Executive Summary

Jointly coordinated by the Division of Diversity and Community Engagement and the Division of Student Affairs, the Campus Climate Response Team (CCRT) is a university-wide team that responds to reports of bias incidents affecting The University of Texas at Austin community. Launched in March 2012, the CCRT serves as a coordinated point of contact when bias incidents occur, gathering information and connecting students, faculty, and staff with university resources as appropriate. The team also supports campus community members when bias incidents occur, facilitating dialogue between parties when possible and serving as a repository of information about such incidents. In connecting the university community to an array of resources, collecting data, and considering short- and long-term responses to bias incidents, the CCRT aims to foster a more welcoming, inclusive campus culture for all.

This report reflects data collected during the 2012-2013 academic year, including summer 2013, and it is the first report of its kind from the CCRT. During the 2012-2013 academic year (including summer 2013), the CCRT received 94 reports regarding 82 distinct bias incidents. Almost all reports (94%) were filed via the online reporting form on the CCRT website, and 31% of reports were filed anonymously. Most reports were filed by students (78%) and staff members (16%). Sixty-two percent of reports concerned incidents that took place on campus.

The most common type of bias reported was the use of verbal harassment or slurs, making up about half (47%) of all reports. Other types included complaints about departments or organizations (15%), reports of parties with a derogatory theme (13%), instances of graffiti or vandalism (9%), and reports of physical harassment (6%). Nearly half of all CCRT reports concerned race and ethnicity bias (46%), followed by bias based on sexual orientation (31%), gender (21%), and national origin (20%). A majority of those reporting incidents (57%) wished to see increased and/or targeted diversity education to help prevent future occurrences of bias.

Given the sensitive nature of many of these incidents, the CCRT responds within two business days to any report that includes valid contact information. After making initial contact and discussing the incident with the person or group who filed the report, the CCRT coordinates with them to direct them to the appropriate sources of support. Examples of responses during 2012-2013 included coordinating educational sessions with those initiating an incident; bringing into dialogue those who were targeted by and those who initiated an incident; sharing information with relevant campus offices and departments; facilitating conversations with off-campus residence halls regarding best practices for residential communities; and making referrals to campus resources and organizations.
Although the CCRT is educational in nature rather than disciplinary, it works in partnership with campus and community resources that address violations of university policies and criminal acts. During 2012-2013, the CCRT coordinated with partners such as the Office of the Dean of Students, Office of Institutional Equity, and UT Police Department to explore available actions to address the reported incidents. These include investigating and resolving incidents according to the UT Austin Institutional Rules on Student Services and Activities; initiating an informal non-discrimination policy resolution process; facilitating diversity education with student, faculty and staff participants; adjusting ongoing programming to incorporate training about bias incidents; and coordinating the documentation and removal of graffiti.

Overall, bias incidents are underreported on college campuses and the instances discussed herein reflect only a portion of all occurrences at UT. Students and employees may prefer not to report bias incidents to campus administrators for various reasons, including doubt about the significance of such incidents, belief that action will not be taken on the report, belief that the accuracy of the report may be questioned, or lack of trust in administrators to carry out the response. Given these realities, CCRT allows anonymous reporting for those who may be concerned about possible retribution for reporting an incident or who wish to report an incident but not be involved in the response.

Given the data outlined in this report, the CCRT recognizes that bias incidents continue to negatively affect The University of Texas at Austin’s campus community. As such, the team entreats all members of the campus community to take personal responsibility for helping to eliminate bias and hate on campus. The team is committed to sustaining and exploring new methods for promoting bias incident reporting, leveraging opportunities to provide diversity education on campus, and assessing internal processes so that the CCRT can have the greatest impact.
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About the CCRT

The History of the CCRT

In summer 2009, President William Powers Jr. requested that Vice President for Diversity and Community Engagement Gregory J. Vincent and Vice President for Student Affairs Juan C. González 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, Dr. Vincent created the Campus Climate Response Work Group in fall 2009, composed of representatives from the Division of Diversity and Community Engagement and 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 Dr. Vincent establish the Campus Climate Response Team (CCRT). Comprised of a group of staff members from across the university, the CCRT facilitates appropriate responses to 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 Division of Diversity and Community Engagement and the Division of Student Affairs.

