Cornell University

FY22 REPORTING BIAS SYSTEM ANNUAL REPORT

Summary of Activity July 1, 2021 – June 30, 2022

Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to implementing strategies and systems to appropriately address bias on campus. Under Cornell's specific definition, a bias incident is action of mistreatment or incivility (verbal, physical, in written or digital form) taken by an alleged offender(s) and motivated in whole or part by an actual or perceived aspect of diversity/identity of the harmed or impacted party. Identity may include, but is not limited to, ability, age, ancestry or ethnicity, color, creed, gender, sex/gender identity or expression, immigration or citizenship status, marital status, national origin, neurodiversity, race, religion, religious practice, sexual orientation, socioeconomic status, or weight. Bias activity within the purview of this system does not constitute discrimination or harassment as those terms are defined in Policy 6.4. Cornell utilizes its Reporting Bias System to track and address – on a case-by-case basis depending on the unique information provided by a reporter – bias incidents in which the persons are known, unknown, or may not be readily identifiable.

FY22 Snapshot[1]

Classifications and Definitions

All bias reports are initially classified into the primary categories of bias motivated speech, bias motivated expression, and bias motivated conduct[2]. A fourth category, non-bias incidents, refers to reports of inappropriate speech, expression, and/or conduct which are not based upon an identity or personal characteristic included in the definition of bias activity. Reports of alleged violations of Policy 6.4 (Prohibited Bias, Discrimination, Harassment, and Sexual Related Misconduct) are assessed by the Office of Institutional Equity and Title IX (OIETIX), and as warranted, investigated under the applicable procedures or forwarded to another appropriate office, such as Human Resources, for resolution. These incidents are not included in this report.

During FY22, the OIETIX and the Bias Assessment Review Team (BART) partnered to make procedural changes to the classification of bias incidents -- specifically, updating the sub-categories within bias motivated speech, bias motivated expression, and bias motivated conduct for clarity and consistency when documenting bias-related incidents.[3]

These changes included:
- Adding "microaggression (which includes micro-assaults, microinsults, and microinvalidations)" as a sub-category of bias motivated speech, bias motivated expression, and bias motivated conduct;
- Adding sub-categories of "physical assault" and "physical attack" to bias motivated conduct, while removing sub-categories "use of derogatory symbol or image," damage/destruction of property," and "perpetuates stereotype" as forms of bias motivated conduct (these were, however, maintained as subcategories of bias motivated expression and/or bias motivated speech);
- Removing the sub-category "unfair treatment" from bias motivated speech and bias motivated expression; and
- Combining the sub-categories "use of derogatory symbol or Image," "damage/destruction of property," and "graffiti" into the sub-category "vandalism" within bias motivated expression.

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[1] FY22 refers to the period of time from July 1, 2021 through June 30, 2022.
[2] Some reports are classified as two or more types of bias, e.g., Bias Motivated Speech and Bias Motivated Conduct.
[3] Although the changes to the sub-categories within each classification of bias limit our ability to directly compare *some* FY22 data with data collected in prior years, moving forward these clearer and more consistent sub-categories will provide a more precise means of tracking trends.

The fully revised types of bias are as follows:

Bias Motivated Speech is defined as verbal/orally communicated ideas that can be reasonably understood as biased (words said in person, in conversation, in digital form, printed) and includes the following behaviors:
- Verbal attacks
- Language or speech that perpetuates a stereotype
- Use of slur/epithet (in one of the above forms)
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

Bias Motivated Expression is defined as the use of signs, symbols, or artifacts that communicate bias. This may include, but is not limited to, drawings, graffiti, words written in permanent or temporary form, use of costumes, cultural or ethnic-based visual expressions, and includes the following behaviors:
- Use of slur/epithet (in one of the above forms)
- An expression that perpetuates a stereotype
- Vandalism (destruction of property or graffiti)
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

Bias Motivated Conduct is defined as physical acts or behaviors with components of bias speech or expression (violent behavior, aggressive or persistent interactions) and includes the following behaviors:
- Intimidation
- Verbal attack
- Physical assault
- Physical attack
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

Non-Bias Incident refers to reports of inappropriate speech, expression, and/or conduct that were not based upon an identity or personal characteristic included in the definition of bias activity.

