

REPORT

ON THE UNCIVIL, HATE AND BIAS INCIDENTS ON CAMPUS SURVEY



"Hate will never win," U. of Nebraska rally, Craig Chandler

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I. INTRODUCTION

This Report serves to document the results and findings of the Uncivil, Hate and Bias Incidents on Campus (UHBIOC) Survey of the Fund for Leadership, Equity, Access and Diversity (LEAD Fund). The UHBIOC Survey is the third component of a project that was supported by the Stop Hate Project of the Lawyers' Committee for Civil Rights Under Law. Along with the creation of a toolkit and listening sessions held at a variety of institutions of higher education and through webinars, the UHBIOC Survey was another part of the project to address hate and bias on college campuses.



The LEAD Fund is the nonprofit affiliate (501c3) of the American Association for Access, Equity and Diversity (AAAED). The LEAD Fund was established to provide thought leadership in promoting inclusive organizations and institutions through research and education on issues related to diversity, social responsibility, human and civil rights. The LEAD Fund is a “Think and Do” tank, which advances new knowledge and tested strategies aimed at eliminating prejudice and discrimination. Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED has four decades of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities.

The UHBIOC Survey was developed to document the experiences of Equal Opportunity Professionals and to gauge the mood of institutions that are addressing uncivil, hate and bias incidents.¹ The UHBIOC Survey allowed respondents to provide information about themselves, their institutions, and the type of incidents that occur most frequently on their campuses. In particular, the UHBIOC Survey was designed to capture a baseline of information about what is happening at colleges and universities currently.

¹ An Equal Opportunity Professional (EOP) is any official that serves in a position that has a diversity, equity (i.e., Title IX), inclusion, accessibility, affirmative action, or equal opportunity function.

II. THE LEAD FUND

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY, EQUITY, ACCESS, CIVIL RIGHTS, AND DIVERSITY AND INCLUSION IN EDUCATION, EMPLOYMENT, BUSINESS AND CONTRACTING.

The LEAD Fund would like to thank the following individuals who worked on this project: Shirley J. Wilcher, MA, JD, CAAP, President and CEO of the LEAD Fund and Executive Director of AAAED; Sandra K. Hueneman, Region V Director of AAAED and Principal of Manchester Consultants; and LEAD Fund Chair Jennifer Tucker. Richard A. Baker, MPA., JD, PhD, Assistant Vice Chancellor and Vice President, Office of Equal Opportunity Services, University of Houston, University of Houston System; and Christopher Jones, JD, Assistant Vice President and Director of Equity, Office for Inclusion, Diversity, and Equal Opportunity, Case Western Reserve University, conducted the survey that accompanies the Toolkit and deserve our thanks as well. The Fund also wishes to thank Taylor Lawson, student at Howard University, and Sasha Pierre-Louis, office manager, who also assisted with this project.

The Fund is grateful for the generous grant from the Lawyers' Committee for Civil Rights Under Law and its Stop Hate Project staff: Aunna Dennis, Senior National Coordinator, Voting Rights & Stop Hate Project; Nadia Aziz, Policy Counsel; and Becky Monroe, Lawyers' Committee Board Member and Former Stop Hate Project Director.



LAWYERS' COMMITTEE FOR
CIVIL RIGHTS
UNDER LAW

**STOP
HATE
PROJECT**

THE LEAD FUND

The Fund for Leadership, Equity, Access and Diversity (LEAD Fund) was established to provide thought leadership in promoting inclusive organizations and institutions through research and education on issues related to diversity, social responsibility, human and civil rights. The LEAD Fund is a "Think and Do" tank, which advances new knowledge and tested strategies aimed at eliminating prejudice and discrimination.

The Project on Campus Civility, Hate and Bias is one of the programs of the LEAD Fund.



The LEAD Fund is a 501 (c) (3) charitable organization. It complements the work of the American Association for Access, Equity and Diversity (AAAED) through programs and activities that address a range of concerns including affirmative action, equal opportunity, equity, access, civil rights, and diversity and inclusion in education, employment, business and contracting. The scope of the Fund's activities is both domestic and international. The LEAD Fund places a special emphasis on the emerging demographics in the United States in all of its work.

Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED has four decades of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. AAAED's Professional Development and Training Institute (PDTI), established in 1991, provides training and certificate programs in areas including EEO and Affirmative Action law, Diversity Management, Title IX and Federal EEO. AAAED also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities.

