



Las Lomas Bias Incident Report

December 2020 & January 2021

The Las Lomas Bias Incident Report Team (BIRT) meets weekly to examine and respond to incidents of bias that are reported to the district [biased report form](#). The primary function of the team is to keep a record of biased incidents, provide care for the reporters who experienced/reported the biased incident, and to promote conversation about bias, diversity and equity issues on campus. Although students can report anonymously, those who do not, can be followed up with so that we can listen to their experiences, discuss the resources available to them and when applicable, recommend appropriate actions to the administration that are both preventative and responsive.

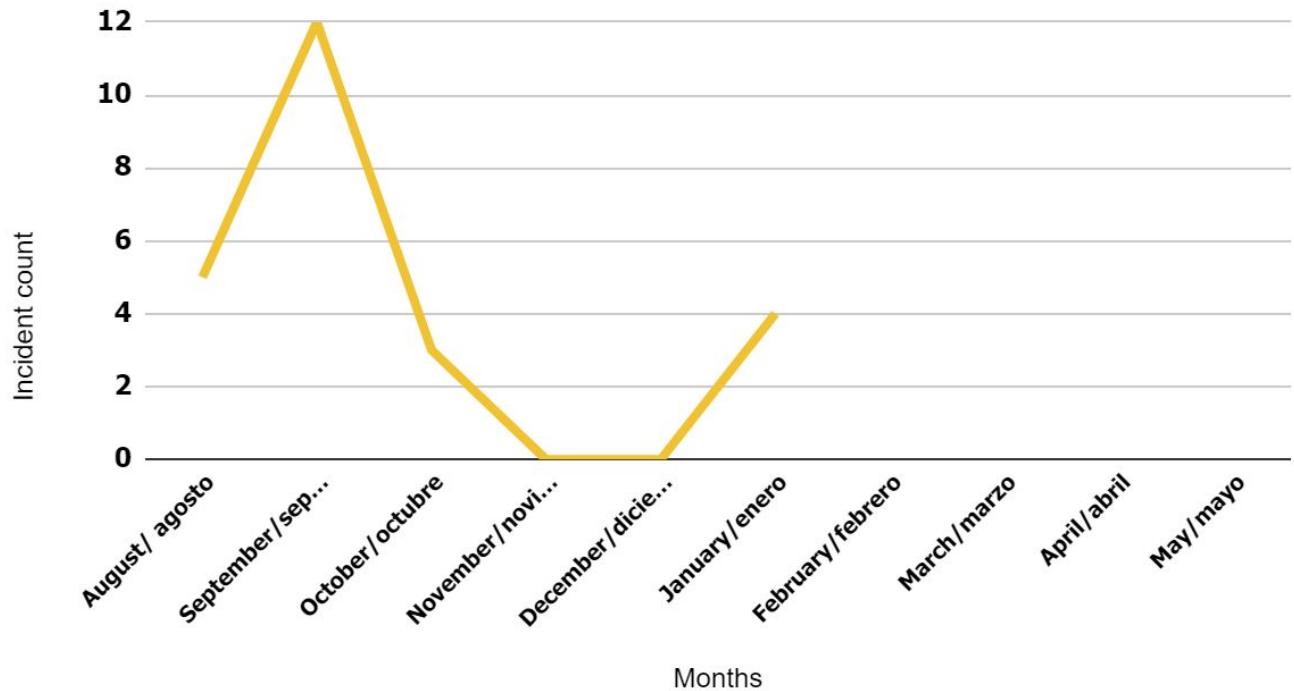
The Las Lomas Bias Incident Report Team (BIRT) is NOT a crisis response team, or a disciplinary body. Therefore this report only intended to provide transparency for the community and accountability for addressing patterns and/or trends that may call for structural or cultural changes to occur.

Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports	4	0	21
Biased Incidents	3	0	16
Immediate Safety Concerns	0	0	6
General Concerns	3	0	13
Bias reported to have occurred Online	0	0	4
Bias reported to have occurred during the school day	1	0	10
Bias reported to have occurred outside of the school day	2	0	11
Report was an Anonymous Entry	2	0	9
Report was erroneous (unrelated, irrelevant)	1	0	5

*All reports suspected to be from same person

Total Reported Incidents



Responses

Type of Response	This Month	Last Month	Academic Year to Date
Administrative Contact (Parent/Student Conference)	2	0	4
Restorative Practice	1	0	2
Disciplinary Action	0	0	0
Structural Change (Curriculum or Policy)	1	0	2
BIRT Outreach (Reporter/Reportee)	1	0	13
Student Support Services (Wellness center, Counseling)	1	0	6
None (Anonymous report deemed not enough information to take action, harmful)	3	0	10

Summary

We have noticed that anonymous entries limit our ability to fully address these incidents, and we would like to develop a culture of trust that will allow us to not only address the harmful acts, but also follow up and help those who were harmed. We are currently creating a video to share with staff and students.

A BIRT member follows up with all incidents (except in cases of anonymous reporting). Team responses for the month of January are still in progress for some of the incidents.