

BEYOND HATE:

A RESOURCE TOOLKIT

BUILDING A COMMUNITY
RESPONSE PLAN TO
COUNTER HATE

AHCC
ALBERTA HATE CRIMES
COMMITTEE

Prepared by Intercultural Interactions Inc.
For The Alberta Hate Crime Committee

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<http://www.albertahatecrimes.ca>

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To see the results of the focus groups, view the report at <http://www.albertahatecrimes.ca>.

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Preface

WHY DO WE NEED A COMMUNITY TOOLKIT?

It is the right of every individual to live a life free from hate and bias crime/activity.

Hate and bias crime and incidents are activities that cause harm or threaten harm to the physical security, property, or dignity of an identifiable group, a person affiliated with an identifiable group, or someone perceived to be a member of that group. Hate incidents such as name calling and racist slurs, can escalate to property damage and violence that meet the standard of hate/bias motivated crime. These activities threaten not only individuals, but are designed to create fear in the entire target community. Numerous recent examples of hate/bias activity in Canada demonstrate the need for a coordinated and collaborative effort to address these issues.

This toolkit and the resources herein are designed to help communities address hate as it arises in their community. It is designed to help community partners identify what hate is, what laws exist, and how it can be addressed through strong community action, education, prevention and partnerships. It also contains information on how we, as individuals, and as collectives, can protect youth and individuals targeted by hate activity.

This toolkit offers step by step suggestions for responding to hate and preparing a strategy and plan of action in your community to create inclusive and welcoming neighbourhoods for all citizens. Find out what others are doing, adopt innovative practices and learn about different events that can be held to counter hate.

It is a resource that can serve as a template for local communities to target violence at the local level, and ensure an increased coordination in response to hate bias crimes. This benefits the community by creating a flexible template to address its unique needs; it will benefit police services by providing a mechanism to work more closely with the community to identify, prevent, and respond to

hate activity; and it will provide the justice system with recommendations on standardized training, prosecution and adjudication of these types of crime. Ultimately, this three-pronged approach will create a more integrated and holistic approach to dealing with hate in our communities.

This framework builds on a number of community roundtables and the work of the Alberta Provincial Hate/Bias Crime Committee. It reflects research on definitions, crime collection techniques, and community responses to hate. It is not intended to prescribe specific actions to be taken, but to provide a foundation from which each community can develop its own plan. It also serves to set direction for the Province of Alberta and the judicial system in developing a comprehensive, collaborative and standard approach to hate bias crime and activity in our province.

This is a long-term process involving many stakeholders. We hope that this framework can help build and maintain momentum to develop commitment to action at every level from individuals, to communities, organizations, agencies, police, courts and the provincial government.

HOW TO USE THE TOOLKIT

The on-line and hard copy manual can be seen as a guide to familiarize the reader with the many forms of hate and effective methods to deal with it. Each chapter or section, addresses a different aspect of hate activity. While it starts from understanding and builds chapter by chapter to action and resources, feel free to jump in wherever your interest takes you!

The Tools and Resources section has templates (e.g., applying for a grant, writing letters to media, news releases, etc.), reports, publications, articles and checklists. You'll also find related websites and downloadable pamphlets and other promotional materials.

Under the tab marked 'evaluation', there is an opportunity for you to provide feedback on the toolkit. What do you like? What is missing? How have you used it in your community?

The Alberta Hate Crime Committee hopes that your community will develop actions to ensure that Alberta is welcoming and provides opportunities for all of us.

This toolkit aims to:

- Highlight the work of the Alberta Hate Crime Committee
- Educate communities on what hate is and hate crime legislation
- Provide tools to prepare a community response strategy/action plan

- Share promising practices from other communities
- Assist with event planning
- Provide suggestions for partnerships with and understanding of target communities
- Share information on how to assist targets of hate and report hate activity
- Educate community, police and justice communities on the roles they can play
- Learn how to recognize the signs of hate and protect your children
- Provide tools and resources to assist in gaining support



HOW PREPARED IS YOUR COMMUNITY? A CHECKLIST. . .

