Campus Belonging Annual Report 2021–2022

Office of the Vice Chancellor for Diversity, Equity & Inclusion
University of Illinois Urbana-Champaign

Introduction

Belonging is one of the most fundamental experiences that students, faculty, and staff at Illinois must expect. Campus Belonging, housed within the Office of the Vice Chancellor for Diversity, Equity & Inclusion, seeks to ensure that every person at the University of Illinois knows that they are a valued and integral member of our university. It serves as a campus resource for reporting incidents that are perceived to be motivated by bias towards the impacted party or otherwise negatively impacts one's sense of belonging at Illinois. Campus Belonging is responsible for helping to foster a climate of belonging and inclusion for all faculty, staff, students, and visitors to the campus and to affirm the campus' commitment to diverse perspectives and a respectful, inclusive, collegial environment.

This year's annual report provides information about the role of Campus Belonging at Illinois, a summary of the incidents reported to Campus Belonging during the 2021–22 year, and Campus Belonging's response to reported incidents. The report is intended to inform the campus community of the types of incidents that are reported to Campus Belonging, to encourage members of the community who experience conduct that compromises their sense of belonging to report such incidents, and to invite the community to use Campus Belonging as a resource for consultation and educational programming. Appendix A provides definitions to terminology used in this report.
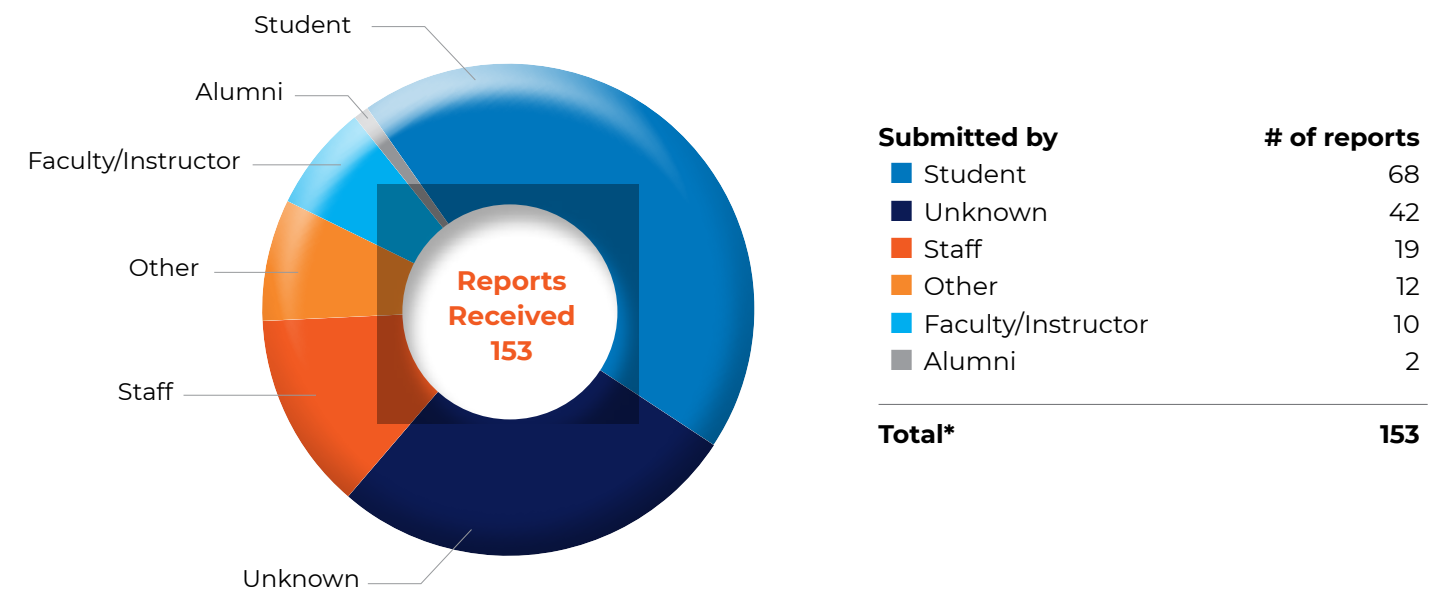
Background

The university began collecting reports of bias-motivated behaviors around 2004. The Office of the Vice Chancellor for Diversity, Equity & Inclusion assumed oversight of this responsibility on behalf of the campus on July 1, 2021 and renamed the process Campus Belonging. Chancellor Robert Jones announced the transition of the bias reporting process from Student Affairs to OVCDEI in a massmail to the campus in August 2021. As part of the re-envisioning process, OVCDEI invited the campus community to participate in two listening sessions in September 2022. Nearly 60 students, staff, and faculty attended the listening sessions to share their prior experiences with the campus bias process and offer ideas about how the process could create a more connected and inclusive campus community. Through the listening sessions, we heard that the campus community needed a process that was timely, communicative, and clear. In designing the new process, we wanted to ensure that the process centered parties' sense of belonging and to convey that the process is non-punitive and community-focused.

