



Durham
University

Religious and Race Hate Incident Experience Survey

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The Project

In April 2018, the Equality, Diversity and Inclusion Unit was awarded £50,000 by the Office for Students to undertake a two-year project tackling religious and race based hate crime. The University has committed to match-fund through in-kind and other contributions £50,000 toward the project.

The project consists of learning through research about the experiences of members of the university community and co-producing with our students, mechanisms to increase reporting, respond to reports and offer support.

Hate Incident v. Hate Crime

Hate Incident

- Any incident, which:
 - may or may not constitute a criminal offense,
 - perceived by the victim or any other person as
 - being motivated by prejudice or hate

(Association of Chief Police Officers)

Hate Crime

- There is no specific crime called a 'hate crime'; but crimes motivated by hate
- A hate crime is any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's:
 - disability or perceived disability; or
 - race or perceived race; or
 - religion or perceived religion; or
 - sexual orientation or perceived sexual orientation; or
 - transgender identity or perceived transgender identity.

(Crown Prosecution Service)

Purpose of the Survey

The purpose of the survey is to gain a better understanding of religious and race based hate incidents perpetrated against our students and staff for the purpose of policy and programme development aimed to inform the:

- removal of barriers to reporting;
- provision of appropriate responses to disclosures and reporting;
- provision of appropriate interventions; and
- provision of appropriate support

The Survey

- Different to other surveys seeking information on victimisation, this survey sought responses from those who have not experienced a hate incident.
- All participants were asked whether they had experienced any threatening, abusive, intimidating, offensive or insulting behaviour while at university.
- Those who responded 'yes' were asked a series of questions to further define their experience; including whether they felt the latest incident was motivated by their race or religion.
- Those who responded 'no' were asked about their reporting attitudes in the event they were to experience such acts.
- All respondents were asked an open text question around what the University can do better to increase reporting

Methodology

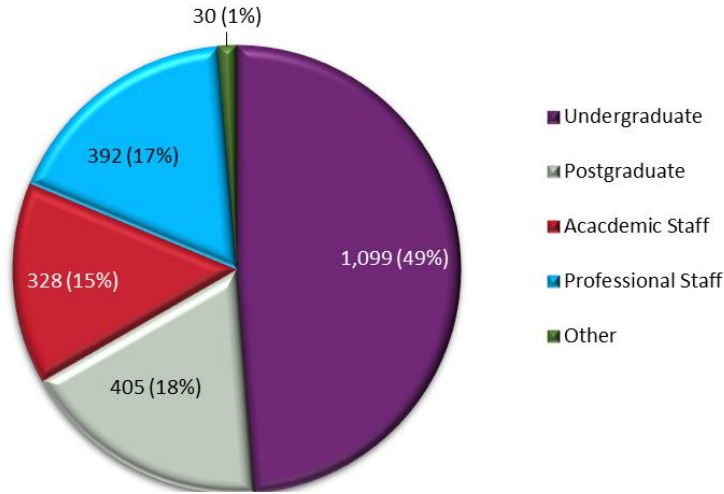
Survey

- Extensive research of survey instruments
- New survey created adapted from other surveys, to include participation from those who have not experienced an incident
- Open text to all asking what we can do as a University to increase reporting
- Widely distributed to students and staff using email, Message of the Day, Dialogue Signpost and social media (University and SU)

Analysis

- Descriptive analysis to compare those that have experienced a hate incident to those who have not
- Cross tabulation to understand better the experiences of participants
- Logistic regression models were run to determine the likelihood of experiencing an incident and reporting
- **We should avoid making any generalisations based on the results**

Who participated in the survey?



- The sample size of 2,254 is approximately 10% of the staff and student members of the University.
- Only volunteering respondents took part in the study therefore the sample is not by any means a representative sample of the entire DU population.
- However, the overall sample is comparatively large numerically and has members from all tiers of staff and student groups.

Who participated in the survey? broken down ...

Category	%	Number
<i>Ethnicity</i>		
White British	56	1257
White European or traveller	16	370
Chinese	11	259
Asian	7	167
Black African or Caribbean	2	40
Middle eastern	2	33
Other ethnic group	3	60
Prefer not to say	3	68
<i>Religion</i>		
No religion	52	1179
Christianity	32	725
Islam	3	69
Other religion	3	61
Judaism	2	36
Hinduism	1	23
Sikh	1	8
Buddhism	1	29
Prefer not to say	5	124

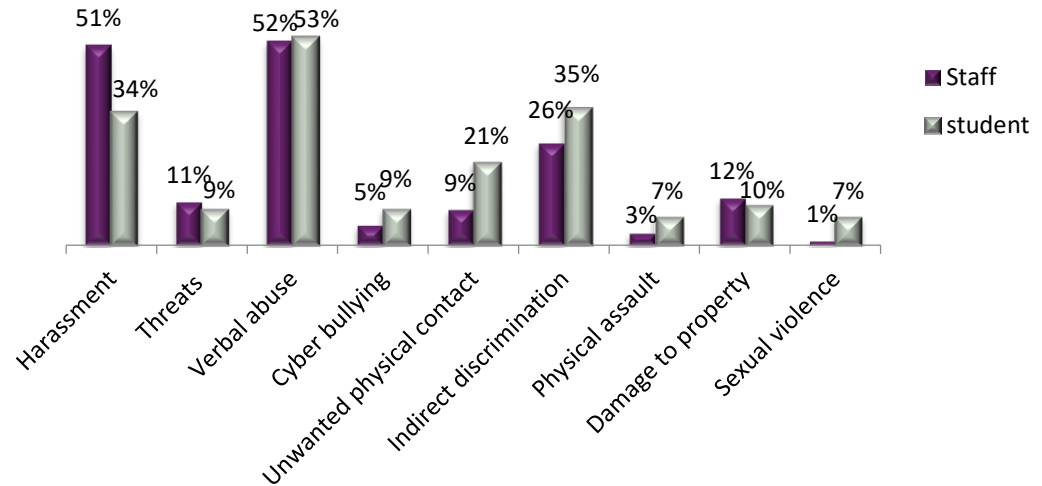
Category	%	Number
<i>Gender</i>		
Woman	58	1313
Man	39	870
Transgender/ non-binary/ other	1	21
Prefer not to say	2	50
<i>Sexual orientation</i>		
Heterosexual	77	1727
Bisexual	8	183
Asexual	2	55
Gay	2	47
Lesbian	1	21
Other	1	28
Prefer not to say	9	193
<i>Disability</i>		
No	89	1994
Yes	7	166
Prefer not to say	4	94

What types of incidents are being experienced?