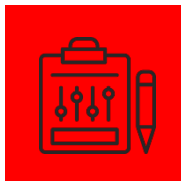


III. RESULTS

What is most noteworthy, if not unexpected, is the frequency with which UHBIOC's occurred. Three out of four respondents (77%) indicated that one UHBIOC had occurred at their institution during the last twenty-four (24) months. Thirty-eight percent of respondents said that, during the last twenty-four (24) months, UHBIOCs occurred at least once per semester at their institution. In comparison, 16% said UHBIOCs occurred once a year and another 13% said that UHBIOCs occurred once per month.



Another troubling trend is the rate at which respondents are reporting serial incidents or more than one incident occurring within the last twenty-four months, with two-thirds (68%) reporting such an occurrence. This response is alarming because, even if these serial UHBIOCs may not be severe as individual or independent acts, together they may contribute directly to establish a hostile educational or working environment because of their pervasive nature. Further, if left unchecked, these incidents may lead to other serious climate problems and even violence. Thus, not only are UHBIOCs happening, but it seems that students are more likely than not to encounter an incident during the time they are matriculating at their institution.



METHODOLOGY

The UHBIOC Survey was composed of thirty (30) questions, plus an additional question to allow for comments. The survey was distributed electronically to those who were identified as part of mailing lists of the American Association for Access, Equity and Diversity (AAAED).² Access to the survey was also made available during the 2018 AAAED National Conference, held in Atlanta, Georgia. A final total of 69 respondents were included in the results.



PROFILE OF RESPONDENTS

All 69 of the survey takers identified themselves as being equal opportunity professionals. Their profile also indicated that nearly 67% identified as female and 29% identified as male. Forty-four percent identified as African/African American/Black and nearly 38% identified as Caucasian/White. Eleven percent identified as either Latinx or multi-racial. The age of the respondents was split nearly equally between those in the 36-50 range and those in the 51-64 range (41% and 39%, respectively). Finally, it is clear that EOPs are an educated group, with the vast majority of respondents (87%) holding some type of advanced degree (master's degree, professional doctorate, or research doctorate).

² For more information about AAAED and the LEAD Fund go to: <https://www.aaed.org/aaed/default.asp>. For more information about the Lawyers' Committee go to: <https://lawyerscommittee.org/>.



TYPE OF INSTITUTION

The majority of respondents are working at a public college or university. Nearly 64% are at a public college or university versus nearly 25% who are at a private college. Of that 25%, nearly half identified as religious institutions. Nine percent of the 69 respondents identified as being at a two-year college. Notably, almost half of the respondents identified as being at an institution that enrolled 10,000 or fewer undergraduate students (23% enrolled fewer than 5,000 students and 25% enrolled between 5,000 and 10,000 students). A quarter of the respondents identified as being at an institution that enrolled 15,001 and 25,000 undergraduates and approximately 13% were at an institution that enrolled 35,000 students or more.



While it was expected that a majority of the respondents would identify as working at a Predominantly White Institution (84%), others identified as working at a Hispanic-Serving Institution (9%), Black-serving non-Historically Black College (3%), or a Asian-serving Institution (3%).



SUMMARY OF RESPONSES

The UHBIOC Survey allowed respondents to identify the acts they would consider to be a UHBIOC on their campus from among a list of acts. Those acts were:

1. Hate crime or any criminal incident motivated by protected class;
2. Hate speech;
3. Conduct prohibited under your anti-discrimination or other bias-related policy;
4. Conduct prohibited under your anti-violence, bullying or other related policy prohibiting threatening or intimidating behavior;
5. Conduct prohibited under your student code of conduct or your staff or faculty handbook; and
6. Conduct that would be considered uncivil (rude or disrespectful but not motivated by bias)



SUMMARY OF RESPONSES (CONT.)

Using these categories, a majority of respondents identified each act as a UHBIOC, with the exception of *“conduct that would be considered uncivil (rude or disrespectful but not motivated by bias).”* When respondents identified the acts that occurred on their campuses, they ranked them as follows:

a) Conduct prohibited under your anti-discrimination or other bias-related policy	84.06%
b) Hate crime or any criminal incident motivated by protected class	82.61%
c) (tie) Hate speech	65.22%
(tie) Conduct prohibited under your student code of conduct, or your staff or faculty handbook	65.22%
d) Conduct prohibited under your anti-violence, bullying or other related policy prohibiting threatening or intimidating behavior	59.42%
e) Conduct that would be considered uncivil (rude or disrespectful but not motivated by bias)	28.99%

As indicated above, a bit more surprising is the frequency with which UHBIOC's occurred. Three out of four respondents (77%) indicated that one UHBIOC had occurred at their institution during the last twenty-four (24) months. Thirty-eight percent of respondents said that, during the last twenty-four (24) months, UHBIOCs occurred at least once per semester at their institution. In comparison, 16% said UHBIOCs occurred once a year and another 13% said that UHBIOCs occurred once per month.

