

Campolindo Bias Incident Report

August & September 2020



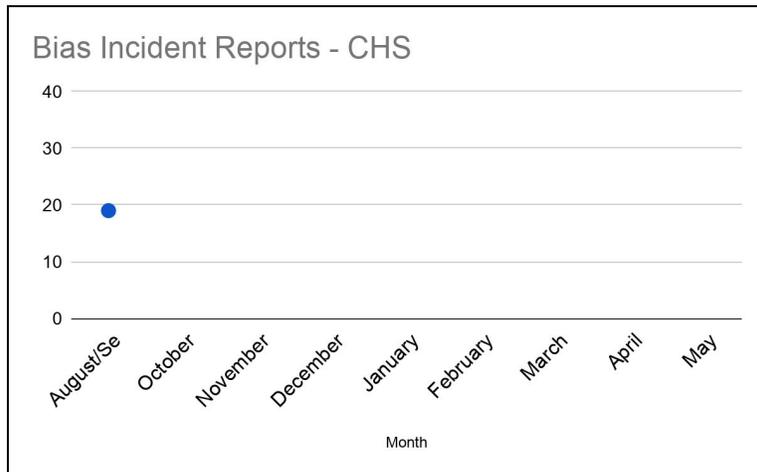
The Campolindo Bias Incident Report Team (BIRT) meets weekly to examine and respond to incidents of bias that are reported to the district [biased report form](#). The primary function of the team is to keep a record of biased incidents, provide care for the reporters who experienced/reported the biased 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 Report 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](#).

Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports		19	19
Biased Incidents		13	13
Immediate Safety Concerns		1	1
General Concerns		5	5
Bias reported to have occurred Online		5	5
Bias reported to have occurred during the school day		14	14
Bias reported to have occurred outside of the school day		4	4
Report was an Anonymous Entry		14	14



Responses

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

Summary

Of the 19 reports submitted to the Bias Reporting System between August 17th and September 30th, 13 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. Two of the incidents categorized as general concern were opinions about the bias reporting system. Administrative or School Personnel contact is a first-level response with all reports that include enough information to address the behaviors or actions of an individual.

Anonymous entries limit our ability to fulfil the goals of the system. We recognize that it is through building trust that reporters will begin to identify themselves allowing the team to provide the intended support.

The BIRT is working towards creating a reflective and restorative process with a vision of bringing the parties together when there has been harm while recognizing the need for restorative healing without furthering the harm. Two of the reports were related to school-wide events and practices. In addition to working through situations with individuals, the team is discussing school-wide efforts and community collaboration to address these areas of concern.