

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

June 25th, 2019

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Presentation Goals

- Review requirements per Board Policy
- Present data as reported through tool for 2018-19 school year prior to June 12, 2019

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

Summary of Reported Location: Spring 2019

- Nine (9) sites reported a total of 23 incidents

School Site	Number of Incidents Reported
Alameda High School	5
Alameda Science & Technology Institute (ASTI)	2
Bay Farm School	1
Franklin Elementary School	3
Haight Elementary School	2
Lincoln Middle School	3
Otis Elementary School	3
Paden Elementary School	1
Ruby Bridges Elementary School	3

Summary of Reported Location: 2018-19

- Eleven (11) sites reported a total of 44 incidents

School Site	Number of Incidents Reported
Alameda High School	15
ASTI	5
Bay Farm School	1
Encinal Junior/Senior High School	1
Franklin Elementary School	4
Haight Elementary School	3
Lincoln Middle School	3
Otis Elementary School	3
Paden Elementary School	1
Ruby Bridges Elementary School	7
Wood Middle School	1

Summary of Reported Actual or Perceived Protected Characteristics Pertaining to Incident: Spring 2019

Type of Incident	Number of Incidents
Ancestry	4
Color	9
Ethnic Group Identification	7
Gender	5
Gender Expression	2
Gender Identity	4
Mental or Physical Disability	1
National Origin	3
Nationality	2
Race or Ethnicity	10
Religion	1
Sex	3
Sexual Orientation	4

Summary of Reported Actual or Perceived Protected Characteristics Pertaining to Incident: 2018-19

Type of Incident	Number of Incidents
Ancestry	16
Color	16
Ethnic Group Identification	23
Gender	14
Gender Expression	10
Gender Identity	11
Mental or Physical Disability	2
National Origin	12
Nationality	8
Race or Ethnicity	24
Religion	10
Sex	8
Sexual Orientation	15

Summary of Reported Types of Individuals who Committed and were Subjected to Bias-related Actions: Spring 2019

Type of Individual Committing Bias-related Actions	Number
Student	19
Unknown	3
Non-AUSD Community Member	1

Type of Individual Subjected to Bias-related Actions*	Number
Student	21
Teaching Staff	8
Administrative Staff	4
Parent/Guardian	1
Other Community Member	1
Property	1

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

Summary of Reported Types of Individuals who Committed and were Subjected to Bias-related Actions: 2018-19

Type of Individual Committing Bias-related Actions	Number
Student	32
Unknown	10
Non-AUSD Community Member	2

Type of Individual Subjected to Bias-related Actions*	Number
Student	40
Teaching Staff	19
Administrative Staff	13
Parent/Guardian	10
Other Community Member	9
Property	13

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

Summary of Type of Incident Reported: Spring 2019

Type of Incident	Number of Incidents
Use of Harassing/Hate Language/Slur on Campus	19
Vandalism/Property Damage	4

Summary of Type of Incident Reported: 2018-19

Type of Incident	Number of Incidents
Hate Mail	1
Hate Language (off campus)	1
Use of Harassing Language/Slur on Campus	26
Vandalism/Property Damage	16

Summary of Type of Incident Reported: Spring 2019

Of the 23 incidents reported:

- 16 involved language/vandalism primarily regarding African American/Black race/ethnicity
- 3 involved language/vandalism that was anti-Semitic in nature

Summary of Type of Incident Reported: 2018-19

Of the 44 incidents reported:

- 18 involved language/vandalism primarily regarding African American/Black race/ethnicity
- 9 involved language/vandalism that was anti-Semitic in nature
- 4 involved language/vandalism primarily regarding sexual orientation
- 2 involved language/vandalism primarily regarding sex, gender, and/or gender expression

Next Steps

- Continue to support staff in using tool with fidelity to ensure that all documented incidents on campus are represented in BRIT database
- Continue current anti-bias professional development in partnership with Facing History and Ourselves (FHAO) and pursuit of No Place for Hate status for all schools in partnership with Anti-Defamation League (ADL)
- Continue implementation of Restorative Practices (RP) across all sites
- Continue engaging with community roundtables, site-based equity groups, and Superintendent's Diversity, Equity, and Inclusion Council to engage in discussions of equity and recommend action steps to board and staff

Questions?