The primary goal of the CCRT is to create a more inclusive, welcoming campus for all students, faculty, and staff by connecting them to the appropriate resources when bias incidents occur and 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 and bias incidents swiftly addressed in order to foster a more welcoming and inclusive campus culture.

The core functions of the CCRT include:

- Receiving reports and coordinating responses to the reported incidents
- Supporting the individuals involved, including those targeted by the incident and those initiating the incident
- Providing appropriate and effective diversity education to address bias incidents
- Identifying appropriate support services and connecting community members with them
- Evaluating the response process following each incident report
- Coordinating, when appropriate, activities with other campus-wide entities, especially those involved with crisis management
- Exchanging information between the CCRT and staff members’ departments via representatives on the team
CCRT Members

Membership of the core team includes representatives from the Division of Student Affairs, the Division of Diversity and Community Engagement (DDCE), the Office of the Executive Vice President and Provost, and University Operations. 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 resolving a particular incident.

Lead Team Members

Katherine Antwi Green
Assistant Vice President, Office of Institutional Equity

Dr. Elizabeth Medina
Assistant Dean of Students, Office of the Dean of Students

Ryan Miller
Associate Director, Campus Diversity and Strategic Initiatives

CCRT Members (2012-13)

Leslie Blair
DDCE Community and External Relations

Brooke Bulow
Office of the Vice President for Student Affairs

Dr. Doug Garrard
Office of the Dean of Students

Dr. Mona Ghosheh
Counseling and Mental Health Center

Justin Jaskowiak
Division of Housing and Food Service

Terry McMahan
UT Police Department

Ixchel Rosal
Student Diversity Initiatives

Dr. Sherri Sanders
Campus Diversity and Strategic Initiatives

Dr. Betty Jeanne Taylor
Diversity Education Initiatives

*Dr. Sanders serves as CCRT liaison to Dr. Gregory J. Vincent, Vice President for Diversity and Community Engagement

In July 2013, representatives from Human Resource Services (Karen Chawner) and International Student and Scholar Services (Elizabeth Smith) joined the Campus Climate Response Team.

The primary goal of the CCRT is to create a more inclusive, welcoming campus for all students, faculty, and staff by connecting them to the appropriate resources when bias incidents occur and developing short- and long-term responses in partnership with university departments.

Reporting Form and Data Collection

All students, faculty, staff, campus visitors and contractors are requested 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 and in person with the Division of Diversity and Community Engagement, the Office of the Dean of Students, or the Office of Institutional Equity.

The data collected on the online form is as follows:
Campus Climate Trend Report, 2012-2013
THE UNIVERSITY OF TEXAS AT AUSTIN

Campus Climate Incident Online Report Form

Name: ________________________________

Local Address: __________________________

Phone Number: __________________________

E-mail Address: __________________________

* Required Fields

* 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)?

Campus Climate Incident Online Report Form
This report reflects data collected during the 2012-2013 academic year, including summer 2013, and it is the first report of its kind from the CCRT. Data were recorded from initial reports as well as all responses and follow up actions. Additionally, during summer 2013, a post-incident survey was implemented on a rolling basis to assess the impact of and satisfaction with the team.

Response Process

Once a report is filed, the CCRT attempts to contact the reporting party within two business days. CCRT Lead Team members follow standard intake procedures to determine whether the situation, as reported, falls within the parameters of a campus climate incident and whether the incident should be referred to other response teams, such as the Critical Incident Response Team or the Behavior Assessment Team. Lead team members also determine if there is a possible violation of the university's Institutional Rules on Student Services and Activities or policies outlined in the General Information Catalog so that the incident may be addressed by the appropriate university entity.

If it is determined that the situation would best be managed by an entity other than the CCRT, CCRT Lead Team members partner and refer the incident to the appropriate party. For example, incidents involving individual students who have allegedly violated institutional rules may be referred to Student Judicial Services; incidents involving student organizations engaged in possible violation of institutional rules may be forwarded to Student Activities. As another example, a case may be referred to Division of Housing and Food Service staff if the incident involves university residence hall students. If the situation involves university faculty or staff possibly violating a university policy, the Office of Institutional Equity responds to the incident and refers it to appropriate university offices.

