

Campolindo Bias Incident Report

May 2021

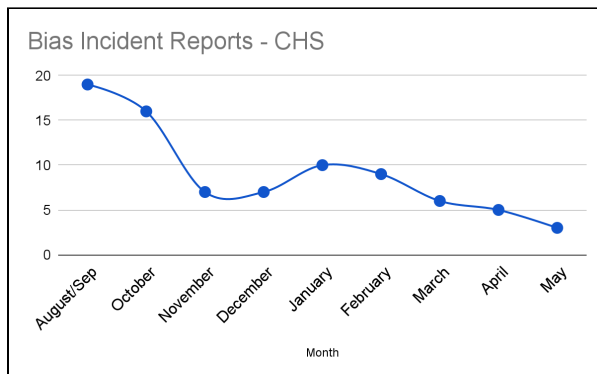


Campolindo strives to inspire and empower every student by fostering belonging, well-being and accountability in an equitable learning environment.

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.

With the May report being the final BIRT report of the year this document provided the team with a great opportunity to reflect upon the year. This was the first year having a BIRT at each of the four comprehensive school sites within AUHSD. As a result there were many opportunities for learnings and discoveries. Twenty-three of the 75 total reports received over the course of the year were made by students who made themselves known. For all of these situations the BIRT was able to work with the student to provide support and care as well as work together with the reporting student towards resolution. Looking ahead to the 2021-2022 school year the team sees the importance of creating a system that encourages students to report using their name as well as developing structures to support a culture of restorative practices when working through the incidents. The members of the BIRT are appreciative of the efforts of those who engaged with this process during this first year.



Number of Reports

Type of Incident (one or more can be chosen)	This Month	Last Month	Academic Year to Date
Total Reports	3	5	75
Biased Incidents	3	5	59
Immediate Safety Concerns	0	0	5
General Concerns	0	1	22

Who made the report

Who	This Month	Last Month	Academic Year to Date
Known Student	2	2	23
Anonymous Student	0	3	43
Known Staff/Faculty	1	0	5
Anonymous Staff/Faculty	0	0	0
Known Parent	0	0	2
Anonymous Parent/Community	0	0	9

Incident location

Location	This Month	Last Month	Academic Year to Date
Classroom on campus	1	0	6
Zoom classroom	0	3	19
On campus - non classroom	1	1	16
Online/Social Media/Media	1	1	32
Off campus	0	0	5
Unknown	0	0	4

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	0	25
Race/Ethnicity	0	2	20
Gender Identity	1	1	13
Sex	0	1	9
Sexual Orientation	0	1	8
Disability	0	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)	2	4	48
BIRT member or other school personnel contact	1	0	26
Restorative Practice	0	0	0
Disciplinary Action	0	0	9
Structural Change (Curriculum or Policy)	0	1	4
None (Not enough information, outside of legal purview, or opinion)	1	0	19

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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