

Campolindo Bias Incident Report

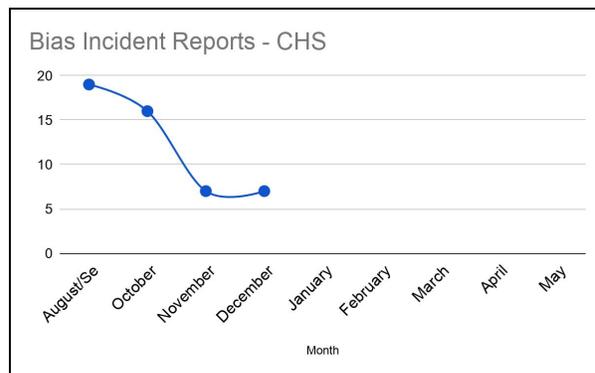
December 2020



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

Introduction

Over the past two months BIRT has noticed an increase in reports involving student awareness of bias in the curriculum. The reports are thoughtful, insightful, and are providing new opportunities for faculty and staff to more deeply reflect. Equity is not a theme or a topic for one lesson but rather a way of being, it should be woven throughout all lessons. Student voice is critical to the CHS mission statement, students need to be inspired and empowered to use their voices in creating an equitable learning environment. As a result of the reports, changes have been made to individual lessons and curriculum.



Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports	7	7	42
Biased Incidents	4	6	33
Immediate Safety Concerns	1	0	3
General Concerns	4	2	16

*Note: 1 incident in the month of October had 3 reports

Who made the report

Who	This Month	Last Month	Academic Year to Date
Known Student	1	2	12
Anonymous Student	3	4	28
Known Staff/Faculty	1	1	3
Anonymous Staff/Faculty	0	0	0

Known Parent	0	0	2
Anonymous Parent	2	0	4

Incident location

Location	This Month	Last Month	Academic Year to Date
Classroom on campus	0	0	2
Zoom classroom	2	2	13
On campus - non classroom	2	3	10
Online/Social Media/Media	2	2	18
Off campus	1	0	3
Unknown	0	0	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)	2	2	15
Race/Ethnicity	2	0	12
Gender Identity	1	0	3
Sex	0	4	6
Sexual Orientation	1	4	7
Disability	0	0	0
Religion/Spirituality	0	0	0
Association With	0	0	0

Responses

Type of Response	This Month	Last Month	Academic Year to Date
Administrative Contact (Parent/Student Conference)	4	4	27
BIRT member or other school personnel contact	2	5	22
Restorative Practice	0	0	0

Disciplinary Action	0	0	8
Structural Change (Curriculum or Policy)	2	0	3
None (Not enough information, outside of legal purview, or opinion)	2	2	12

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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