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

- Coordination of responses to the reported incident
- Mediation for impacted student(s), staff, and faculty
- Support and information to targeted student(s), staff, and faculty
- Support and information to student(s), staff or faculty who initiated the incident
- Educational programming and resources for the UT Austin community
2012-2013 Campus Climate Trend Data

Reports Received

In total, the team received 94 reports of 82 distinct incidents during the 2012-2013 academic year (including summer 2013). It should be noted that bias incidents are underreported on college campuses\(^1\) and that this total reflects only a fraction of all occurrences.

The CCRT received 44 reports during fall 2012, 45 during spring 2013, and 5 during summer 2013. Months with the highest number of incidents reported include September 2012 (26 reports), February 2013 (13 reports), and October 2012 and May 2013 (12 reports each). Few bias incidents were reported during the summer and intersession. Six incidents were reported multiple times (2 reported twice, 3 reported three times, 1 reported four times).

The remainder of this report details CCRT incidents by report, including multiple reports of the same incident given that a separate data collection and follow-up process is initiated for each report.

<table>
<thead>
<tr>
<th>Month Reported</th>
<th># Reports</th>
<th>% Reports</th>
<th># Incidents</th>
<th>% Incidents</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 2012</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>September 2012</td>
<td>26</td>
<td>28%</td>
<td>21</td>
<td>26%</td>
</tr>
<tr>
<td>October 2012</td>
<td>12</td>
<td>13%</td>
<td>12</td>
<td>15%</td>
</tr>
<tr>
<td>November 2012</td>
<td>4</td>
<td>4%</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>December 2012</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>January 2013</td>
<td>9</td>
<td>10%</td>
<td>9</td>
<td>11%</td>
</tr>
<tr>
<td>February 2013</td>
<td>13</td>
<td>14%</td>
<td>12</td>
<td>15%</td>
</tr>
<tr>
<td>March 2013</td>
<td>8</td>
<td>9%</td>
<td>6</td>
<td>8%</td>
</tr>
<tr>
<td>April 2013</td>
<td>3</td>
<td>3%</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>May 2013</td>
<td>12</td>
<td>13%</td>
<td>8</td>
<td>10%</td>
</tr>
<tr>
<td>June 2013</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>July 2013</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>August 2013</td>
<td>3</td>
<td>3%</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>94 Reports</strong>*</td>
<td><strong>82 Incidents</strong>*</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Six incidents were reported multiple times by different individuals.

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Campus Climate Trend Report, 2012-2013
THE UNIVERSITY OF TEXAS AT AUSTIN

Report Attributes

Although the CCRT encourages those reporting incidents to identify themselves so the team may follow-up and gather additional information needed, anonymous reports are permitted because some individuals may fear retaliation or wish for CCRT to simply have a record of an incident.

The vast majority (94%) of 2012-2013 incident reports were filed via the form available on the CCRT website, though six reports were filed by telephone and e-mail. Almost a third of all reports were filed anonymously. Those reporting bias incidents were most willing to share their e-mail address (66%), followed by phone number (52%) and address (45%) as a means of contact. Sixty-two percent of all incidents reported were identified as having occurred on campus.

The reporting form asks individuals to identify themselves in relation to the bias incident. Forty-three percent self-identified as victims of an incident, while 36% identified as witnesses and 16% identified as third parties (i.e., they heard about the incident but did not witness or personally experience it). Students (78%) provide the vast majority of reports, followed by staff (16%). One faculty member and one parent filed a report during the 2012-2013 year. This last figure suggests that greater awareness of the CCRT may need to be established with these two populations.

<table>
<thead>
<tr>
<th>CCRT REPORT ATTRIBUTES, 2012-2013</th>
<th># Reports</th>
<th>% Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporting Method</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reported Online</td>
<td>88</td>
<td>94%</td>
</tr>
<tr>
<td>Reported via E-mail</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Reported via Telephone</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Anonymous Reporting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reported Anonymously</td>
<td>29</td>
<td>31%</td>
</tr>
<tr>
<td>Contact Information</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Included Address</td>
<td>42</td>
<td>45%</td>
</tr>
<tr>
<td>Included Phone Number</td>
<td>49</td>
<td>52%</td>
</tr>
<tr>
<td>Included E-mail Address</td>
<td>62</td>
<td>66%</td>
</tr>
<tr>
<td>Association to Incident</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reported by Victim</td>
<td>40</td>
<td>43%</td>
</tr>
<tr>
<td>Reported by Witness</td>
<td>34</td>
<td>36%</td>
</tr>
<tr>
<td>Reported by Third Party</td>
<td>15</td>
<td>16%</td>
</tr>
<tr>
<td>Reported by Other</td>
<td>5</td>
<td>5%</td>
</tr>
<tr>
<td>Affiliation of Reporter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reported by Student</td>
<td>73</td>
<td>78%</td>
</tr>
<tr>
<td>Reported by Faculty</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Reported by Staff</td>
<td>15</td>
<td>16%</td>
</tr>
<tr>
<td>Reported by Parent</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Reported by Other</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Incident Location</td>
<td>Incident Occurred on Campus</td>
<td>53</td>
</tr>
</tbody>
</table>
Types of Bias Reported

