

Data Insights Academic Year 2020-21

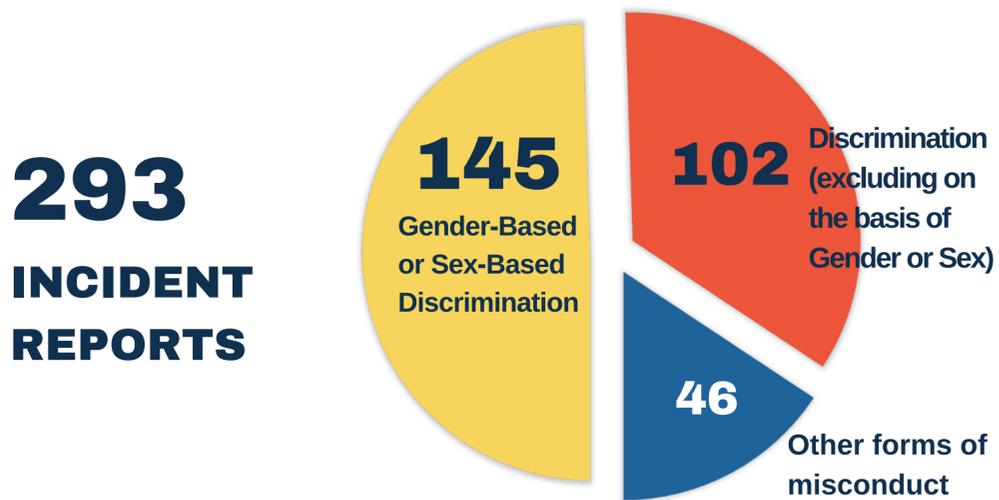
MIT Institute Discrimination & Harassment Response Office



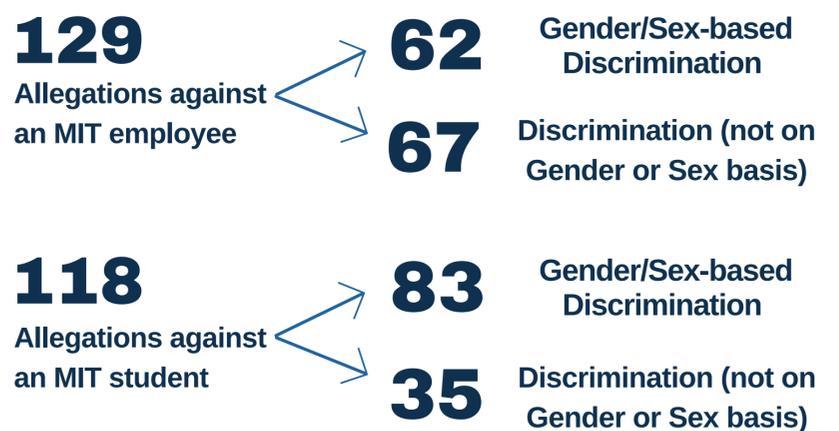
The Institute Discrimination & Harassment Response Office (IDHR) is a central resource for the entire MIT community for concerns related to discrimination, discriminatory harassment, and bias based on race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, or national or ethnic origin. IDHR strives to create a safe working, living, and learning environment at MIT by **providing access to 4 areas:**

- **PATTERNS & TRENDS**
- **INCIDENT RESOLUTION PROCESSES**
- **SUPPORTIVE MEASURES**
- **EDUCATION**

To shed light on the issues impacting our campus, IDHR produces an annual report of discrimination, harassment, and bias incident reports and other data from the past academic year. **This infographic showcases a few data insights from the 2020-21 report. To read the full report, go to idhr.mit.edu**