604 (staff= 228; student = 366) (27%)
respondents indicated they have experienced
one or more of the following while at Durham:

- Harassment
- Threats
- Verbal abuse
- Cyber bullying
- Unwanted physical contact
- Indirect discrimination
- Physical assault
- Damage to property
- Sexual violence

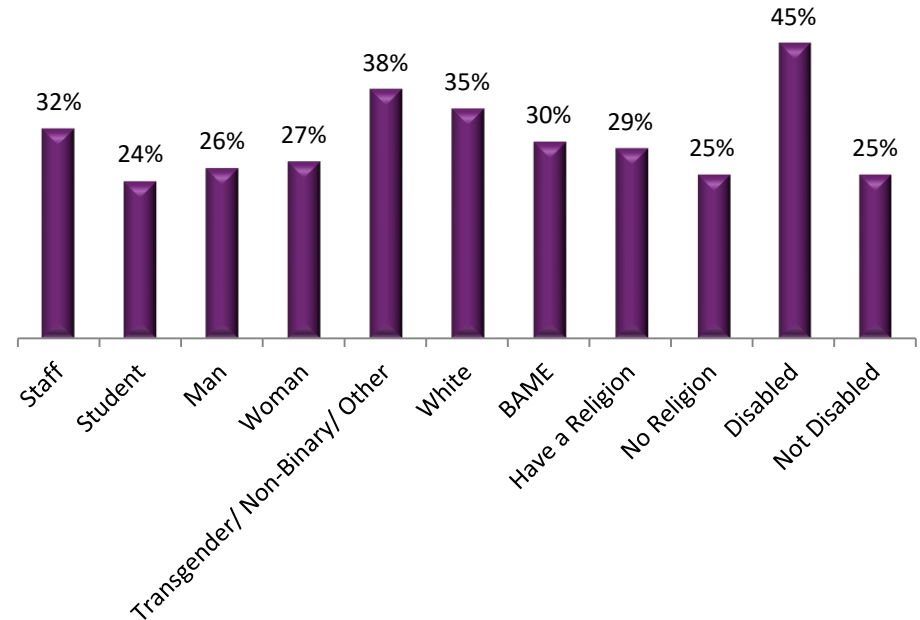
Types of incidents experienced by students and staff



Who experienced an incident?

- Some noticeable percentage differences are in the categories of 'disability' (45%) and 'transgender/non-binary/other sex' (38%) where the percentage of experiencing incidents is higher when compared with other sub-group categories. Both of these groups have relatively low numbers in them so some caution is needed in representing solely in percentage terms.
- In the categories of Black Asian Minority Ethnic groups (BAME; 30%) and 'in religion' (29%) the percentage differences are quite similar.
- Studies often report that Muslims and LGBT communities have the very highest rate of experiencing hate incidents (Paterson et al 2018)

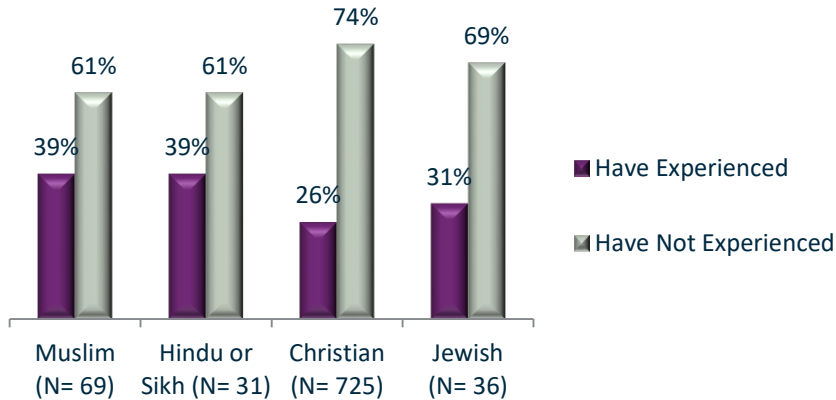
Percentage of respondents who experienced incidents



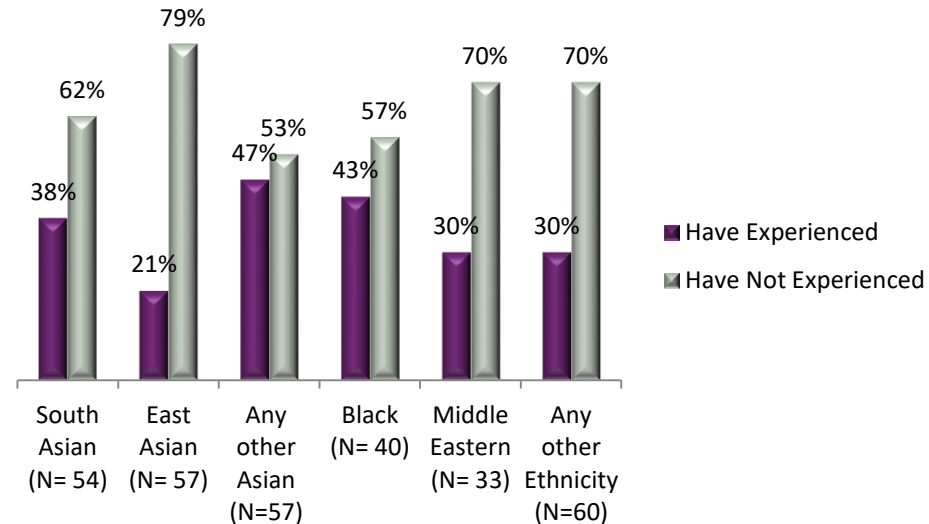
Who experienced an incident?

In response to whether the incident experienced was motivated by the respondent's race or religion

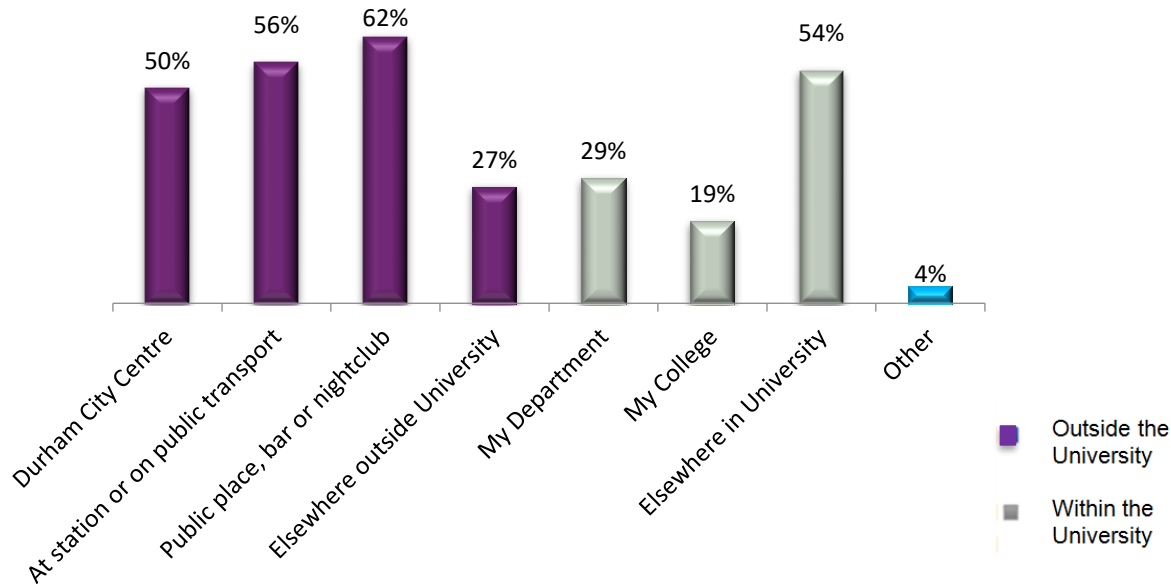
Percentage of hate incidents experienced by religion