Nearly half of all 2012-2013 CCRT reports concern bias based upon race/ethnicity. Respondents 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 citizenship, gender, national origin, and/or religion. Reports of bias based on gender, gender expression, gender identity, and sexual orientation tend to be reported in tandem, with sexual orientation being reported as the source of bias in 31% of cases. Data also show overlap among reports based on bias against race/ethnicity and sexual orientation. The paucity of reports based on disability, veteran status, and age may suggest areas for future outreach and educational efforts.

### TYPES OF BIAS REPORTED TO CCRT, 2012-2013

<table>
<thead>
<tr>
<th>Type of Bias</th>
<th># Reports</th>
<th>% Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race/Ethnicity</td>
<td>43</td>
<td>46%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>29</td>
<td>31%</td>
</tr>
<tr>
<td>Gender</td>
<td>20</td>
<td>21%</td>
</tr>
<tr>
<td>National Origin</td>
<td>19</td>
<td>20%</td>
</tr>
<tr>
<td>Gender Identity</td>
<td>18</td>
<td>19%</td>
</tr>
<tr>
<td>Gender Expression</td>
<td>16</td>
<td>17%</td>
</tr>
<tr>
<td>Religion</td>
<td>14</td>
<td>15%</td>
</tr>
<tr>
<td>Citizenship</td>
<td>11</td>
<td>12%</td>
</tr>
<tr>
<td>Unsure/Do Not Know</td>
<td>8</td>
<td>9%</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>5%</td>
</tr>
<tr>
<td>Disability</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Veteran Status</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Age</td>
<td>2</td>
<td>2%</td>
</tr>
</tbody>
</table>

Note: The CCRT online form allows for multiple forms of bias to be selected.

Types of Incidents Reported

On the CCRT online form, respondents provide details about the bias incident in a dialogue box. Responses are then grouped and coded by incident type. For the 2012-2013 period, the most prevalent type of incident proves to be verbal harassment and slurs, making up about half of all reports. Other common incident types are complaints against departments and organizations (15%), derogatory party themes (13%), graffiti and vandalism (9%), and physical harassment (6%).

Examples of the types of incidents reported to CCRT include:

- Derogatory comments made on a departmental Facebook page and on a course Facebook page
- Faculty commentary in the classroom perceived as derogatory and insensitive
- Graffiti/vandalism on and off campus based on race, religion, and/or sexual orientation
- Hostile and insensitive treatment in interaction with a campus department/unit
- Messaging by the university perceived as insensitive or based on stereotypes
- Physical harassment/assault
- Protest by an off-campus group that included homophobic slurs
- Harassment by a roommate based on sexual orientation
- Slurs and verbal/physical harassment on and off campus
- Party themes based on racist stereotypes and hosted by student organizations
**Types of Incidents Reported to CCRT, 2012-2013**

<table>
<thead>
<tr>
<th>Incident Type</th>
<th># Reports</th>
<th>% Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal Harassment/Slurs</td>
<td>44</td>
<td>47%</td>
</tr>
<tr>
<td>Complaint Against Department/Organization</td>
<td>14</td>
<td>15%</td>
</tr>
<tr>
<td>Derogatory Party Theme</td>
<td>12</td>
<td>13%</td>
</tr>
<tr>
<td>Graffiti/Vandalism</td>
<td>8</td>
<td>9%</td>
</tr>
<tr>
<td>Physical Harassment</td>
<td>6</td>
<td>6%</td>
</tr>
<tr>
<td>Online/Social Media</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Campus Media</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Physical &amp; Verbal Harassment</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Physical &amp; Verbal Harassment</td>
<td>3</td>
<td>3%</td>
</tr>
</tbody>
</table>