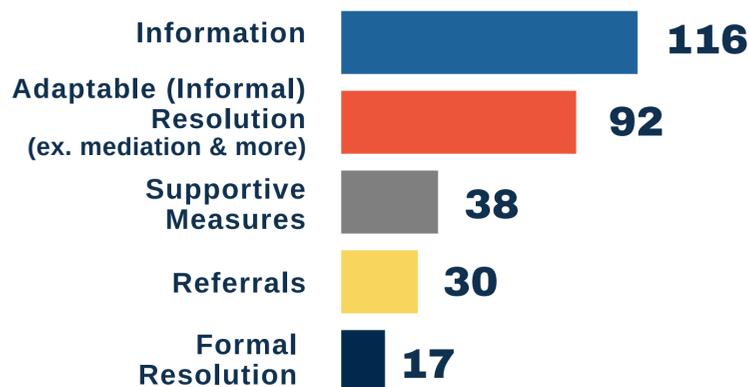
EMPLOYEE & STUDENT CASES OF DISCRIMINATION



38% INCIDENT REPORT INCREASE

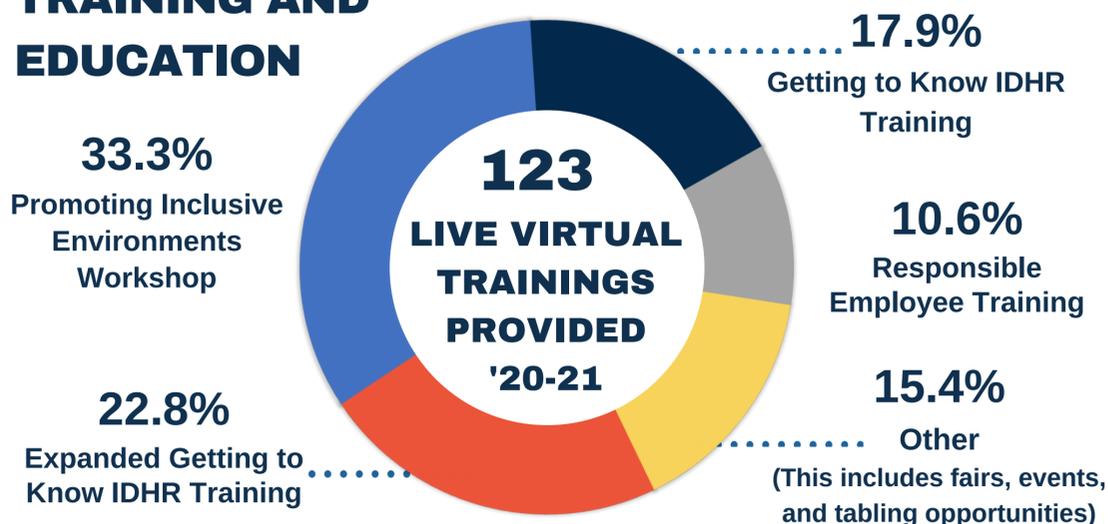
We had a 38% increase in reports received in 2020-21 compared to the year before. We believe this is due to a combination of factors: in 2019-20 IDHR expanded its scope to include the entire MIT community; the return to campus of a community that had been remote during COVID-19 shutdowns; and increased education and messaging about IDHR as a resource.

IDHR SERVICES PROVIDED



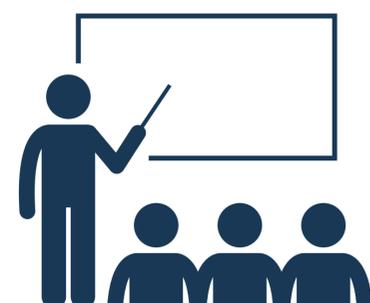
The IDHR team's process is guided by our commitment to equity, fairness, and adherence to Institute policies and procedures. IDHR strives to consult with the impacted party to identify resolution processes that best fit their needs. The goal is to provide the impacted person with as much control over the process as possible, while balancing MIT's obligation to protect the community.

TRAINING AND EDUCATION



MIT COMMUNITY MEMBERS CAN REQUEST LIVE TRAININGS FROM IDHR:

 idhr-education@mit.edu



Read our full 2020-21 Annual Report at idhr.mit.edu