Percentage of hate incidents experienced by ethnicity

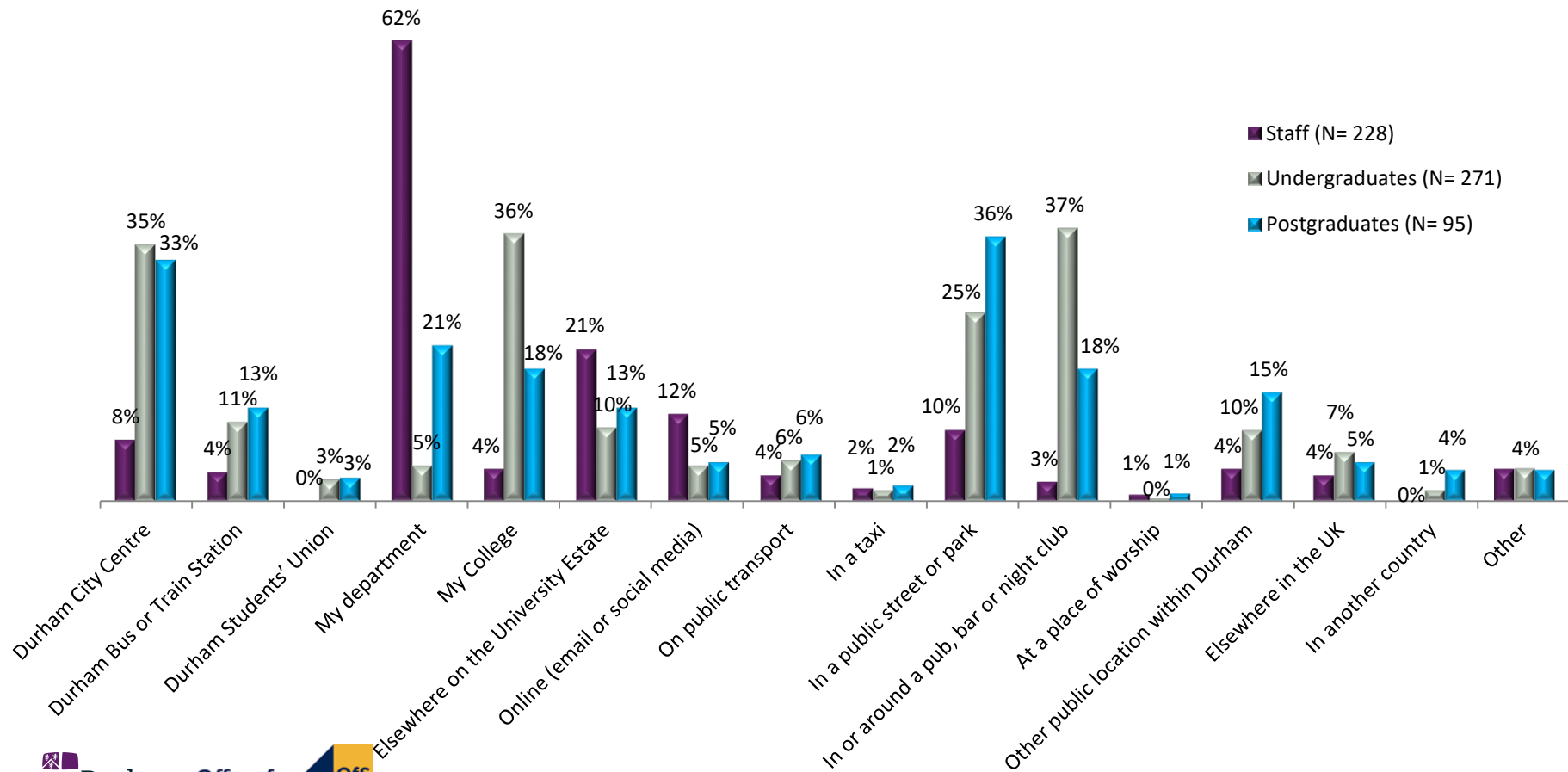


Where are these incidents occurring?



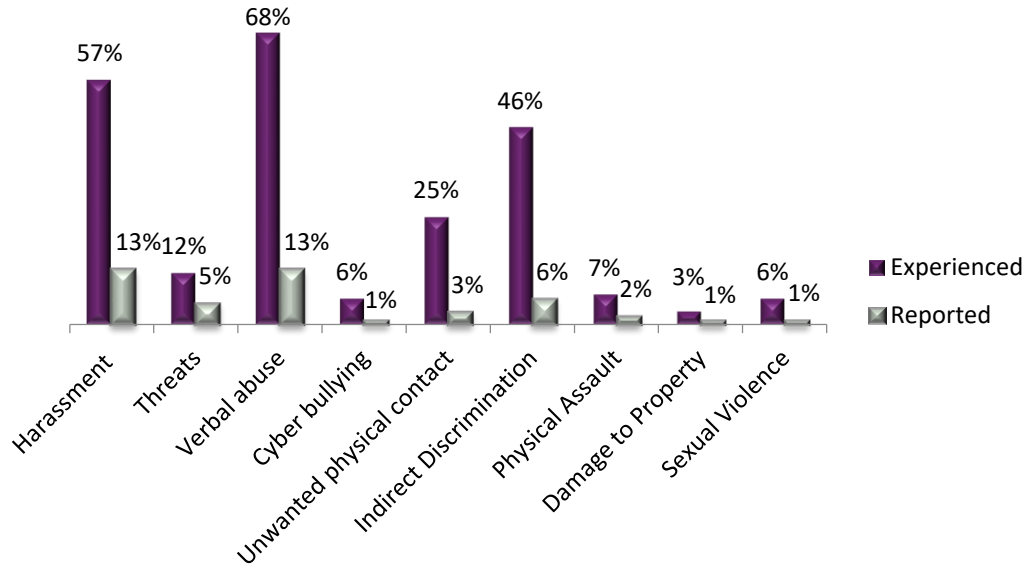
- Respondents were able to submit multiple responses as to where incidents had occurred. Percentages therefore reflect the amount of respondents who report having experienced an incident in each location.
- The survey shows that the majority of hate incidents occurred outside of university estate.
- Should be noted that, at certain times, some public places are 'student' spaces (i.e. bars and nightclubs).

Where are these incidents occurring?



What is being reported?