Another troubling trend is the rate at which respondents are reporting serial incidents or more than one incident occurring within the last twenty-four months, with two-thirds (68%) reporting such an occurrence. This response is alarming because, even if these serial UHBIOCs may not be severe as individual or independent acts, together they may contribute directly to establish a hostile educational or working environment because of their pervasive nature. Further, if left unchecked, these incidents may lead to other serious climate problems and even violence. Thus, not only are UHBIOCs happening, but it seems that students are more likely than not to encounter an incident during the time they are matriculating at their institution.

For those respondents who said they had experienced one UHBIOC within the last twenty-four (24) months, most of those UHBIOCs were bias incidents, hate speech or uncivil treatment. Similarly, for those respondents who said they experienced *more than one* UHBIOC within the last twenty-four (24) months, the results were similar.

TABLE 1. RESPONDENTS WHO EXPERIENCED UHBIOC WITHIN THE LAST 24 MONTHS

UHBIOC	Percentage that indicated their campus experienced one UHBIOC within the last 24 months	Percentage that indicated their campus experienced more than one UHBIOC within the last 24 months
Bias Incidents (e.g., racially-motivated leafleting, pamphlets, nooses, social media, emails, Nazi symbols, Islamophobic speakers, bias-based bullying)	67.65%	43.08%
Hate Speech (Speech that offends, threatens, or insults groups, based on race, color, religion, national origin, sexual orientation, disability or other traits)	54.41%	24.62%
Uncivil (e.g., rude language, bullying, offensive conduct and behavior not motivated by bias)	54.41%	16.92%
Hate Crime (Criminal conduct motivated by bias against a protected class: race, ethnicity, religion, sex, gender identity, sexual orientation, or disability)	19.12%	0.0%

Thus, from the data, it is apparent that bias incidents, hate speech, and incidents of uncivil treatment are occurring frequently on campuses across America. The data also indicate that students are responsible for committing most of these acts. Sixty-one percent (41 schools) responded that students were the ones to perpetrate the most egregious UHBIOC. The next largest group were visitors (19%), with employees (including faculty and staff) as the last known group (6%).³

³ Twelve percent of the respondents (8 schools) indicated that they were “not sure” who perpetrated the most egregious UHBIOC.

While this result may not be surprising, it supports the notion that the UHBIOC is mostly an internal community issue and not one that usually involves visitors or external agitators that come to campus to wreak havoc. The data also support the need for education in this area for students because they are noted as perpetrators of the most egregious acts.

Even though uncivil and other acts are occurring with the frequency described above, it appears that respondents are at institutions where they believe the administration is

providing an appropriate response to the incident. An explanation for the appropriate level of response might be seen in the information that respondents provided when asked about the availability of training programs at institutions to assist with learning skills to prevent and eliminate incivility, bias/discrimination, hate, or bullying. Sixty-eight percent of respondents said there was training for faculty, 72% said there was training for staff, and 65% said there was training for students. Over 80% of respondents indicated these training programs were either occasionally effective or were frequently effective. Similarly, it also appears that institutions that have conducted campus climate surveys have been able to use those surveys to create initiatives and programs that were effective at improving the campus culture.

Two additional conclusions can be also gleaned from the data. First, few institutions (29%) view acts of incivility as a UHBIOC. Secondly, and more troubling, not all institutions consider a hate crime as a UHBIOC. Although 84% did view a hate crime as a UHBIOC, 16% or 12 schools did not. This result is important because hate crimes are the only UHBIOC that includes bias motivated violence. Thus, while bias incidents (68%), hate speech (54%) and uncivil (54%) incidents dominated as UHBIOCs occurring on campuses within the last 24 months, the most serious hate crimes, which are punishable by law, accounted for 19% or nearly one in five of these activities.

The results of the survey might be discounted more readily based on the number of respondents, but we do not see the number of respondents as a limiting factor to any conclusions that might be drawn from the data found here. In line with the other activities that were conducted by the LEAD Fund in support of the Stop Hate Project, the results of the survey support the need for additional work to make institutions of higher education safe and welcoming environments for faculty, staff, and students. A next step may be to take a deeper look at the data in support of developing interventions to minimize the occurrence of UHBIOCs on campus.