<u>Data</u>

During FY22, 142 incidents occurring in 2022 were reported. Another 16 incidents from past years were also reported for a total of 158 bias reports. One incident took place in FY15; three incidents took place in FY18; one took place in FY19; and the remaining eleven took place in FY21. While <u>all</u> these sixteen reports were addressed by the appropriate review team in FY22, they have been excluded from the primary *numerical* analysis, and are detailed separately in an appendix to this report.

The 142 reports occurring in FY22 referenced 134 unique incidents.[4] This number is comparable to the 132 unique incidents reported in FY21 and the 131 reports made in FY20 and is slightly higher than the 123 unique incidents reported in FY19.

Classification of Bias

In FY22, seventy-five incidents were recorded as bias motivated speech. Forty-three of these were classified as perpetuating a stereotype; and fourteen involved microaggressions.[5] Twenty-two incidents were recorded as bias motivated expression, of which ten involved perpetuating a stereotype. Fifteen incidents were recorded as bias motivated conduct, of which seven involved microaggressions. Thirty incidents were categorized as non-bias incidents. **Table 1** (next page) provides a breakdown of FY22 incidents by classification of bias.

Table 2 provides a breakdown of incidents by classification for each of the past four fiscal years. Changes to the sub-categories within bias motivated speech and bias motivated expression did not impact the *total number of cases* in each of these categories, which were comparable to FY20 and FY21. Changes to the sub-categories within bias motivated conduct – specifically the removal of the sub-categories "unfair treatment" and sub-categories that more accurately reflect expression than conduct – did result in a measurable drop in the total number of cases in this category. Removing "unfair treatment" from bias related conduct may also account for the slight increase in cases classified as non-bias incidents in FY22.

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[4] Four separate reports were made about a specific Instagram post, while three reports referenced a text message airdropped to multiple students' phones on the same date; three other incidents were each reported twice.
[5] Each incident may include one or more types of bias motivated speech, conduct, and/or expression – for example, one unique incident could include both use of a slur and the perpetuation of a stereotype (two types of bias motivated speech) as well as verbal attack (bias motivated conduct).

Table 1: FY22 Breakdown of All Reports by Classification of Bias

Classification of Bias	Number of Incidents*
Bias Motivated Speech Total	**75**
Language or Speech that Perpetuates a Stereotype	43
Microaggression	14
Verbal Attack	8
Use of Slur/Epithet	6
Other Bias Motivated Speech	4
Bias Motivated Expression Total	**22**
Expression that Perpetuates Stereotype	10
Microaggression	5
Vandalism (Destruction of Property or Graffiti)	4
Use of Slur/Epithet	3
Other Bias Motivated Expression	0
Bias Motivated Conduct Total	**15**
Intimidation	0
Microaggression	7
Physical Attack	2
Verbal attack	1
Physical Assault	0
Other Bias Motivated Conduct	5
Non-Bias Incident	**30**

*Incidents are not mutually exclusive

Table 2: FY22 Breakdown of Bias Incidents by Classification FY19 through FY22[6]

Classification of Bias	FY19 Number of Incidents*	FY20 Number of Incidents*	FY21 Number of Incidents*	FY22 Number of Incidents*
Bias Motivated Speech	**95**	**76**	**82**	**75**
Language or Speech that Perpetuates Stereotype	40	31	48	43
Microaggression	N/A	N/A	N/A	14
Use of Slur/Epithet	44	27	21	6
Verbal Attack	0	1	2	8
Unfair Treatment	0	2	1	N/A
Other Bias Motivated Speech	11	15	10	4
Bias Motivated Expression	**33**	**25**	**14**	**22**
Expression that Perpetuates Stereotype	4	4	6	10
Use of Slur/Epithet	6	4	1	3
Use of Derogatory Symbol or Image	14	4	3	N/A
Graffiti	8	7	2	N/A
Damage/Destruction of Property	0	5	1	N/A
Vandalism	0	0	1	N/A
Vandalism (Destruction of Property or Graffiti)	N/A	N/A	N/A	4
Microaggression	N/A	N/A	N/A	5
Other Bias Motivated Expression	1	1	0	0
Bias Motivated Conduct	**93**	**38**	**42**	**15**
Unfair Treatment	28	8	12	N/A
Vandalism	0	0	5	N/A
Verbal Attack	13	3	5	1
Physical Assault	N/A	N/A	N/A	2
Physical Attack	N/A	N/A	N/A	0
Microaggression	N/A	N/A	N/A	7
Perpetuates Stereotype	17	6	5	N/A
Use of Slur/Epithet	0	2	3	N/A
Damage or Destruction of Property	4	1	3	N/A
Use of Derogatory Symbol or Image	4	0	3	N/A
Intimidation	0	0	2	N/A
Graffiti	3	3	0	N/A
Other Bias Motivated Conduct	24	15	4	5
Non-Bias Incident	**26**	**22**	**20**	**30**

*Incidents are not mutually exclusive

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[6] Each unique incident may include one or more factors as the basis of bias.

