**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/our-office/annual-reports.

**293 Incident Reports**

Breakdown of 293 incident reports:

* 145 Gender-based or Sex-Based Discrimination
* 102 Discrimination (excluding on the basis of Gender or Sex)
* 46 Other forms of misconduct

Breakdown of employee and student cases of discrimination:

* There were 129 allegations against an MIT employee, broken down into 62 Gender-based or Sex-Based Discrimination and 67 Discrimination (excluding on the basis of Gender or Sex)
* There were 118 allegations against an MIT student, broken down into 83 Gender-based or Sex-Based Discrimination and 35 Discrimination (excluding on the basis of Gender or Sex)

**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 services provided to the community for 2020-21 is broken down into 116 information; 92 adaptable resolution, such as mediation and more; 38 supportive measures; 30 referrals; and 17 formal resolution.

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**

123 Live virtual Trainings were provided in 2020-21.

Breakdown of trainings provided are:

* 33.3% Promoting Inclusive Environments Workshop
* 22.8% Expanded Getting to Know IDHR Training
* 17.9% Getting to Know IDHR Training
* 10.6% Responsible Employee Training
* And 15.4% Other activities (This includes fairs, events, and tabling opportunities)

MIT Community Members can request live trainings from IDHR at idhr-education@mit.edu.

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