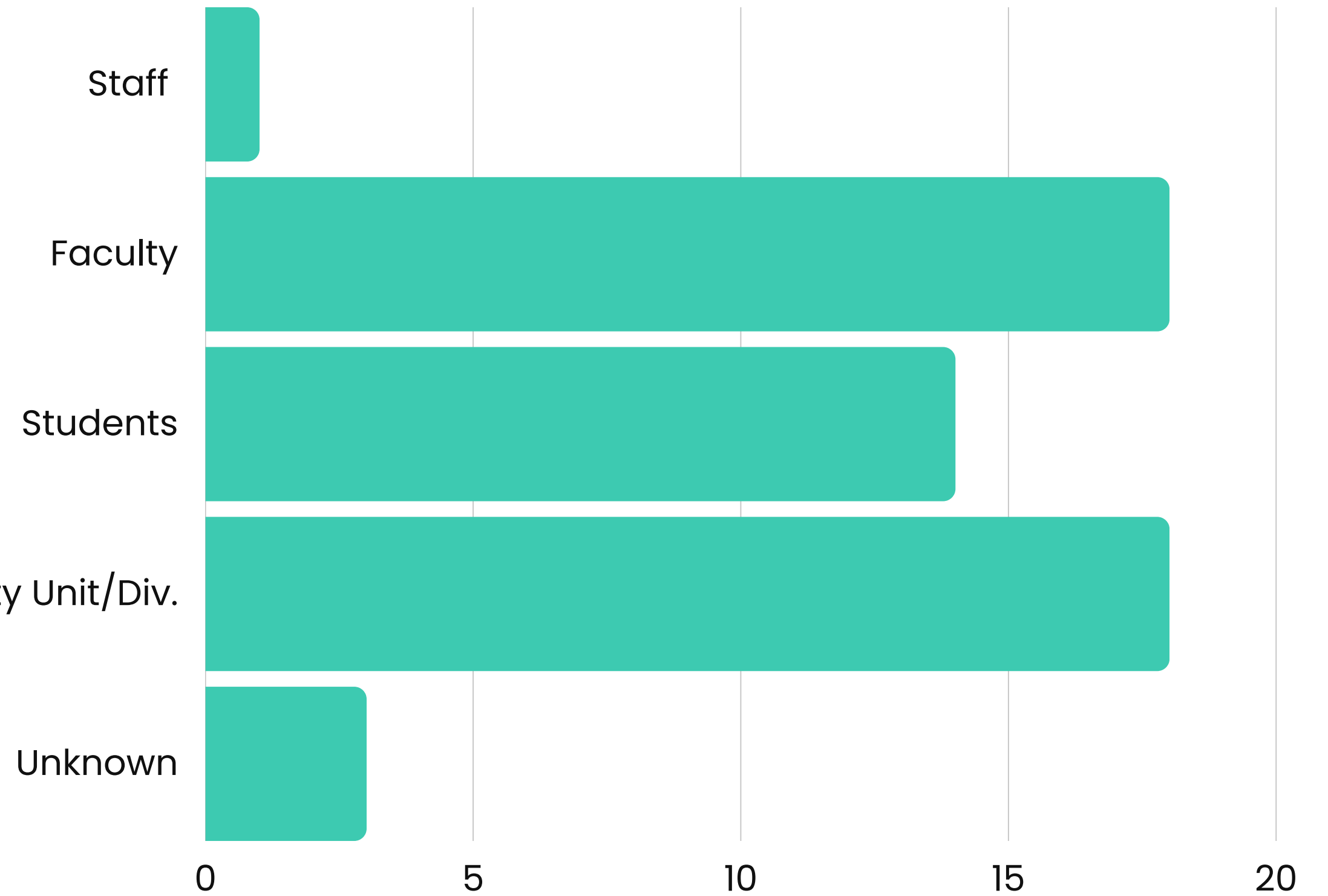


# Who is reporting?



# Who is involved?

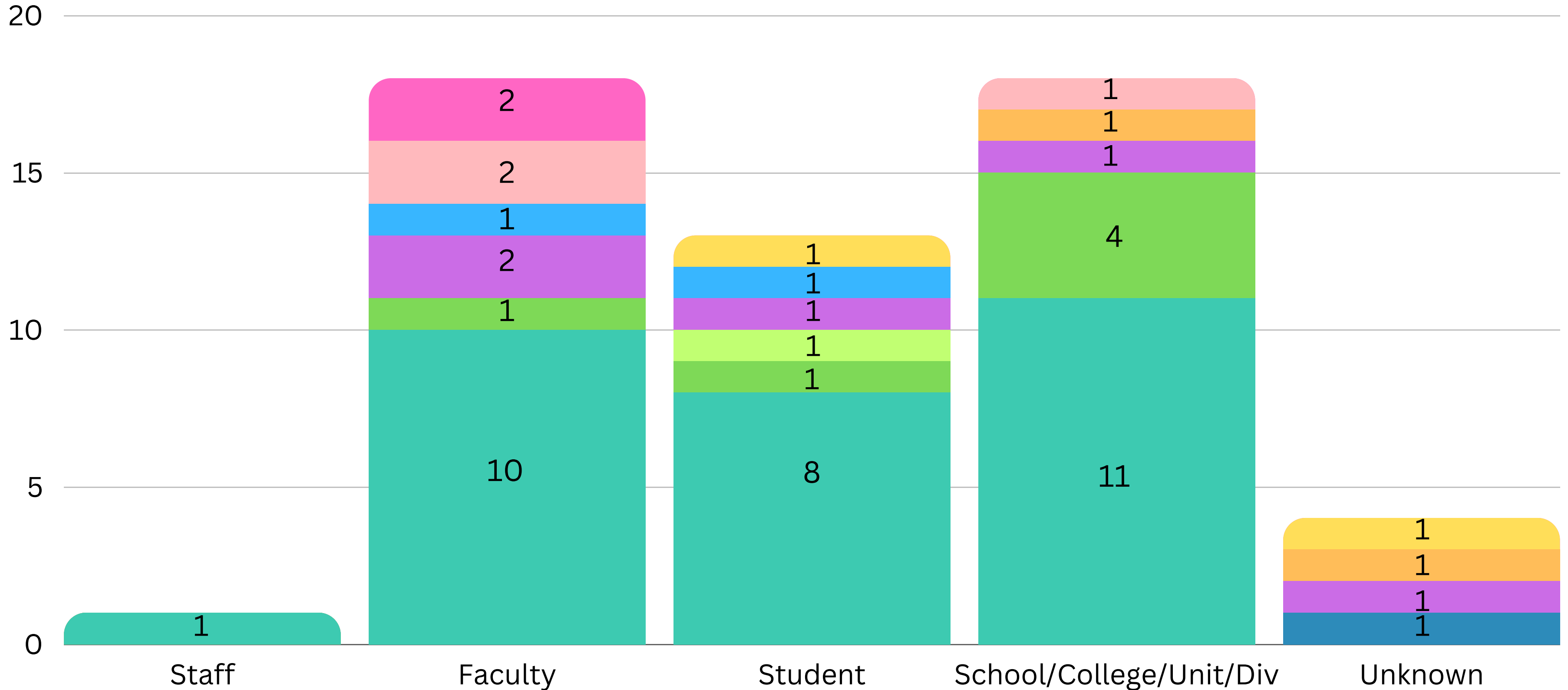
Academic School/College or University Unit/Div.





