This document addresses the current avenues for reporting racism and provides examples of best practice when reporting racism at UCSB. Reporting is an important element in eradicating discrimination and abuse, but the avenues for reporting are not always clear. Some victims of racism and other forms of discrimination and abuse are reluctant to file reports or are unsure about which UCSB resources would be the most appropriate to deal with their complaints. Part of the reason is that racism can add to other forms of discrimination (e.g., sexism, homophobia, and other prejudices). Thus, the resource and path that is the most appropriate for filing a complaint is not always clear. In addition, the reporting options currently available at UCSB may not be sufficient or could be improved. While the focus of this document is to address racism with perhaps an emphasis on anti-Black racism, the reporting mechanisms can be applied to other forms of discrimination. This document provides some clarity and offers examples of what could be best practice within the UCSB system.

- **The link(s) to the reporting policy at our organization are here:**
  - **Division of Student Affairs**: This is a UCSB unit that deals with behavioral misconduct (non-academic), incident of bias, and student organizational misconduct. The Bias Incident Response Team and the Assistant Vice Chancellor/Dean of Student Life (http://studentlife.sa.ucsb.edu/bias) oversee reports. Reports can be filed using the UCSB Incident Report Form: https://ucsb-advocate.symplicity.com/public_report/index.php/pid822876?rep_type=1008
  - **Campus Advocacy, Resources and Education (CARE)** (https://care.ucsb.edu/): intervention in cases of sexual assault, relationship violence, stalking and harassment. All services are free and confidential and are available to students, staff, and faculty of all identities. CARE operates through policy development and community collaborations, and a public health approach for prevention.
  - **Office of Judicial Affairs** (http://studentconduct.sa.ucsb.edu/): academic misconduct.
  - **Office of the Ombuds** (https://ombuds.ucsb.edu/): workplace issues, interpersonal conflict, academic concerns, policy questions, and many other problems, whether as a first step, last resort, or at any point along the way.
  - **Resource Center for Sexual and Gender Diversity** (http://rcsgd.sa.ucsb.edu/): facilitates the intersectional inclusion and representation of the identities, experiences, and concerns of lesbian, gay, bisexual, trans, queer, intersex, and asexual (LGBTQIA+) students, staff, faculty, alumni, and community members. The RCSGD works toward
trans, queer, racial justice, and other forms of justice by examining and combating oppressive systems, including white supremacy, heterosexism, misogyny, patriarchy, and xenophobia.

- **Women, Gender, and Sexual Equity** ([http://wgse.sa.ucsb.edu/](http://wgse.sa.ucsb.edu/)): supports students, faculty and staff who may face challenges due to their identity. The WGSE is made up of two distinct program areas: Women’s Center Programs and the Non-Traditional Student Resource Center.

- **Office of the Vice Chancellor for Student Affairs** ([http://www.sa.ucsb.edu/](http://www.sa.ucsb.edu/)): victims can file a formal grievance with the Office within 90 days of the grieveable action.

- **Title IX** ([https://titleix.ucsb.edu](https://titleix.ucsb.edu)): sex discrimination, sexual harassment and sexual violence.

**What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**

- Who are the designated individuals/positions for reporting incidents? Currently, the mechanism for reporting racism is unclear and there is no specific pathway to deal with racism. Within departments, the diversity representative, graduate advisor, faculty and department chair have been dealing with reports of discrimination and harassment. Outside of the departments or programs, none of the resources above deal with racism specifically.


- Who do in-person and online reports go to? Who has access to see reports? Unclear.

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization? Police are sometimes included in the process. This can be at the request of the victim or if the situation is grave/victims are at risk. Individuals are accompanied by an advocate or someone from the organization.

**What are the outcomes or consequences for reported individuals?**

- Follow-up by supervisor/department chair/graduate advisor/diversity representative training (bias, etc.), disciplinary action, termination.

- Who decides the outcomes/consequences? The resource where the report was filed (e.g., Office of Judicial Affairs, Title IX); What is the process? Unclear. In Title IX, it involves interviews, cross examination and sometimes (not always) investigation of cases.

- Are reports tracked? How are they tracked? By who? Unclear on all.
○ Are repeated complaints escalated to a disciplinary board? What is the process?
Repeated complaints are escalated to a disciplinary board but the process is unclear. The process involves warning, disciplinary probation, loss of privileges and exclusion from activities, and potentially suspension and even dismissal.

● **What resources are available for individuals reporting?**
○ Counselors or advocates, especially those of the same race, ethnicity, and gender: Yes.

○ Automatic or requested investigation of potential impact on grades or evaluations: Unclear.

○ Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment: Not clear if this is broadly in place.

● **What resources are available to groups raising issues or proposing changes?**
○ Petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change. Unclear. One possibility is to submit reports and recommendations to members of the UC Academic Senate or to the Senate Assembly regarding changes in Senate legislation, essentially to modify UCSB bylaws.

○ What is the follow-up process for town halls and meetings? Not clear.

○ Working groups or committees with power to change or propose changes to policy. Unclear.

○ Cultural surveys, regular or only after wide-spread reports or high-profile incidents. The Office of International Students and Scholars used to conduct regular surveys to improve the environment for international students. Improvements could be made here.

○ Leadership proactively asks students and/or staff for input on how to improve. It should take place more frequently and the questions should be intentional.

● **Major issues to address regarding reporting racism:**
○ Are reporting policies regularly reviewed?

○ What is the process for changing policy?

○ Are the rates of reporting made publicly available (e.g. # of reports each year)?

○ The reporting system and numerous organizations that are in place to handle complaints of harassment at UCSB, like other large institutions, can be too diffuse to be effective. Are there ways to streamline these important reporting and mitigation resources?

○ There is a need for a more transparent reporting process.
○ Develop a clear flow chart that outlines the paths and decision points of reporting and confidentiality. This flowchart should link to a reporting office / organization but that office should interact locally (department / program) to help resolve conflict.

○ Reporting options need to be clearly available on departmental websites, etc. People should not have to hunt for this information.

○ Need clear avenues for groups to raise issues/propose changes.