Percentage experience type and reporting of incidents

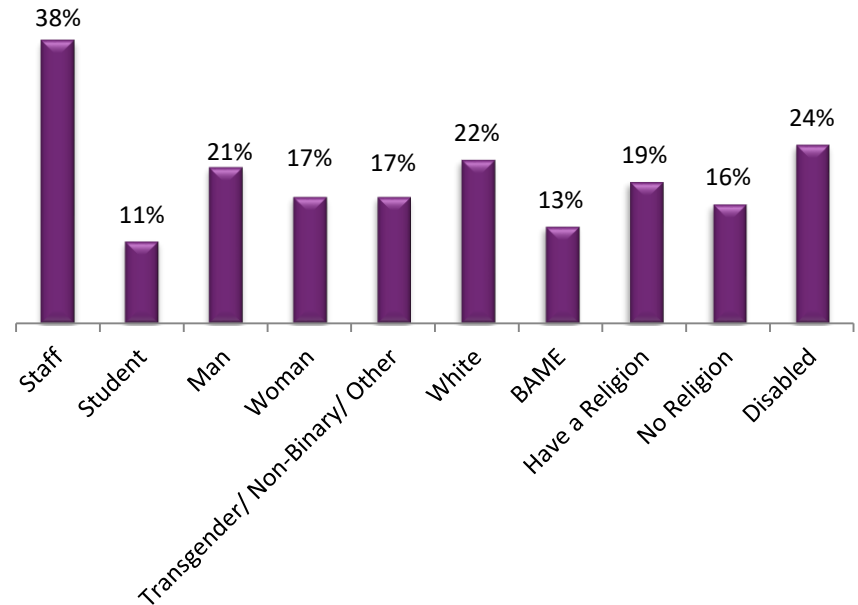


- Harassment, verbal abuse and indirect discrimination are most common types of incidents experienced.
- However, the reporting levels in each of the categories are very low.
- The most noticeable gap between the experience of hate incident and its reporting is in the category of indirect discrimination. While indirect discrimination is not in the list of hate crime or hate incidents, there is a clear guidance on discrimination which states that any act of discrimination based on sex, race, sexual orientation, disability and religion which has adverse effects on victims can be reported and recorded by the authorities in the category of hate incident.

Who reports?

- Generally, reporting is quite low.
- Students (11%) and BAME (13%) groups have the lowest percentage of reporting incidents.
- Reporting seems to be associated with the type of the experience as shown in the previous slide, with the severity of the incident related to likelihood of it being reported.

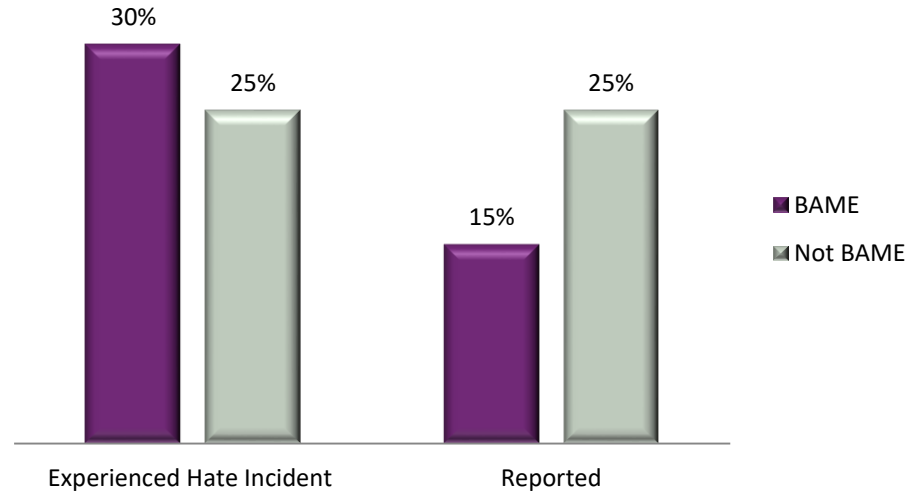
Percentage of respondents who reported an incident



Who reports? Race

- As indicated earlier, the difference in experiencing hate incidents between BAME and Not-BAME (White majority) is not large.
- However, the gap in reporting is noticeably wide (10%) between BAME and Not-BAME groups.
- BAME respondents have experienced more hate incidents (67%) than those in Not-BAME group (33%) while hate crimes are experienced more by Not-BAME respondents (70%) when compared with BAME respondents (30%).

Percentage of incidents experienced and reported: BAME v. Not-BAME

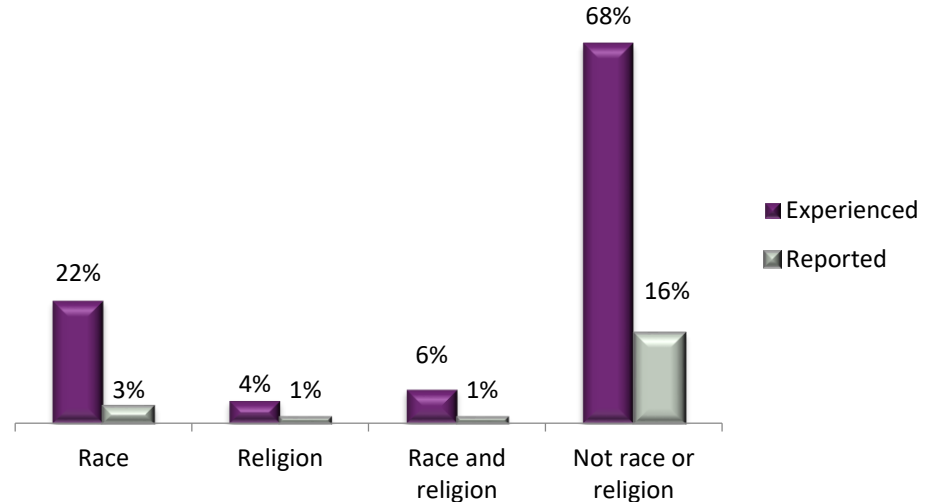


Who reports?

Motivation of Incident: Race and Religion

- Reporting is generally very low and the gap between experience and reporting is wide showing that there is still much work to be done at Durham University in addressing these challenges.
- Hate incidents viewed as motivated by race and/or religion have noticeably a low reporting percentage.

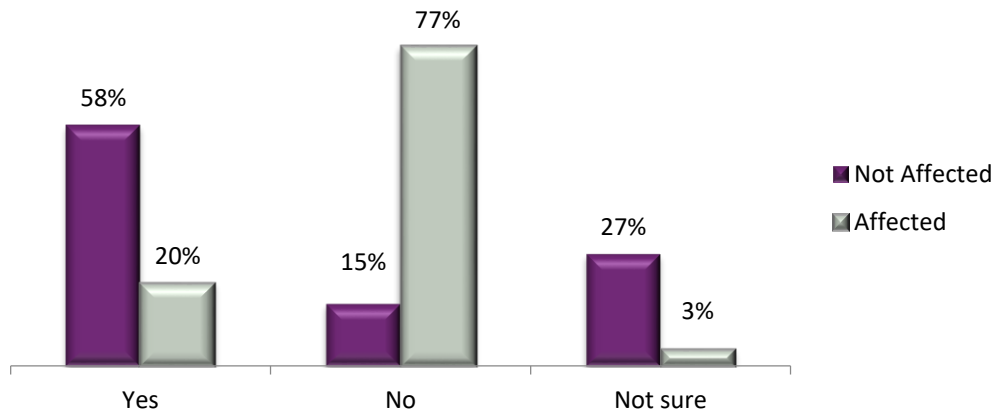
Percentage motivation of hate incidents and reporting behaviour



Who is likely to report?