IV. FINDINGS

CAMPUSES THAT EXPERIENCED HATE CRIMES

Thirteen schools responded that they experienced hate crimes on their campuses. Interestingly, while most regions reported experiencing a hate crime, no schools in Region VI or VIII reported experiencing hate crimes on their campuses.⁴ Also, geography did not seem to make a difference. Most regions experienced one (3 schools) or two (5 schools) hate crimes. Non-religious affiliated private schools reported experiencing a hate crime but 100% of the schools reporting that they experienced a hate crime also identified themselves as a PWI. In addition to being PWI's, three of those schools also identified themselves as being either a Hispanic serving institution, Asian serving institution or American Indian serving institution.



While it is presumed that the larger schools would have a higher rate of experience for hate crimes, the data do not support this presumption. Twenty-three percent of the schools that experienced hate crimes had fewer than 5000 students and 31% had between 5,000 and 10,000 students. Comparatively, 15% of schools had more than 45,000 students.

Another unique difference between schools that experienced a hate crime and the general report is that, while students are still the highest perpetrators of UHBIOCs (46%), a larger number of visitors are perpetrating UHBIOCs (31% versus 19% generally) on those campuses that experienced hate crimes. Moreover, institutions that experienced hate crimes may have generated better responses to such incidents. Overall, slightly more than half of respondents believed that their colleges and universities responded appropriately to the UHBIOC (55%). Of schools that experienced a hate crime, however, 77% believed their schools responded appropriately.

CAMPUSES THAT HAVE NOT EXPERIENCED A UHBIOC IN THE LAST TWENTY-FOUR MONTHS

Only 10 schools responded that they had not experienced a UHBIOC in the last 24-months; however, there were some unique data points found within this group. First, they appear to be overrepresented in Region III (Delaware, District of Columbia, Maryland Pennsylvania, Virginia and West Virginia). Forty-percent of the schools that did not experience an UHBIOC are located in Region III. Region II (New York and New Jersey) and Region IV (Southeast) both had two schools a piece, or 20% of the schools, with the remaining 20% being split between Region V and VII. Remarkably, all of the schools that represented the other five regions (schools located in Regions I, VI, VII, and IX) all experienced a UHBIOC in the last twenty-four

⁴ Until recently, AAAED regions were divided into nine regions. Regions VI and VIII include the states of New Mexico, Texas, Louisiana, Arkansas, Oklahoma, Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. Collectively these states are now labeled the Southwest and Rocky Mountain Region. https://www.aaed.org/aaed/Regional_Map.asp

months. These schools also tend to be public (50%) and smaller (50% of these schools have less than 10,000 students). Interestingly, none of the respondents identified themselves as Two-year colleges and, although a majority of these schools identify themselves as PWIs (70%), they represent at a much lower percentage than the general report of 84% PWIs.⁵

PWI VERSUS NON-PWI

Admittedly, with over 80% of the respondents identifying as being a PWi (55 schools), the schools that identified themselves as something other than a PWi (Black serving non-HBCU (2) Hispanic serving institution (6%), Asian serving institution (2) or American Indian-serving institution (1)) were not represented well, overall. Yet, we hoped that the data would indicate whether these two campuses had different experiences with UHBIOC and we found that they did. For instance, PWIs experienced UHBIOCs at a higher rate than Non-PWi's. Seventy-nine percent of the PWIs reported experiencing UHBIOCs over the last 24 months with only 62% of the Non-PWIs having the same experience. Additionally, while only 7% of PWi's responded none of the above to Question 14, which regarded the most frequent UHBIOC that occurred on campus in the last 24 months, half of the Non-PWi's answered none of the above. Non-PWi's also reported experiencing less hate crime than PWi's, 12.5% to 22%, respectively.

PUBLIC VERSUS PRIVATE

Out of 69 respondents, 17 of them identified as being private institutions. Out of those, 8 or 47% identified these institutions as having a religious affiliation. Additionally, while 53% of those at private schools identified themselves as having 5000 or fewer students (75% of this group also had a religious affiliation), many private school respondents had much larger enrollment at their institutions. In fact, 24% had over 10,000 students with the largest private school having between 25,000 to 35,000 students. In contrast, with only 9% of its schools having less than 5,000 students, a majority of the public school respondents surveyed came from much larger schools. For instance, 5 of the public schools had more than 45,000 students. Despite the difference in size, both schools were remarkably similar. They both identified as being PWi's (84% public to 82% private), they both experienced a UHBIOC at similar rates (77% public to 76% private), they both had two respondents that experienced hate crimes (for the private school, both respondents were religious affiliated schools), they both indicated that the frequency of the events were approximately once a semester (40% for public to 41% private), and the persons perpetrating the most egregious UHBIOCs were students (61% public to 63% private).