Basis of Bias

In FY22 the most frequently reported basis of bias was race/color, mentioned in forty-nine incidents.[7] The second most frequently reported basis of bias was ethnicity, mentioned in eighteen incidents. Other frequently reported bases of bias included gender (mentioned in seventeen incidents) and religion (mentioned in thirteen incidents). **Table 3** provides a breakdown of FY22 reports by basis of bias, and **Table 4** compares incidents with those from FY19, FY20, and FY21.

Table 3: FY22 Breakdown of All Reports by Basis of Bias

Basis of Bias	FY22 Number of Incidents*
Race/Color	49
Ethnicity	18
Gender	17
Religion/Creed	13
National Origin	12
Gender Identity or Expression	9
Sexual Orientation	6
Disability, Chronic Illness, and/or Mental Health	3
Socioeconomic Status	2
Immigration or Citizenship Status	1
Marital Status/Family Status	1
Age	1
Weight	1
Veteran Status	0
Political Affiliation	0
Other/Unknown[8]	7

*Incidents are not mutually exclusive

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[7] Each unique incident may include one or more factors as the basis of bias.
[8] One reason that a report may be classified as "other/unknown" is when the reporter does not identify the basis of the bias incident.

Table 4: Breakdown of Bias Incidents by Basis of Bias FY19 – FY22

Basis of Bias	FY19 Number of Incidents*	FY20 Number of Incidents*	FY21 Number of Incidents*	FY22 Number of Incidents*
Race/Color	60	63	71	49
Ethnicity	86	54	26	18
Gender	29	12	15	17
Religion/Creed	19	13	14	13
National Origin	18	5	1	12
Gender Identity or Expression	3	4	6	9
Sexual Orientation	11	11	3	6
Disability, Chronic Illness, and/or Mental Health	1	4	5	3
Socioeconomic Status	0	2	2	2
Immigration or Citizenship Status	0	1	0	1
Marital/Family Status	0	0	0	1
Age	1	0	0	1
Weight	0	0	1	1
Veteran Status	0	0	1	0
Political Affiliation	0	1	2	0
Other/Unknown	2	1	3	7

*Incidents are not mutually exclusive

Table 5 (on the following page) shows the detailed breakdown of FY22 reports by both categories of bias and basis of bias. Row and column totals in Table 5 are sometimes greater than the total for each classification of bias presented in Table 1 and the total for each basis of bias presented in Table 3. Because events are not mutually exclusive, one incident of bias may have more than one basis, and/or one incident of bias may be made up of more than one classification of bias. For example, one incident of Bias Motivated Speech/Perpetuates Stereotype may be based on both gender and race, or one incident of Bias Based on Race may include both the use of a stereotype and a slur.

Table 5: FY22 Detail of Reports by Categories of Bias and Basis of Bias

	Race/Color	Ethnicity	Gender	Religion/Creed	National Origin	Gender Identity or Expression	Sexual Orientation	Disability, Chronic Illness, and/or Mental Health	Socio-economic Status	Immig-ration or Citizenship Status	Marital Status/Family Status	Age	Weight	Veteran Status	Other/Unknown	Subtotal
Bias Motivated Speech																
Perpetuates Stereotype	19	8	11	4	3	5	1	2	1	0	0	0	0	0	4	58
Use of Slur/Epithet	2	0	1	2	2	0	0	0	0	0	0	0	0	0	0	7
Verbal Attack	5	0	0	1	0	1	1	1	0	0	0	0	0	0	1	11
Microaggression	8	4	2	1	4	0	0	0	0	0	0	1	0	0	0	20
Other Bias Motivated Speech	1	0	0	0	1	0	0	0	0	1	0	0	0	0	1	4
Subtotal	35	12	14	8	10	6	2	3	1	1	0	1	0	0	6	
Bias Motivated Conduct																
Verbal Attack	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Physical Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical Attack	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Microaggression	5	0	0	0	0	1	1	0	0	0	0	0	0	0	0	7
Other Bias Motivated Conduct	4	2	1	1	0	0	1	0	0	0	0	0	0	0	0	8
Subtotal	10	4	1	2	0	1	2	0	0	0	0	0	0	0	0	
Bias Motivated Expression																
Perpetuates Stereotype	4	3	1	2	0	1	1	0	0	0	0	0	0	0	0	12
Use of Slur/Epithet	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Vandalism (Damage or Destruction of Property)	2	0	0	1	1	1	1	0	0	0	0	0	0	0	0	6
Microaggression	3	0	1	0	1	0	0	0	1	0	0	0	1	0	1	8
Other Bias Motivated Expression	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Subtotal	11	3	2	4	2	2	2	0	1	0	0	0	1	0	1	