Responses of those who have not experienced an incident

Percentage motivation of hate incidents and reporting behaviour

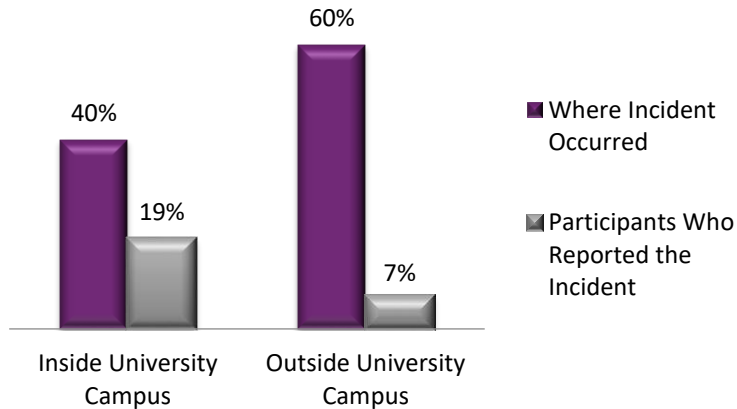


- Data shows that the 58% of respondents who have not experienced a hate incident indicate that if one occurred they would report it; compared to the 20% who did experience an incident and did report.
- Those who did not report is strikingly lower than those who say they would not report if faced with being a target.
- It is a common social psychological phenomena for there to be a mismatch between what individuals say we would do and what we actually do.
- Another hypothesis could be associated with perpetrator targeting which may go some way to account for a degree of the difference in anticipated and actual reporting rates.
- Therefore, there are barriers which contribute to the prevention of reporting once an individual has experienced an incident.
- A relatively large number of respondents who were not affected by a hate incident were unsure whether they would make a report (27%).

Who is likely to report?

Location of incident

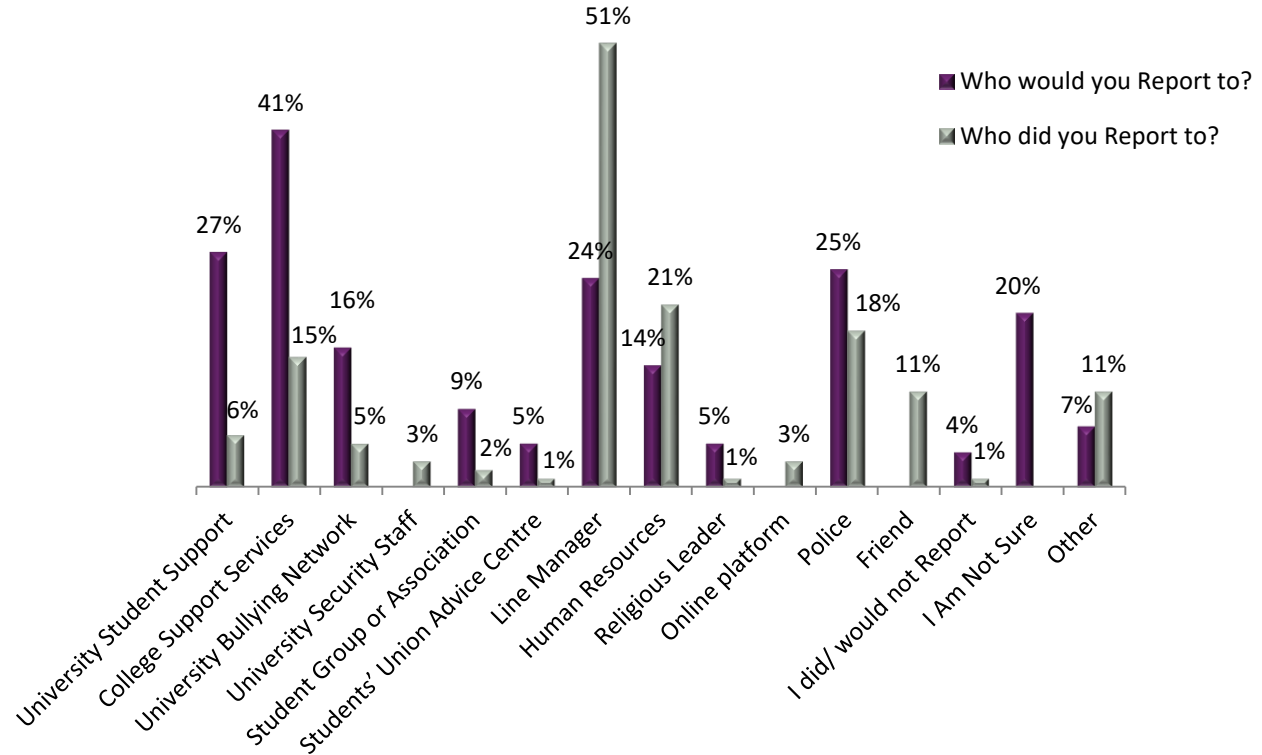
Where most recent incidents occurred and percentage of respondents who made a report after experiencing an incident in this location



- When respondents were asked why they did not report the incident, many explained that because the event occurred elsewhere they did not believe it was relevant to tell university systems and resultant action would be unlikely anyway.
- When events occurred outside of campus, many respondents suggested that incidents were not severe enough to warrant informing the police and therefore reports were left unmade.
- In comparison, when events did occur within the university it was easier to find an appropriate reporting pathway.

Who are they reporting to or likely to report to?

- Preferred pathways to reporting are similar across people who have and have not experienced a hate crime.
- Both groups show a strong preference for reporting to the Police.
- Out of the top four reporting mechanisms, three were within the university system.