⁵ Northeast Region: Maine, Vermont, New Hampshire, Massachusetts, Connecticut, and Rhode Island, New York, New Jersey, Puerto Rico and the U.S. Virgin Islands (former Regions I and II)

Mid-Atlantic Region: Pennsylvania, West Virginia, Virginia, Maryland, Delaware, District of Columbia (former Region III)

Midwest Region: Minnesota, Wisconsin, Michigan, Ohio, Indiana, Illinois, Nebraska, Iowa, Kansas, Missouri (former Regions V and VII)

Pacific Region: California, Nevada, Arizona, Washington, Oregon, Idaho, Alaska, Hawaii, Trust Territories, American Samoa, Guam, Marianas (former Region IX)

Southeast Region: Kentucky, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Florida (Former Region IV)

Southwest and Rocky Mountain Region: New Mexico, Texas, Louisiana, Arkansas, Oklahoma, Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming (former Regions VI and VIII)

One place where they were different is in their evaluation as to how they handled the UHBIOC. When they experienced a UHBIOC, only 47% answered that the administration handled the incident appropriately. Comparably, for public schools, 61% of the respondents answered that their administration responded appropriately.

SMALLEST VERSUS LARGEST

For this study, we defined a smaller school as being fewer than 5,000 undergraduate students. We had 16 schools that fit that definition. Fifty-seven percent of those schools were private, 25% were public and 13% were two-year colleges. We defined our largest schools as being those having more than 25,000 students. Fourteen schools fit that definition. Seventy-nine percent (or 11) of these schools were public and the other 3 identified as a private college with no religious affiliation, a Two-year college and a state-related university. Thirty-six percent of the schools were between 25,000 – 35,000, 21% were between 35,000 – 45,000, and 43% had over 45,000 undergraduate students.



One glaring difference between the smallest and largest schools is the number that identified as being a PWI. For the smallest schools, 88% of these schools identified themselves as being a PWI. For the largest schools, only 64% identified themselves as being a PWI. Out of the 14 schools, 3 did not identify themselves with any category and 2 identified as being Hispanic-serving institutions. The differences continued with whether the school experienced a UHBIOC in the last twenty-four months. Eighty-one percent of the smaller schools had experienced a UHBIOC in the last twenty-four months while 72% of the larger schools had experienced such an incident.

The rate of frequency also presented different experiences with UHBIOCs and the size of the institution with the largest schools experiencing a UHBIOC more frequently than the smallest schools. The largest schools experienced UHBIOCs one or more times a week and four schools experienced those incidents monthly. The smallest schools did not have any that reported experiencing UHBIOCs one or more times a week and only one school experienced a UHBIOC once a month. One last difference related to frequency is that the smallest school cohort only had one school that had not experienced a UHBIOC while the largest school cohort had two.

HELPFUL RESOURCES⁷

FUND FOR LEADERSHIP, EQUITY, ACCESS AND DIVERSITY (LEAD FUND)

1701 Pennsylvania Avenue, NW
Suite 200
Washington, DC 20006
202-349-9855

https://www.aaad.org/aaad/LEAD_Fund_Project_on_Campus_Civility.aspleadfund@aaad.org

INTERNATIONAL ASSOCIATION OF CAMPUS LAW ENFORCEMENT ADMINISTRATORS

1110 Bonifant Street
Silver Spring, MD 20910
855-4-IACLEA 855-442-2532 <https://www.iaclea.org/>

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

1500 K Street NW, Suite 900, Washington, DC 20005
202-662-8309

Stop Hate Project:
<http://www.8449NoHate.org>

SOUTHERN POVERTY LAW CENTER

400 Washington Ave.
Montgomery, AL 36104
(334) 956-8200 or Toll-Free at (888) 414-7752
<https://www.splcenter.org>

ANTI-DEFAMATION LEAGUE

823 United Nations Plaza
New York, NY 10017
212-490-2525
www.adl.org

⁷ See the Report Accompanying the Toolkit Appendix for more helpful resources, articles and other useful information.

THIS TOOLKIT IS DESIGNED TO BE AN AID IN MEETING THE CHALLENGE OF MAINTAINING A SAFE AND WELCOMING ENVIRONMENT FOR STUDENTS, FACULTY, STAFF AND THE COMMUNITIES SURROUNDING ALL OF THE NATION'S INSTITUTIONS OF HIGHER EDUCATION.

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Thank you for the graphic design and layout of this document



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