Campolindo Bias Incident Report

January 2021
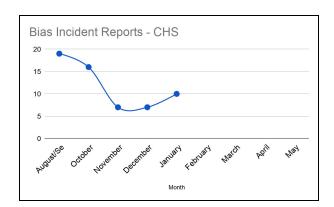
Campolindo strives to inspire and empower every student by fostering belonging,
well-being and accountability in an equitable learning environment.

Introduction

The Bias Incident Reporting System is a part of AUHSD's effort to promote safe environments where all students can learn. This system is one component of Campolindo's efforts to create the learning environment described in the newly adopted mission statement. Reports submitted by students are genuine and address instances of bias as seen on social media and in-person. As the BIRT works to address these instances the outreach comes from a place of "calling in" as opposed to "calling out". Reporters who have not remained anonymous are contacted by a BIRT member to follow-up and offer support.

In January, the BIRT sent out a Google form to all staff and students giving them the option to add pronouns to their Zoom names. Normalizing the use of pronouns helps to create a more inclusive environment. In response to the invitation for pronoun usage within Zoom, there has been an uptick in BIRT reports related to pronoun usage on social media.

Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports	10	7	52
Biased Incidents	4	4	37
Immediate Safety Concerns	0	1	3
General Concerns	6	4	22

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

Who made the report

Who	This Month	Last Month	Academic Year to Date
Known Student	2	1	14
Anonymous Student	3	3	31
Known Staff/Faculty	0	1	3
Anonymous Staff/Faculty	0	0	0
Known Parent	0	0	2
Anonymous Parent/Community	5	2	9

Incident location

Location	This Month	Last Month	Academic Year to Date
Classroom on campus	0	0	2
Zoom classroom	2	2	15
On campus - non classroom	3	2	13
Online/Social Media/Media	3	2	21
Off campus	2	1	5
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)	6	2	21
Race/Ethnicity	1	2	13
Gender Identity	2	1	5
Sex	0	0	6
Sexual Orientation	0	1	7
Disability	1	0	1
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)	5	4	32
BIRT member or other school personnel contact	0	2	22
Restorative Practice	0	0	0
Disciplinary Action	0	0	8
Structural Change (Curriculum or Policy)	0	2	3
None (Not enough information, outside of legal purview, or opinion)	5	2	17

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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