**Preferred Responses Preferred by Those Reporting, 2012-2013**

<table>
<thead>
<tr>
<th>Preferred Response</th>
<th># Reports</th>
<th>% Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity Education</td>
<td>32</td>
<td>57%</td>
</tr>
<tr>
<td>Acknowledgment/Apology</td>
<td>15</td>
<td>27%</td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td>15</td>
<td>27%</td>
</tr>
<tr>
<td>Official Response</td>
<td>9</td>
<td>16%</td>
</tr>
<tr>
<td>Policy Change/Reform</td>
<td>6</td>
<td>11%</td>
</tr>
</tbody>
</table>

CCRT and Coordinated Responses

On the CCRT reporting form, respondents 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 type of preferred response. (Percentages listed below are based upon those respondents who provided a preferred response. The question is optional on the CCRT report form.)

A majority of those reporting incidents (57%) wish to see increased and/or targeted diversity education to help prevent future occurrences of bias. Some point specifically to departments, organizations, or individuals whom they believe would benefit from this education, while others describe a need for broader social justice and diversity education across the campus community.

Other frequently preferred responses include an acknowledgment/apology for the incident (27%), disciplinary action (27%), or an official response from the university or a department regarding an incident (16%). Relatively fewer individuals seek policy change and reform (11%).

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 sense of support. During this initial point of contact, team members offer to speak over the phone or in person at any time to discuss the incident further or to discuss resources.

In all identifiable cases (i.e., the respondent provided a name or contact information), 58% of individuals were responsive to the team member’s initial contact, replying with a return phone call or e-mail, or in some cases requesting an in-person meeting.
Examples of responses coordinated by the CCRT include:

- Personal contact to acknowledge the report, discuss the incident, share information on CCRT processes, share available resources and services, and schedule in-person meetings
- Educational conversations/meetings with those initiating an incident regarding the intent and impact of their actions
- Educational conversations bringing together those who were targeted by an incident and those who initiated an incident
- Sharing information with relevant campus offices and departments to make them aware of incidents
- Communications to relevant constituencies regarding incidents and CCRT’s ongoing responses
- Ongoing conversations with off-campus/private residence halls regarding best practices for residential communities
- Referrals to campus resources, services, departments, and units

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

- Investigation and resolution of incidents classified as a criminal act (coordinated with UTPD) or university policy violation (coordinated with the Office of the Dean of Students and the Office of Institutional Equity)
- Initiation of an informal non-discrimination policy resolution process (through the Office of Institutional Equity)
- Diversity training and education with a department’s staff, student organization members, and students in a course
- Educational conversations or meetings with those initiating an incident (particularly student organizations) regarding the intent and impact of their actions, how the incident aligns with the organization’s goals or mission, etc.
- Adjusting ongoing programming (such as a student leadership training series) to incorporate education about bias incidents
- Public communications (such as a statement or press release) regarding incidents
- Documentation and removal of graffiti in cooperation with UTPD and University Operations
Future Directions

The Campus Climate Response Team has coordinated responses to 94 reports of 82 bias incidents during the 2012-2013 academic year and takes seriously the trust placed in the team to gather information and explore possible responses to each of these incidents. As episodes of bias are underreported on college campuses, this number does not represent all incidents that may have occurred at UT-Austin. It is crucial that the CCRT continues to encourage all students, faculty, and staff to report any incidents of bias that they witness or experience to the team. Students have been the predominant source of reports since the team launched. In the future, the team can continue to promote bias incident reporting among faculty, staff, and campus visitors.

With its first academic year of operation complete, the CCRT continues to work to promote bias incident reporting on campus and coordinate university responses in a timely, effective manner. The CCRT must persist in building lasting relationships with campus and community partners who can collaboratively address and resolve incidents. The team should also explore opportunities to create useful anti-bias educational programs for the campus community. In doing so, the CCRT joins students, faculty, and staff in upholding the core values of the university in the manner expressed in the University Code of Conduct: “through integrity, honesty, trust, fairness, and respect toward peers and community.”

Please visit the CCRT online at: http://www.utexas.edu/diversity/ccrt