2021–22 Data

The data in this section represent the incidents submitted to Campus Belonging between July 1, 2021 and June 30, 2022, the types of incidents (i.e., the motivating factor as perceived by the reporters), and the resulting outcomes.
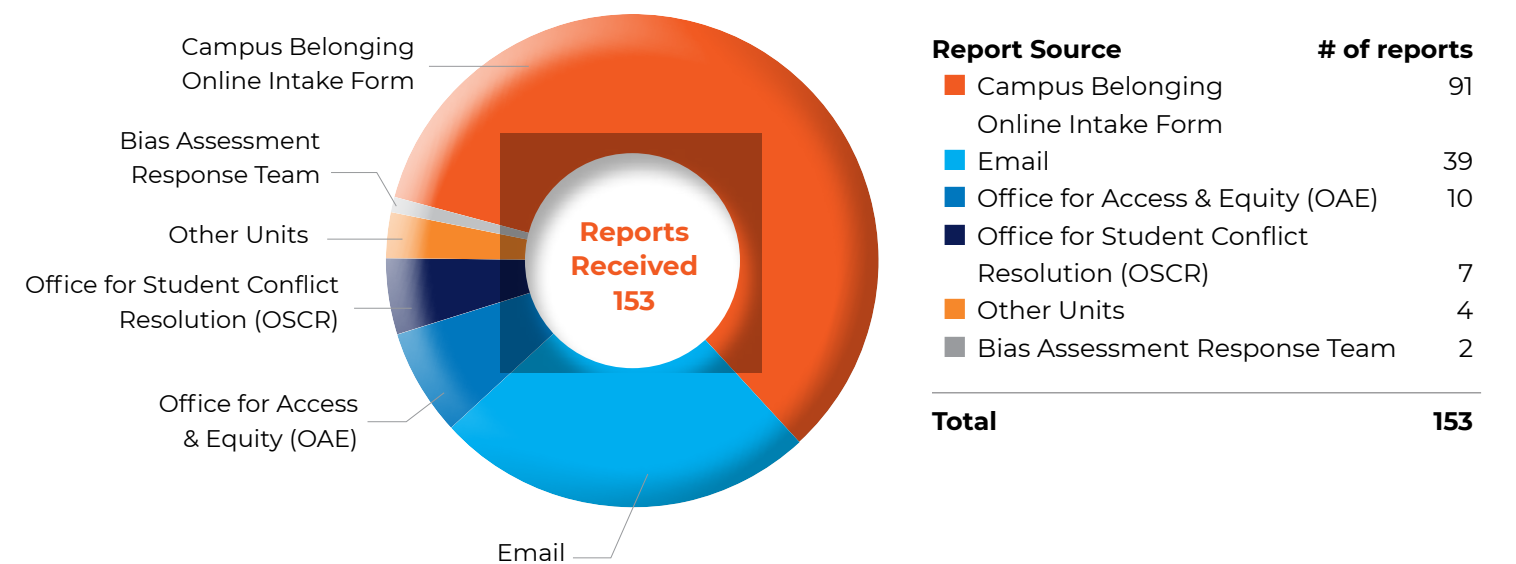
· Campus Belonging received a total of **153 reports**. The total encompasses **94 unique incidents**, some of which were reported multiple times by different individuals.

· Most reports were from students (44%), followed by reports from anonymous or unknown sources (27%) (See Table 1).

· The preferred method of reporting was via the Campus Belonging report form (59%). Approximately 25% of reporters submitted reports using the campusbelonging@illinois.edu email address. Reports from other campus units (14%) and the BART process (1%) constituted the balance of Campus Belonging reports (See Table 2).

Table 1: Summary of Reports by Reporter Demographics

Submitted by	# of reports
Student	68
Unknown	42
Staff	19
Other	12
Faculty/Instructor	10
Alumni	2
Total*	**153**

Note table 1. *Data presented in table 1 are provided by the reporter. In the absence of reporter-provided demographics, Campus Belonging assigned determinations based on the content of the reported narrative. Total includes the total number of reports received. Note that some incidents may receive more than one report. From July 1 to August 22, 2021, cases were submitted via the former Bias Assessment Response Team intake form.*

Table 2: Report Submission Source

Report Source	# of reports
Campus Belonging Online Intake Form	91
Email	39
Office for Access & Equity (OAE)	10
Office for Student Conflict Resolution (OSCR)	7
Other Units	4
Bias Assessment Response Team	2
Total	**153**

Campus Belonging collects report data to better understand the issues that are occurring on and around campus and that may compromise community members' sense of belonging. These data help Campus Belonging to identify emerging and/or existing trends so that we can take steps to disrupt and prevent the recurrence of similar incidents. Identifying potential areas of concern allows Campus Belonging to focus on these areas or populations by giving increased attention to areas of campus where there have been multiple incidents reported, offering community-focused support, and providing relevant educational opportunities.

