

Las Lomas BIRT Report

First Semester - 2023-2024



The Las Lomas Bias Incident Response Team (BIRT) meets monthly 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 BIRT Team 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)	August	September	October	November	December
Total Reports	1	2	2	1	1
Biased Incidents	1	1	2	1	1
Immediate Safety Concerns	0	0	0	0	0
General Concerns	0	0	0	0	0

Incident Location (one or more can be chosen)

Incident Location (one or more can be chosen)	August	September	October	November	December
Bias reported to have occurred Online	0	0	0	0	1
Bias reported to have occurred during the school day	1	1	2	1	0
Bias reported to have occurred outside of the school day	0	1	0	0	1
Report was an Anonymous Entry	0	0	2	1	0

Targeted Identity/ies (one or more can be chosen)	August	September	October	November	December
Other (Unclear or too many to list)	0	0	0	0	0
Race/Ethnicity	1	2	2	1	0
Gender Identity	0	0	0	0	0
Sex	0	0	0	0	0
Sexual Orientation	0	0	0	0	1
Disability	0	0	0	0	0
Religion/Spirituality	0	0	1	1	0
Association With	0	0	0	0	0

Responses

Type of Response	August	September	October	November	December
Administrative Contact (Parent/Student Conference)	0	1	1	0	1
Restorative Practice	0	1	0	0	0
Disciplinary Action	0	0	0	0	1
Structural Change (Curriculum or Policy)	0	0	0	1	0
Review Discussed (Not enough information, outside of legal purview, or opinion)	0	0	0	0	0