Location of Bias Incidents
Of FY22 bias incidents, 34% (46 unique incidents) occurred via electronic communication; 31% (42 incidents) took place in academic/other Cornell University buildings; 17% (23 incidents) took place in residence halls; 7% (nine incidents) took place off campus; 4% (five incidents) occurred outdoors on campus; <2% (two incidents) took place via phone call; and 5% (seven incidents) are recorded as Other/Unknown/Multiple Locations, meaning the incident was reported as having occurred in multiple locations or with a non-specific location such as "bus stop," or was recorded as "unknown."

Table 6 provides a breakdown of FY22 reports by location, and **Table 7** compares the percentage of incidents per location over the past four fiscal years.[9]

Table 6: FY22 Overview of Bias Incidents by Location

Location	Number of Incidents	Percentage of Incidents
Electronic Communication	46	34%
Academic/Other Building	42	31%
Residence Hall	23	17%
Off Campus	9	7%
Campus – Outdoors/Other	5	4%
Phone	2	<2%
Other/Unknown/Multiple Locations	7	5%

Table 7: Overview of Bias Incidents by Location 4 Year Comparison

Location	FY19 Percentage of Incidents	FY20 Percentage of Incidents	FY21 Percentage of Incidents	FY22 Percentage of Incidents
Electronic Communication	13%	23%	60%	34%
Academic/Other Building	32%	38%	14%	31%
Residence Hall	20%	17%	15%	17%
Off Campus	11%	11%	8%	7%
Campus – Outdoor/Other	9%	4%	<1%	4%
Phone	4%	<1%	<1%	2%
Other/Unknown/Multiple Locations	11%	6%	3%	5%

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[9] The percentage of bias incidents that occurred via electronic communication surged while the percentage which took place in academic buildings declined measurably in FY21. In FY22, percentages for both types of incidents are more aligned to those in FY20. This may be due to the impact of COVID-19 on in-person versus virtual communication in FY21 and a return to a more traditional model of teaching/learning/working on campus in FY22.

Bias Incidents via Electronic Communication/Social Media

In FY21 we enhanced our bias reporting system to include a list of electronic communications and social media platforms. Doing so enabled us to track where and how bias incidents occur at Cornell in these virtual spaces.

Forty-eight bias incidents (36%) reported in FY22 occurred via social media, electronic communications, or telephone. By comparison seventy-eight incidents (60%) reported in FY21, (spanning the time period in which – due to COVID-19 constraints -- many classes were offered online and many faculty and staff were working remotely) occurred via social media, electronic communication, or telephone. In the years prior to the COVID-19 epidemic these percentages were measurably lower, with thirty incidents (23%) which took place in FY20, and twenty-nine incidents (17%) which took place in FY19 reported to have occurred on social media, via electronic communication, or via telephone.

Table 8 details the virtual spaces where bias incidents occurred in FY22, and **Table 9** provides a comparison with FY21. An individual or group may utilize more than one social media platform to perpetuate one incident of bias. For example, in FY21 one specific series of posts was reported 34 times. Twenty-six individuals reported seeing the posts on TikTok, six reported seeing the same posts on Instagram, and two reported seeing them on other platforms. For purposes of tracking where electronic communication/social media bias incidents occur most often, in Table 9 this incident is reported three times – once each as an incident occurring on TikTok, Instagram, and Other Social Media. In all, Table 9 tallies 82 locations for the 79 incidents which took place via social media/electronic communications in FY21.