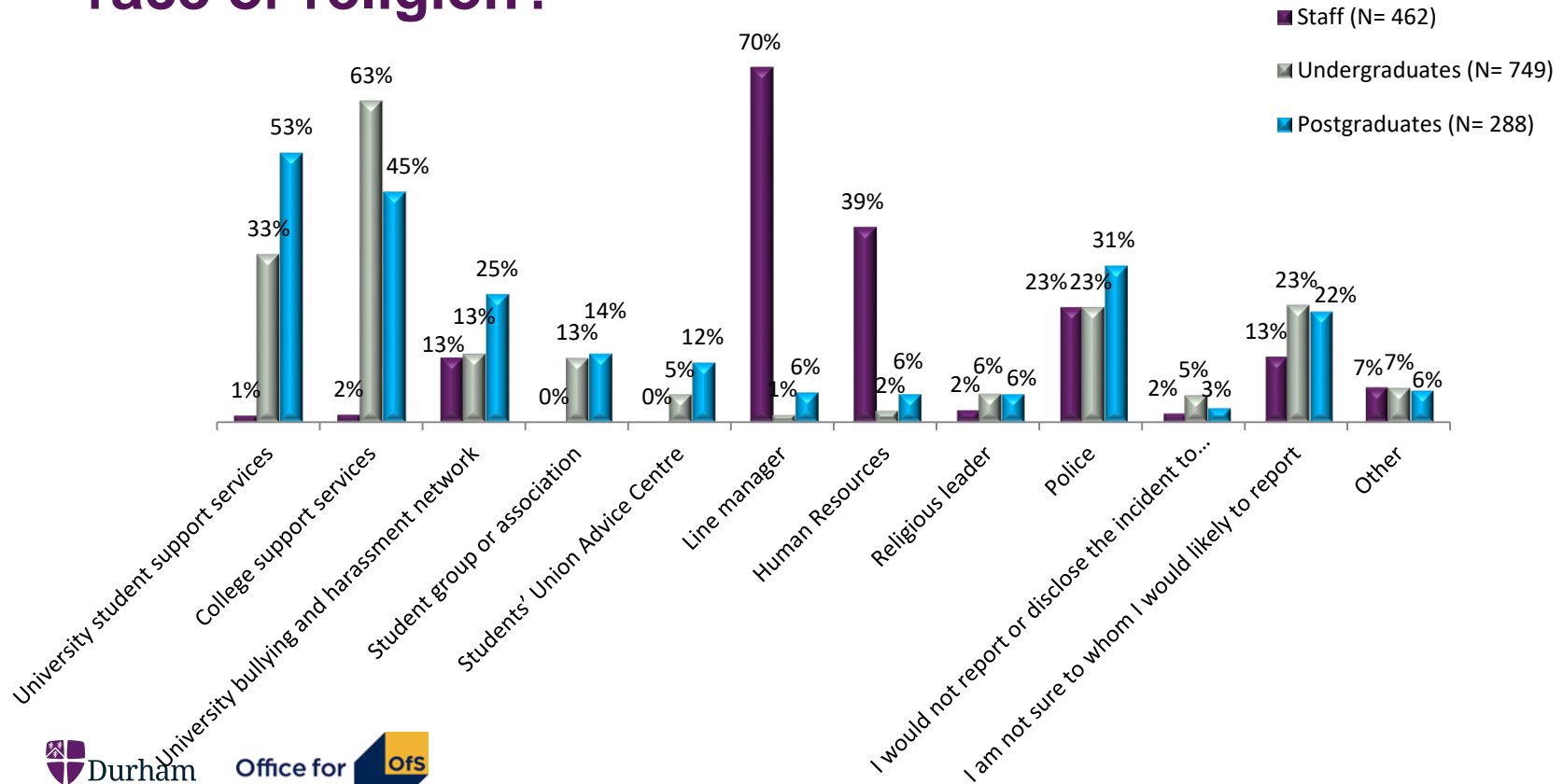


Who did they report to?

Incidents motivated by race or religion

Reporting Pathway	Staff (N= 85)	Undergraduates (N= 25)	Postgraduates (N= 15)
University student support services	4% (3)	8% (2)	27% (4)
College support services	6% (5)	44% (11)	20% (3)
University bullying and harassment network	7% (6)	0	0
University security staff	1% (1)	8% (2)	7% (1)
Student group or association	0	8% (2)	7% (1)
Students' Union Advice Centre	1% (1)	0	0
Line manager	71% (60)	0	27% (4)
Human resources	31% (26)	0	7% (1)
Religious leader	1% (1)	0	0
Online platform	1% (1)	12% (3)	0
Police	6% (5)	32% (8)	53% (8)
Friend	9% (8)	20% (5)	7% (1)
I did not report the incident	1% (1)	0	0
Other	11% (9)	12% (3)	20% (3)

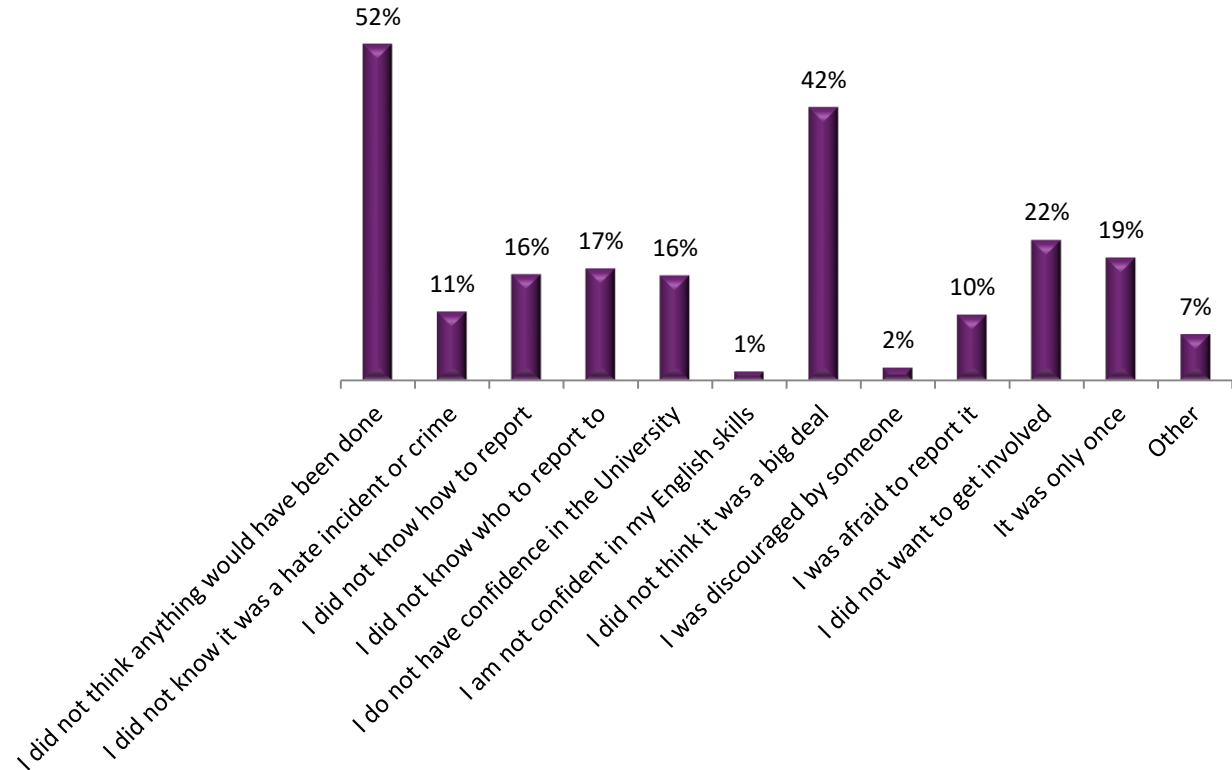
Who are they likely to report an incident motivated by race or religion?



