

Bias-related Incident Tracking (BRIT) Tool: Semiannual Report

January 8, 2019

Presentation Goals

- Review requirements per Board Policy
- Provide update on implementation of Bias-related Incident Tracking (BRIT) tool
- Present data as reported through tool for Fall 2018 through 12.19.18

Record-keeping Requirements (BP 5145.3)

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the district to monitor, address, and prevent repetitive prohibited behavior in district schools.

Bias-related Incident Tracking Tool: Overview

- Developed to compile accurate records of bias-related incidents across multiple platforms (student information system, site complaint files, site vandalism files, Human Resources records, district complaint files, etc.)
- Functions as double-entry following the proper documentation within established systems
- Does NOT replace internal reporting of incident to appropriate personnel (principal, department manager)
- Does NOT serve as the full formal record of an incident
Example: Report using the tool can reference AERIES#

Information Required to Submit via Tool

- Name of person submitting form
- Name/e-mail/phone of person reporting incident
- Site/department where incident occurred
- Date of incident
- Type of incident (bullying, harassment, etc.)
- Actual or perceived characteristic associated with alleged incident
- Nature of incident
- Role of individual subjected to bias-related action (student, staff, parent/guardian, other community member)
- Role of individual who committed bias-related action
- Investigation status
- Location(s) of incident documents

View of Tool: Part 1

Incident Information

Name of person reporting incident:

Email of person reporting incident:

Phone number of person reporting incident: (?)

Extension: (?)

Site/ Department incident occurred: *

Date of incident:

(If multiple dates are involved, please indicate the most recent date and state additional dates in your description below)



Type of incident:

- ☐ Bullying (Cyber, verbal, physical)
- ☐ Harassment
- ☐ Exclusion from program(s)

- ☐ Vandalism/Property Damage
- ☐ Sexual Harassment
- ☐ Other

Brief description of incident:

(If logged in AERIES, please include incident ID number)

View of Tool: Part 2

Actual or perceived protected characteristics of alleged incident:

- ☐ Age
- ☐ Color
- ☐ Gender
- ☐ Gender Identity
- ☐ Mental or Physical Disability
- ☐ Nationality
- ☐ Religion
- ☐ Sexual Orientation

☐ Other

- ☐ Ancestry
- ☐ Ethnic Group Identification
- ☐ Gender Expression
- ☐ Lactating Student
- ☐ National Origin
- ☐ Race or Ethnicity
- ☐ Sex
- ☐ Association with a person or group with one or more of the actual or perceived categories listed above

Nature of Incident:

Individuals subjected to bias-related action(s):

(Select all the relevant categories of individuals involved)

- ☐ Student
- ☐ Teaching Staff
- ☐ Administrative Staff
- ☐ Parent/Guardian
- ☐ Other community member
- ☐ Property
- ☐ Other

Individuals who committed bias-related action(s):

(Select all the relevant categories of individuals involved)

- ☐ Student
- ☐ Teaching Staff
- ☐ Administrative Staff
- ☐ Parent/Guardian
- ☐ Other community member
- ☐ Property
- ☐ Other

Timeline

- Spring 2018: Development of Tool in Laserfiche System
- August 2018: Presentation of Tool to Principals/Leaders
- August 2018: Launch of tool for use across sites/district
- January 2019: Report to the Board of Education
- June 2019: Report to the Board of Education

Summary of Incidents Reported: Location

- Seven (7) sites reported a total of 21 incidents

School Site	Number of Incidents Reported
Alameda High School	10
Alameda Science & Technology Institute (ASTI)	3
Encinal Junior/Senior High School	1
Franklin Elementary School	1
Haight Elementary School	1
Ruby Bridges Elementary School	4
Wood Middle School	1

Summary of Incidents Reported: Actual or Perceived Protected Characteristics Pertaining to Incident

Type of Incident	Number of Incidents
Ancestry	12
Color	7
Ethnic Group Identification	16
Gender	9
Gender Expression	8
Gender Identity	7
Mental or Physical Disability	1
National Origin	9
Nationality	6
Race or Ethnicity	14
Religion	9
Sex	5
Sexual Orientation	11

Summary of Incidents Reported: Types of Individuals who Committed and Subjected to Bias-related Actions

Type of Individual Committing Bias-related Actions	Number
Student	13
Unknown	7
Non-AUSD Community Member	1

Type of Individual Subjected to Bias-related Actions*	Number
Student	19
Teaching Staff	11
Administrative Staff	9
Parent/Guardian	9
Other Community Member	8
Property	12

*Responses are duplicated as single incidents impact multiple types of individuals

Summary of Incidents Reported: Type of Incident

Type of Incident	Number of Incidents Reported
Hate Mail	1
Hate Language (off campus)	1
Use of Harassing Language/Slur on Campus	7
Vandalism/Property Damage	12

Of the 12 Vandalism/Property Damage Incidents:

- Six (6) were for 'Pepe the Frog' graffiti
- Six (4) were for anti-Semitic graffiti/images. Of these:
 - Three (3) were swastikas or related
 - One (1) was for a specific phrase
- Two (2) were 'KKK' related

Of the 7 incidents in which harassing language/slurs were used:

- Two (2) were specifically regarding African American/Black race/ethnicity
- One (1) was specifically regarding Native American ancestry
- One (1) was specifically regarding Asian race/ethnicity
- One (1) was regarding sex
- Two (2) were regarding sexual orientation

Next Steps

- Continue to support staff in using tool with fidelity to ensure that all documented incidents on campus are represented in BRIT database
- Explore expansion of data-classification options within tool
 - Following input from Jewish Education Roundtable (JERT), staff are working to explore possibility for ‘drop down’ options within current list of ‘Actual or perceived characteristics of alleged incident.’
 - Example: Options including ‘Anti-Semitism,’ ‘Anti-Muslim,’ ‘Anti-Hinduism,’ ‘Anti-Sikhism,’ ‘Anti-Christian,’ and ‘Other (fillable)’ would appear if the submitting individual selected ‘Religion.’
- Work with staff and partners to determine where targeted professional development/training can be provided based upon identified needs

Questions?