



OFFICE OF  
DIVERSITY & INCLUSION



**UNIVERSITY OF MARYLAND**  
**2018-19 ANNUAL REPORT ON HATE-BIAS RESPONSE**



## INTRODUCTION

At the University of Maryland, we value and honor diverse experiences and perspectives, strive to create welcoming and respectful learning environments, and promote access and opportunity. To help us fulfill our commitment to addressing bias at the individual, institutional and systemic levels, the **Hate-Bias Response Program** within the Office of Diversity and Inclusion was established in Spring 2018.

The program is charged with providing trauma-informed support, advocacy and case management services to those impacted by hate-bias incidents. Program staff also offers training, coaching and consulting to campus units on how to effectively respond to incidents within their units. Finally, the program is charged with collecting data regarding bias incidents in our university community to reveal a clearer picture of what our students, staff and faculty are experiencing.

In addition to the program, the Hate-Bias Response Team was also established in 2018. The team comprises members from the Counseling Center, Office of Civil Rights and Sexual Misconduct, Office of Diversity and Inclusion, Department of Resident Life, Office of Strategic Communications, University of Maryland Police Department, University Health Center and Office of Student Conduct. The team collaborates with campus partners to help develop and implement opportunities for community support, healing and learning.

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## **RESPONSE PROCESS**

A digital response tool was launched in the early summer of 2018. This report has been created to provide an early snapshot of the initial reporting trends emerging from the first year of availability.

Reports received through the online Bias Incident Report Form are reviewed by a Hate-Bias Response Program staff member within two business days. Individuals who have provided contact information and requested to be contacted will receive outreach from a staff member within two to four business days. Depending on the nature of the reported incident and the impact, the individual may be offered crisis management, receive referrals to on- and off-campus entities or engage in a restorative response. A restorative response is a facilitated dialogue used to respond to conflicts that focuses on repairing harm.

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## **DATA COLLECTION**

The form allows individuals to select more than one option within each individual category to describe the incident. As such, there will be some overlap within the data. The program and team responded to a total of 40 reports. The number of reports does not necessarily reflect the number of individuals who were reached out to and received a response. A report may involve one person and in some instances, 10 or more.

<b>MOTIVATIONS ALLEGED IN REPORTS</b>	<b>REPORTS</b>
Race and color	33
Gender identity/sex	20
National origin	15
Citizenship	10
Religion	6
Disability	5

<b>LOCATION</b>	<b>REPORTS</b>
Residence hall	18
Other (including off campus)	13
Academic or administrative building	9

<b>TYPE OF INCIDENT ALLEGED</b>	<b>REPORTS</b>
Bullying, harassment or intimidation	34
Offensive language and slurs (verbal)	26
Defacement or property damage	18
Offensive language and slurs (written)	17
Offensive pictures and images	12
Physical assault or attack	1

RESPONSE TYPE	REPORTS
Collaboration with other on-campus entity to resolve report	28
Connection to on- and off-campus resources	21
Restorative practices	12
Educational advocacy	11
Support meeting	10
Town hall or group meeting	6
Training	5

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## PROGRAM INITIATIVES

In addition to providing support after an incident, the Hate-Bias Response Program and Hate-Bias Response Team took several proactive approaches to individually and collectively reach people. These included:

- **Training:** The Stop the Hate training series, launched in Fall 2018.
- **Dialogue:** The Circle, started in Fall 2018, is a small, informal monthly gathering of students, faculty and staff to share concerns and experiences of hate-bias in a supportive environment. Attendees build community and foster relationships with other participants.

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## MOVING FORWARD/ONGOING EFFORTS

- **Launch a three-part panel series** that will include topics such as the First Amendment, racist imagery and Islamophobia.
- **Increase student involvement** with the launch of a Response Team Student Advisory Group.
- **Increase visibility** of the Hate-Bias Response Program and Team.
- **Increase collaboration** across campus aimed at educating around hate and bias.
- **Continue implementation** of restorative practices.
- **Rename hate bias response unit** to better reflect the work the program does to acknowledge harm and promote healing through restorative and trauma-informed practices.



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