The 2021–22 Campus Belonging data show that:

· Most reported incidents occurred electronically (46%) or on campus property (35%). Less than 25% of reported incidents took place off campus or in an unknown location.

· Race was the most frequently reported form of bias accounting for 41% of the reported identities targeted.

· Religiously-motivated bias and bias based on perceived nationality were the second most reported forms of bias (16%).

· 10% of reports indicated that gender bias contributed to the reported incident.

See Tables 3 and 4 for a full breakdown of 2021–22 data. In reviewing the data below, it is important to note that a reported incident may contain one or more forms of bias as perceived by the reporter. For a comprehensive review of targeted identities and their subcategories, see Appendix B.

Table 3: Targeted Identity
(As Perceived by Reporter)

Targeted Identity	# of Reports
Race/Ethnicity	62
Religion	25
Nationality	24
Gender	15
Other*	13
Sexual Orientation	7
Ability Status	6
Family Status	4
Citizenship	3
Age	2
Arrest	2
Pregnancy	2
Military Discharge	0

Other includes categories self-described by the reporter.

Table 4: Location of Incidents
(As Reported)

Location	Total
Internet/Electronic	70
University Property	53
Non-University Property	25
Unknown	5

Note: Reporters can indicate one or more locations.

Responses and Actions Taken

Campus Belonging preemptively and responsively provides the campus with consultation and guidance, education and engagement, mediation and restorative practices, and support resources. When appropriate, Campus Belonging responds to reported incidents in a way that attempts to address interpersonal and/or community harm. When communicating with parties, Campus Belonging prioritizes listening to all parties' perspectives, engaging parties in a respectful and non-judgmental manner, and encouraging dialogue.

Every submission to Campus Belonging receives an individualized response and plan based on the reporter's desired course of action, the nature of the incident reported, and Campus Belonging's scope. During the 2021–2022 year, Campus Belonging staff met approximately three hours each week to discuss incoming reports and determine how to proceed with each submission. Some reporters/impacted parties did not wish to be contacted and asked that the submission be used for informational purposes only. Other reporters/impacted parties requested that Campus Belonging contact them. In each instance, Campus Belonging followed up with the reporter within 48 business hours of the original submission, and in consultation with one or both parties, established a course of action. Such actions included, but are not limited to:

· Meeting with the impacted party to determine the nature of the reported incident, its impact, and their desired outcome. We subsequently and separately meet with the involved party to apprise them of the report and to solicit their response to the report, and if applicable, what the impacted party is seeking. The outcome of these meetings vary from the involved party denying involvement in the reported incident or asserting that the actions that led to the report were misinterpreted by the reporter/impacted party, to acknowledging the harm caused, to identifying a mutually satisfactory resolution.

· Facilitating a face-to-face meeting with all parties or facilitating an informal discussion or formal mediation to provide the parties an opportunity to hear and try to understand the incident from the other's perspective. Sometimes these meetings are intended to reach a resolution to which both parties agree; other times they are intended for the parties to talk through the reported incident and discuss its respective impact on the parties.

· Providing consultation and guidance to the impacted party or unit on how best to respond to the reported incident and/or prevent recurrence of the incident.

· Offering parties to an incident individualized support and resources as needed.

Over the course of the year, Campus Belonging staff met individually or as a group with reporters, impacted parties, and/or involved parties 37 times for over 30 hours of meetings. In some instances, the reporter and/or the involved parties did not respond to Campus Belonging's outreach efforts. Table 5 reflects the variety of ways that Campus Belonging responded to reported incidents and the number of times that Campus Belonging employed each outcome. Campus Belonging reported incidents that potentially constituted a crime or a university policy violation to the respective campus partners to assess and adjudicate using their processes.