# Who is involved, by incident?

■ Race 
 ■ Sex 
 ■ National Origin 
 ■ Political Ideology 
 ■ Sexual Orientation 
 ■ Gender Identity 
 ■ Religion 
 ■ Disability 
 ■ Other 
 ■ Intersecting Identities\*



\*Two cases during this period involved both race and sex.



**52% OF REPORTING INDIVIDUALS IDENTIFY AS BIPOC**

52% of the reporting individuals identified as BIPOC, and 48% identified as white or did not provide race or ethnicity data.



**72% OF REPORTING INDIVIDUALS ARE STUDENTS**

72% of the reporting individuals identify as a student (both undergraduate and graduate). 6% of reporters identified as faculty, 9% were staff, and 13% did not provide information about their affiliation with the University.



**61% OF REPORTING INDIVIDUALS IDENTIFY AS FEMALE**

61% of the reporting individuals identified as female, 25% identify as male, 9 reporting individuals did not provide gender data, and no one identified as non-binary/transgender.

Some examples of reports include:

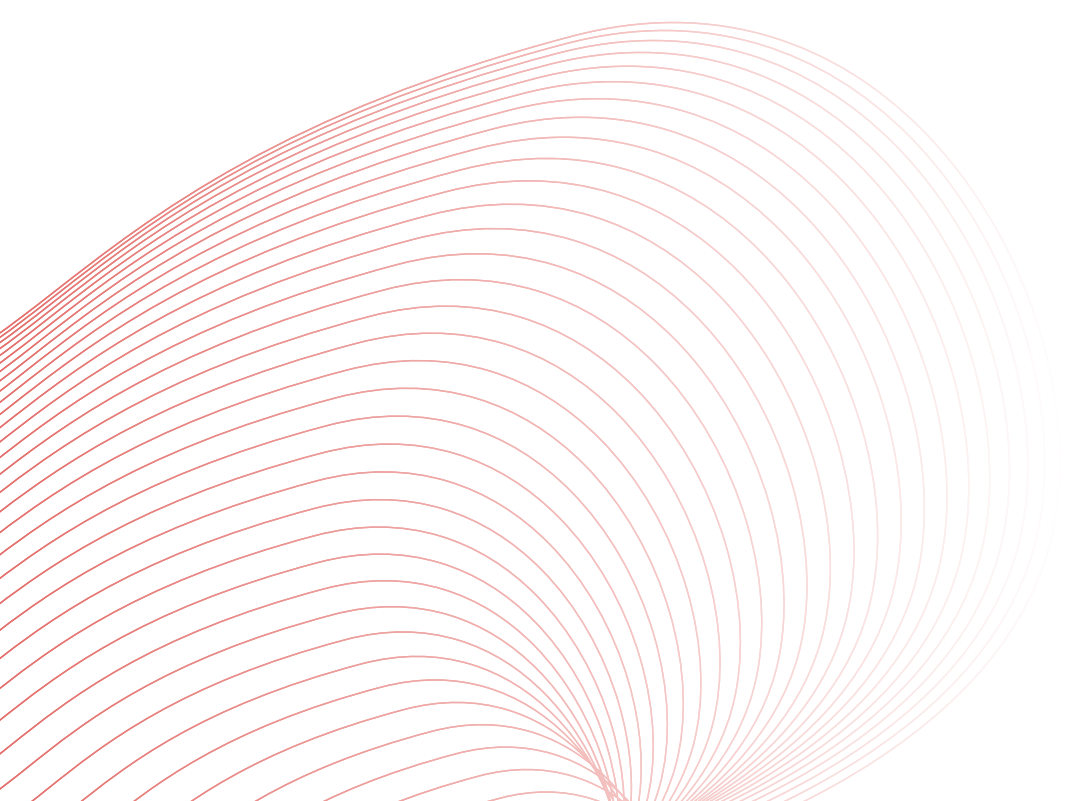
- use of biased language by faculty in class
- vandalism of facilities or residence hall doors
- white supremacist postings on public light poles in the neighborhood and on campus

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

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# 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.

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# 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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