Why aren't they reporting?

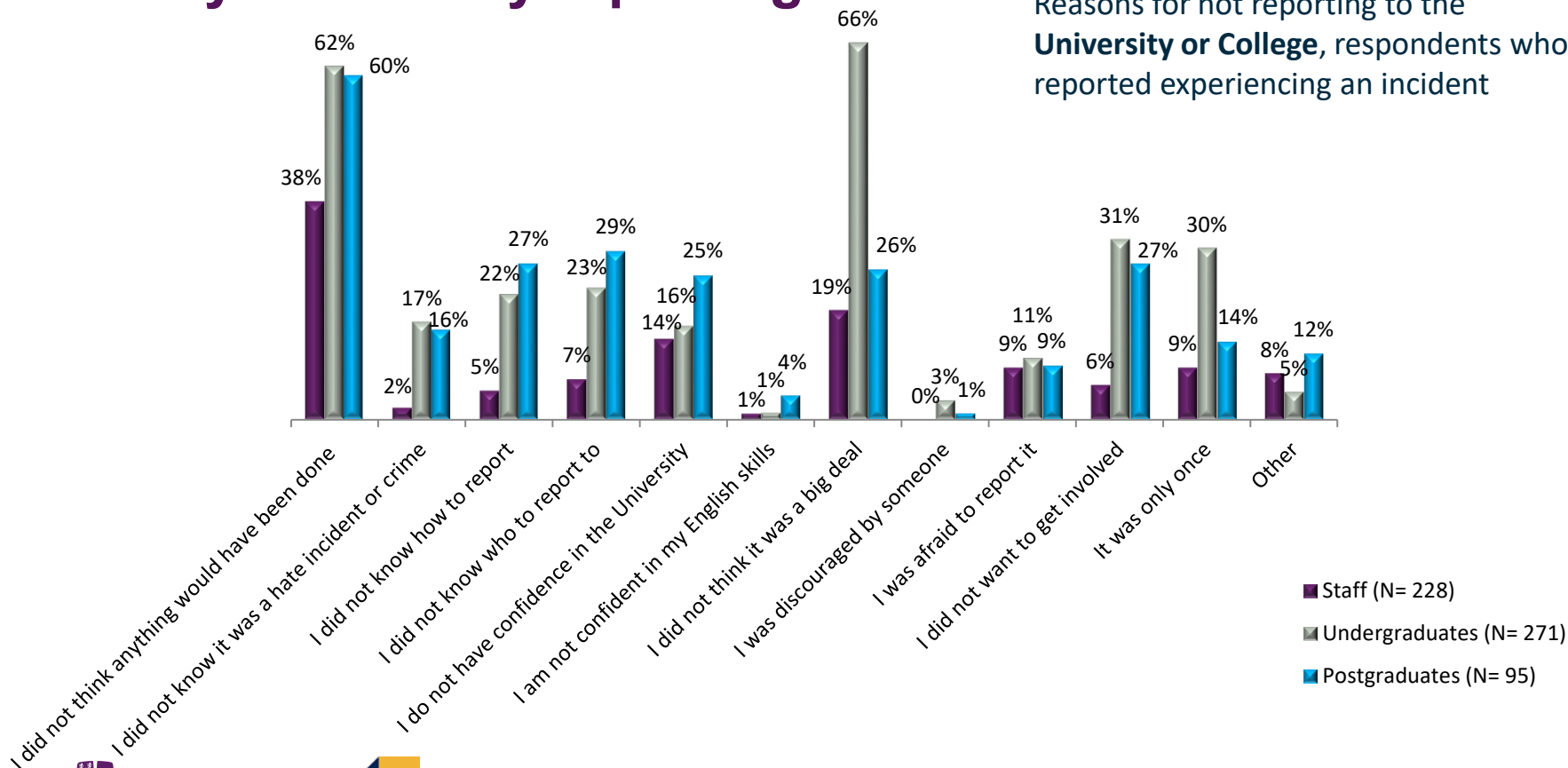
Reasons for not reporting to the **University or College**, respondents who reported experiencing an incident

- Top five reasons:
 - I did not think anything would have been done (52%)
 - I did not think it was a big deal (42%)
 - I did not want to get involved (22%)
 - It was only once (19%)
 - I did not know who to report to (17%)



Why aren't they reporting?

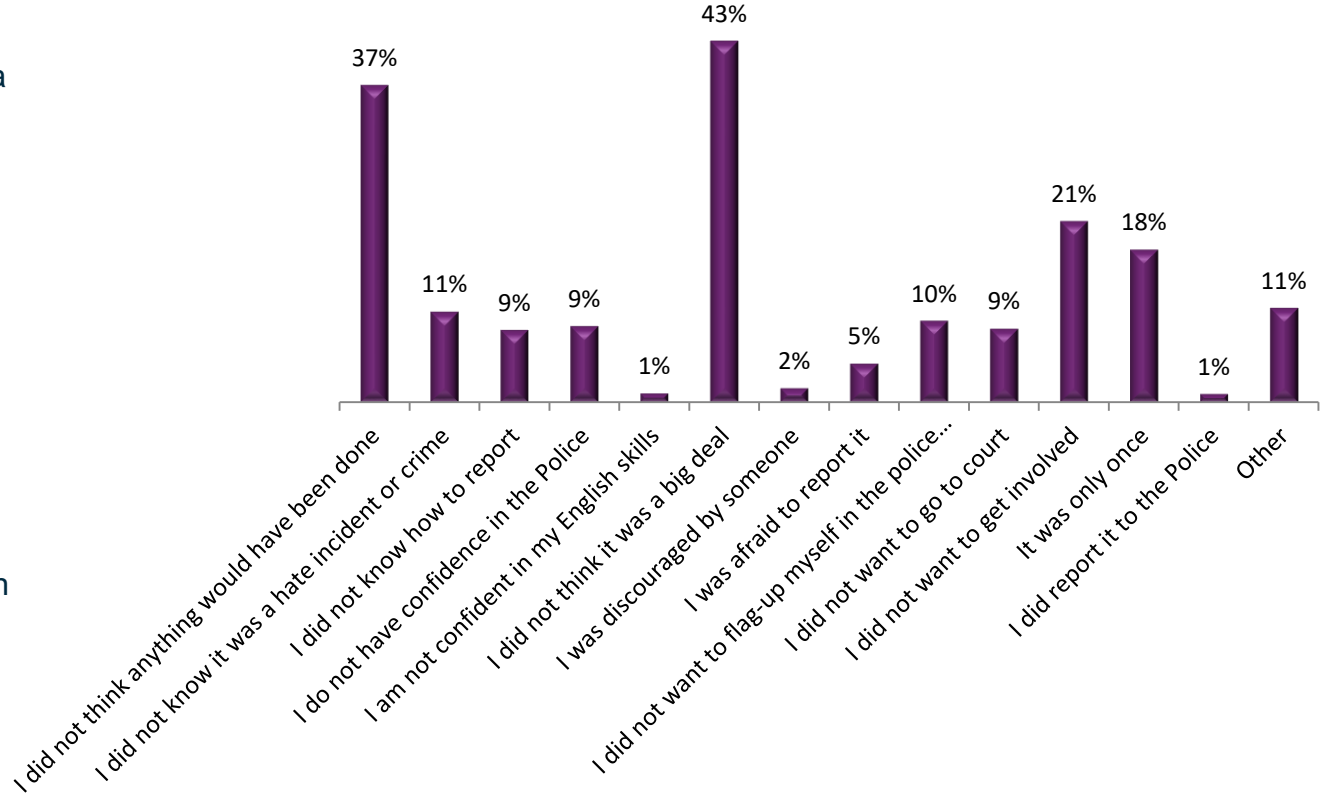
Reasons for not reporting to the **University or College**, respondents who reported experiencing an incident