Table 8: FY22 Breakdown of Bias Reports by Social Media Platform/Means of Communication

	Number of Incidents	Percentage of Incidents***
Email	12	25%
Zoom for Meeting	6	13%
Instagram	4	8%
Zoom for Classroom	3	6%
Website	3	6%
Facebook	3	6%
Twitter	2	4%
LinkedIn	2	4%
Other Social Media*	2	4%
Snapchat	0	0%
Text Message	0	0%
Tik Tok	0	0%
Telephone Call	2	4%
Computer/physical location unknown**	9	19%

*For FY22, Other Social Media includes Reddit and an unnamed platform

** Some reports identified incidents as occurring "via computer" or otherwise contained insufficient information to allow categorization by means of communication or social media platform

***Total percentages do not equal 100% due to rounding.

Table 9: Breakdown of Bias Reports by Social Media/Means of Communication 2 Year Comparison

	FY21 Percentage of Incidents	FY22 Percentage of Incidents**
Email	16%	25%
Zoom for Meeting	16%	13%
Instagram	5%	8%
Zoom Classroom	15%	6%
Website	0%	6%
Facebook	7%	6%
Twitter	4%	4%
LinkedIn	0%	4%
Other Social Media*	10%	4%
Snapchat	2%	0%
Text Message	2%	0%
Tik Tok	10%	0%
Telephone Call	1%	4%
Computer/physical location unknown	12%	19%

*For FY21, Other Social Media includes WeChat, Kakao, GroupMe, Reddit, and unnamed other platforms

**Total percentages do not equal 100% due to rounding.

Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

The Office of Institutional Equity and Title IX (OIETIX) is responsible for collecting and tracking all reported bias activity occurring at Cornell University that could potentially impact our commitment to diversity and inclusion – including all reports made by faculty, staff, students, and visitors to the Ithaca, Geneva, Weill Cornell Medicine, and Cornell Tech campuses. Bias reports involving only students are forwarded to the Bias Assessment and Review Team (BART).[10]

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: https://www.cupolice.cornell.edu/campus-watch/annual-security-report/ .

The Office of Institutional Equity and Title IX compiles data on reports of sexual misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, as well as prohibited discrimination and protected-status harassment. The Office publishes an annual statistical summary, which is anonymized consistent with applicable privacy provisions. This summary and other information is available at http://titleix.cornell.edu/statistics/ and is not included in this report.

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911, if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible.

To report an incident, individuals can use one of the following methods:

- By submitting an incident report online at https://cornell.guardianconduct.com/incident-reporting
- By contacting the Office of Institutional Equity and Title IX (OIETIX) at equity@cornell.edu
- By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

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[10] Prior to May 2021, reports other than those involving only students were forwarded to the Department of Inclusion and Workforce Diversity (DIWD) – now renamed the Department of Inclusion and Belonging (DIB).

To facilitate the assessment of bias incidents, reported incidents involving only students are routed to the BART – the coordinating hub of a network of campus liaisons from across the university. The BART team may refer reports to the appropriate university unit – such as the Cornell University Police Department, the OIETIX, the Office of Student Conduct and Community Standards (OSCCS), or a campus partner who may be more appropriate to address the matter. At times, cases that include components of bias but may also violate the Code of Conduct or are incidents of sexual misconduct are referred to the appropriate office to address.

For all reports containing contact information, a member of the OIETIX team (for bias reports involving staff and/or faculty) or a member of BART (for bias reports involving students only) will contact the reporter to confirm receipt and offer the opportunity to discuss the incident further and/or provide additional support or referral to resources. For bias reports in which the reporter chooses to remain anonymous, the incident will be documented and used to consider future community education and programming. The accused may be contacted depending on the nature and extent of information provided in the report.

Please note that all activity reported may not rise to the level of a bias-related hate crime, a violation of Policy 6.4 or other actionable event. Reports are reviewed and referred to the most appropriate office for follow up. The University does, however, take appropriate steps that are available given the nature and content of the information provided to address reports received.

Appendix: Bias Incidents Reported in FY22 which Occurred Prior to FY22

Sixteen bias reports made in FY22 referenced bias incidents that occurred prior to FY22. One incident took place in FY15; three incidents took place in FY18; one took place in FY19; and the remaining eleven took place in FY21. While these sixteen reports were addressed by the appropriate review team in FY22, they have been excluded from the primary *numerical* analysis in this report.

Eight of the sixteen reports of incidents occurring prior to FY22 involved bias motivated speech; one involved bias motivated conduct; and seven were categorized as non-bias incidents.

Five of the nine reports that were classified as bias incidents were based on race/color; two were based on disability, chronic illness, and/or mental health; one was based on ethnicity and national origin; and one was based on religion/creed.

For questions or additional information, contact us:

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