

Campolindo Bias Incident Report

October 2020



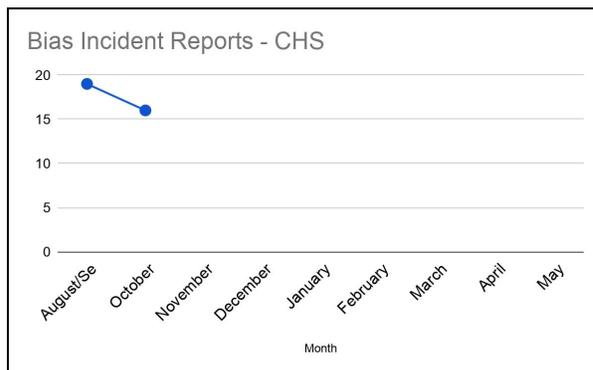
Campolindo strives to inspire and empower every student by fostering belonging, well-being and accountability in an equitable learning environment.

Introduction

Of the 16 reports submitted to the Bias Reporting System during the month of October, ten were incidents of bias, one was an immediate safety concern and five were general concern. Reports are immediately emailed to an administrator. Those requiring immediate invention are dealt with right away. One incident received seven reports in the system as well as email and phone reports made outside of the system.

Ten of 16 reports during the month of October occurred on social media. During this time of limited face-to-face social interactions it is understandable that student use of social media may have increased. The team discussed ways in which students can be supported and educated about their use of social media. The following resources may be of support to families: [Parent's Guide to Social Media Use for Kids](#) and [Common Sense Media](#)

During the November 16th Cohort lesson students will be taking a closer look at the [Campolindo Student Diversity, Inclusion and Belonging Survey data](#). The data highlights that 76% of students have personally experienced bullying, harassment, or other negative interactions. While the data does not indicate the location of these experiences, we know that much of it does occur online. Students will also revisit the [Campolindo Pledge](#) in an effort to support students in reflecting upon their actions with some concrete next steps they can take contributing to the efforts of building a more inclusive school community.



Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports	16	19	35
Biased Incidents	10	13	23
Immediate Safety Concerns	1	1	2
General Concerns	5	5	10

*Note: 1 incident in the month of October had 7 reports

Who made the report

Who	This Month	Last Month	Academic Year to Date
Known Student	5	4	9
Anonymous Student	8	13	21
Known Staff/Faculty	0	1	1
Anonymous Staff/Faculty	0	0	0
Known Parent	2	0	2
Anonymous Parent	1	1	2

Incident location

Location	This Month	Last Month	Academic Year to Date
Classroom on campus	0	2	2
Zoom classroom	4	5	9
On campus - non classroom	2	3	5
Online/Social Media/Media	10	4	14
Off campus	0	2	2
Unknown	0	3	3

Identity/ies targeted when report was pre-assessed as Bias

Targeted Identity/ies	This Month	Last Month	Academic Year to Date
Other (Unclear or too many to list)	8	3	11
Race/Ethnicity	2	8	10
Gender Identity	1	1	2
Sex	1	1	2
Sexual Orientation	0	2	2
Disability	0	0	0
Religion/Spirituality	0	1	0
Association With	0	0	0

Responses

Type of Response	This Month	Last Month	Academic Year to Date
Administrative Contact (Parent/Student Conference)	12	7	19
BIRT member or other school personnel contact	10	4	14
Restorative Practice	0	0	0
Disciplinary Action	7	1	8
Structural Change (Curriculum or Policy)	0	1	1
None (Not enough information, outside of legal purview, or opinion)	1	7	8

Process

The Campolindo 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.

Bias incidents are any actions committed against a person or group that are motivated in whole or in part, by bias against the person's or group's sex, gender identity, sexual orientation, national origin, race, religion, or disability.

The Campolindo Bias Incident Response Team (BIRT) is NOT a crisis response team, or a disciplinary body. Therefore this report is 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. Additional information about the [AUHSD Bias Reporting Procedures](#) can be found on the [AUHSD website](#).

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