Why aren't they reporting?

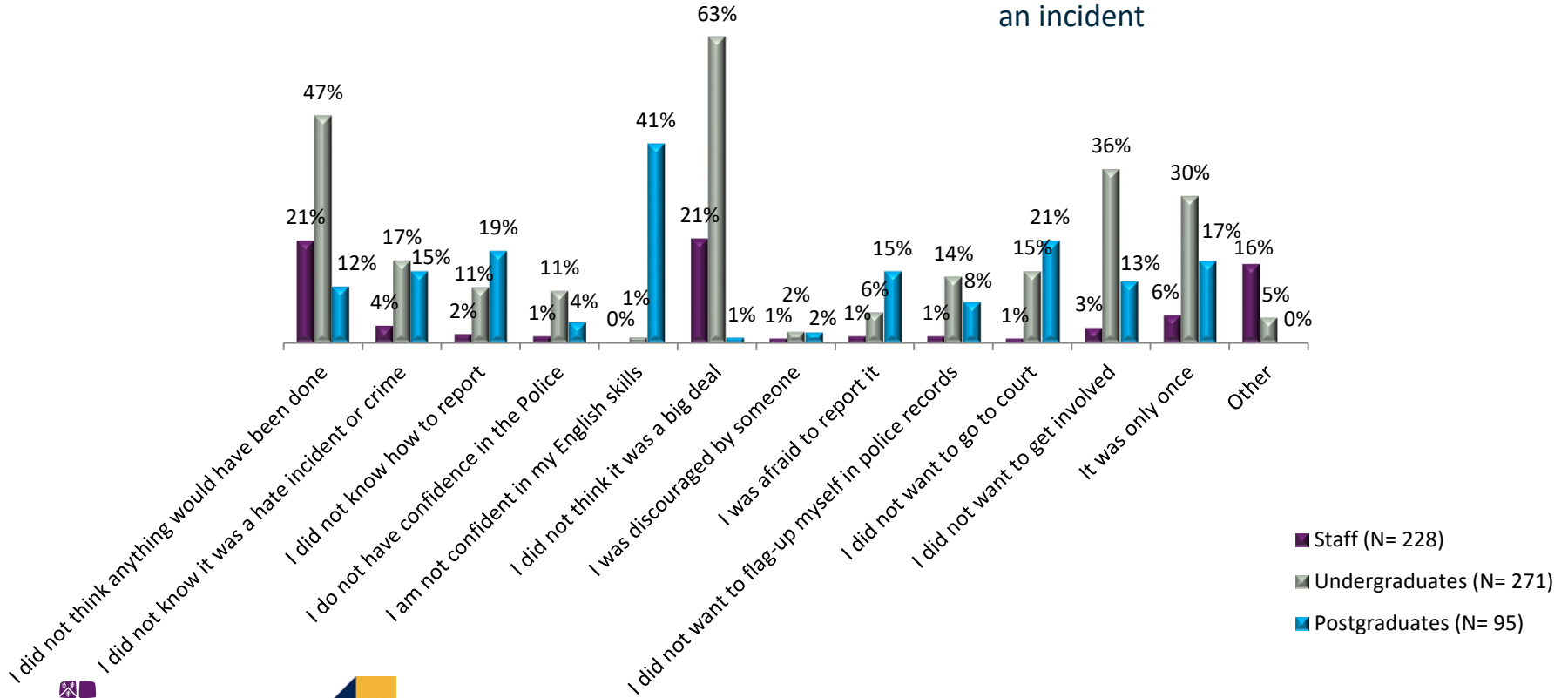
Reasons for not reporting to the **Police**, respondents who reported experiencing an incident

- Top five reasons:
 - I did not think it was a big deal (43%)
 - I did not think anything would have been done (37%)
 - I did not want to get involved (21%)
 - It was only once (18%)
 - I did not know it was a hate incident or crime and 'other' (both 11%)



Why aren't they reporting?

Reasons for not reporting to the **Police** by respondents who reported experiencing an incident



Pathways to improvement of reporting

Themes from open text responses:

Clear and easily accessible reporting pathways

- Clarity on how to report and to whom
- Understanding of repercussions of reporting
- Assurance of confidentiality and sensitivity
- Reliable and non-judgmental staff

Education on reporting pathways and hate incidents

- Information on reporting pathways given to all students to include what is involved and likely outcomes
- Information on what constitutes a hate crime/incident
- Information on the ongoing effects of hate incidents/crimes

Consistent action taken on reports

- Assure that a report will be:
 - taken seriously
 - adequately investigated (by trained staff)
 - with clear consequences put in place

Victim support

- Offer support at time of making report
- Offer practical and emotional support
- Signposting/information on support mechanisms outside University would be welcome

Work around the sector

Area	Best practice examples
On removing reporting barriers	<ul style="list-style-type: none"> ▪ Dedicated online reporting tool/system or hotline ▪ Clear and accessible information (on reporting process) published online ▪ On-site third party reporting centre ▪ Designated bias incident and/or hate crime response team ▪ Trainings aimed at encouraging attitude change (in collaboration with student groups) ▪ University's response log published on website
On hate crime campaigns	<ul style="list-style-type: none"> ▪ Awareness campaigns that effectively resonate with staff members and students <div data-bbox="432 517 658 596"> </div> <div data-bbox="716 511 933 604"> </div> <div data-bbox="1002 508 1331 587"> </div> <ul style="list-style-type: none"> ▪ Messages from the university's president via email to students and staff members and by post to parents
On providing support	<ul style="list-style-type: none"> ▪ Wellbeing of staff and students <ul style="list-style-type: none"> - counselling and mental health advisory - chaplaincy and faith support - student welfare and disability support service ▪ Peer support systems ▪ Signposting to third party reporting centres and relevant external organisations and charities



The researchers would like to thank all those who participated in the survey and the Hate Crime Steering Group for entrusting us with this work. Additionally, we thank the Office for Students and Durham University executive for continued support of this project.