Table 5: Responses and actions taken

Actions Taken	# of Actions
Referred Externally (e.g., OAE, Title IX Office, UIPD)	43
Met with Reporter and/or Impacted Party	37
Met with Involved Party	12
Reported to or Met with Campus or Community Partner	11
Facilitated Conversation	3
Community Education	1

2022–23 Planning

In 2022–23, Campus Belonging will endeavor to use the data from this past year to proactively address areas of concern to ensure a more welcoming and inclusive climate for all members of our community. Some of these efforts include meeting with various communities, offering more educational campus-wide programming, and strengthening our community and campus partnerships. Since the university bias response process in its current form is still relatively new, Campus Belonging staff will continue to familiarize the university community with the resources available through informational sessions about reportable incidents, the Campus Belonging process, and guidance on responding to conduct that affects a sense of belonging for students, faculty and staff at Illinois.

Additional Information

For questions or concerns related to this report, please contact Campus Belonging at campusbelonging@illinois.edu or 217-300-9580.

Appendix A: Terminology

Campus or Community Partner: A university department or community agency that may have been impacted by the reported incident, may have had a role in the reported incident, or with whom the impacted party(ies) is affiliated. Also refers to a university department to which Campus Belonging may refer a report based on the unit's jurisdictional role.

Community Education: A training, workshop, or other educational program. Community Education may be directed towards individuals impacted by the reported incident or the individuals who engaged in the reported conduct.

Facilitated Conversation: A meeting/meetings with Campus Belonging staff and all involved parties. It is intended to bring the parties together to discuss the reported incident with the assistance of a neutral party (i.e., the Campus Belonging staff) in a neutral location.

Impacted Party: The individual to whom the actions relayed in the report were directed. The impacted party may be an individual, a group of individuals, or a general population (e.g., students at large). In some instances, the reporter and impacted party are the same. In other cases, the reporter is a third party who has witnessed or learned about the incident and is reporting on behalf of the impacted party.

Incident: An account of activity that the reporter or impacted party believes to be motivated by the impacted party's identity or that otherwise has a negative impact on the impacted party.

Involved Party: The individual(s) who was allegedly responsible for perpetrating, engaging, or otherwise participating in the reported conduct.

On Campus: Any university-owned property, including but not limited to classrooms, university-owned buildings, residence halls, and open spaces such as the quad.

Parties: The individuals and/or entities directly impacted, involved, or aware of (e.g., the reporter) the reported incident.

Referred Externally: The incident reported to Campus Belonging and/or the reporter/impacted party was referred to a campus partner because the report alleged conduct outside of Campus Belonging's scope or jurisdiction.

Report: An incident submitted to Campus Belonging via any of its methods for receiving information determined to be within the purview of Campus Belonging's scope. Campus Belonging may receive multiple reports relaying the same activity or incident. In some instances, report used herein refers to the annual report.

Reporter: The individual who submitted the report to Campus Belonging (or to another university department who then referred the report to Campus Belonging). This individual may be the same as the impacted party or may be a third party who observed the reported incident or became aware of the reported incident. The reporting party may be a student, faculty, staff, alumnus, Champaign-Urbana community member, someone outside of the Champaign-Urbana community, or university department.

Appendix B: Targeted Identities Subcategories As Reported

The table below notes the subcategories of targeted identities named by the reporter. A single report may include allegations of bias that fit multiple categories (both race and religion, for example) and multiple subcategories (both anti-Black bias and anti-Asian bias, for example), the sum of the numbers given may not equal the total number of reported incidents. The percentage given at the bottom of each table is the percentage of all unique reports that include allegations of bias of that general type. Again, because some reports include allegations of bias of more than one type, the percentages across all of the tables do not add up to 100%.

Ability Status	**6**
Developmental	1
Physical	1
Psychological/Emotional	1
Unknown	3
Percentage of Total	3.9%

Age	**2**
Percentage of Total	1.3%

Arrest	**2**
Percentage of Total	1.3%

Citizenship	**3**
Percentage of Total	2.0%

Family Status	**4**
Percentage of Total	2.6%

Gender	**15**
Non-Binary	1
Trans	1
Women	7
Unknown	6
Percentage of Total	9.8%

Nationality	**24**
Chinese	2
Colombian	1
Egyptian	1
Israeli	5
Taiwanese	4
Ukrainian	4
Other	1
Unknown	10
Percentage of Total	15.6%

Military Discharge	**0**
Percentage of Total	0%

Pregnancy	**2**
Percentage of Total	1.3%

Race/Ethnicity	**62**
Asian	12
Black	20
Jewish	12
Latinx	3
Unknown	17
Percentage of Total	40.5%

Religion	**25**
Christianity	2
Judaism	21
Unknown	2
Percentage of Total	16.3%

Sexual Orientation	**7**
Percentage of Total	4.6%

Other	**13**
Color	2
Political affiliation/views	3
Sexual experience/assault	2
Other	6
Percentage of Total	8.5%