<input type="checkbox"/>	We have existing relationships with law enforcement	
<input type="checkbox"/>	We understand the difference between a hate crime, incident and free speech	
<input type="checkbox"/>	We know who vulnerable populations are in our country	
<input type="checkbox"/>	We offer assistance to victims	
	<ul style="list-style-type: none"> • Assist in filing police report • Follow-up with police and prosecutors • Handle media inquiries 	<ul style="list-style-type: none"> • Police secure witness and preserve evidence • Engage interpreters, counselors, lawyers as needed • Raise funds to repair damage to property
<input type="checkbox"/>	We encourage reporting of hate crime and incidents	
	<ul style="list-style-type: none"> • Work with law enforcement to ensure reports are taken and acted upon 	
<input type="checkbox"/>	We speak out against acts of hate	
	<ul style="list-style-type: none"> • Issue press releases condemning actions • Organize press conference • Hold vigils, rallies 	<ul style="list-style-type: none"> • Write letters to editors or submit editorials • Work with local leaders including elected officials • Hold meetings with law enforcement
<input type="checkbox"/>	We educate and mobilize the community	
	<ul style="list-style-type: none"> • Provide workshops • Organize panel discussions 	<ul style="list-style-type: none"> • Hold town hall meetings • Translate community education materials
<input type="checkbox"/>	We have a Community Response Team	
	<ul style="list-style-type: none"> • Meets on a regular basis • Tracks hate incidents 	<ul style="list-style-type: none"> • Has representation from law enforcement and justice • Hosts education and awareness events

Introduction

BACKGROUND TO THE ALBERTA HATE CRIME COMMITTEE (AHCC)

The Hate-Bias Motivated Crime and Incidents Provincial Strategy Committee was formed in 2002 to develop a province-wide framework that encourages and supports a collaborative, integrated approach to preventing, enforcing and responding to hate and bias motivated activities in Alberta. The impetus for this committee came out of the community and policing agencies that met in Ottawa and Red Deer to look at ways to best address these issues. The name was changed to the Alberta Hate Crime Committee in 2006.

The vision of the AHCC is to foster an environment where Albertans are living in an inclusive, safe, caring and respectful hate-free community.

As a collaboration of community, police and justice representatives, the AHCC is committed to bringing comprehensive insight to the issue of hate-bias crimes and incidents in Alberta through the following principles:

1 **Transparent**
Interested stakeholders have ease of access to information concerning all aspects of this initiative.

2 **Inclusive**
Members of communities in Alberta (professional, geographic and identity) have meaningful opportunities to participate actively in the development and implementation of this initiative. Strategies are in place to ensure that youth and members of targeted groups have equitable opportunity to participate.

3 **Innovative**
Outcomes addressing hate/bias crime and incidents are improved by initiatives that recognize and model best practices.

4 **Responsive**
People with expertise in various areas of this initiative are consulted throughout its development and implementation to ensure it meets the needs of all stakeholders.

5 **Collaborative**
Capacity for collaboration between policing, justice, service agencies, and communities is encouraged and enhanced.

6 **Results-Oriented**
Innovative, practical and measurable strategies and actions are supported.

7 **Respectful**
Processes and strategies are assessed to ensure that they are respectful of people's experience, learning styles, decision-making processes, etc.

OBJECTIVE AND GOALS OF THE AHCC

Promote awareness about issues related to hate-bias crimes and incidents by:

- Supporting law enforcement and government /community partnerships that bring attention to the negative impact of hate-bias activities on community life.
- Supporting collaborative and cooperative development of awareness initiatives that are relevant and responsive to community needs.
- Developing educational materials and resources and by advocating for shared and consistent education and training for service providers and community members.

Address the needs of victims of hate-bias crimes and incidents by:

- Advocating for increased support to victims of hate-bias motivated activities.
- Encouraging the development of support mechanisms that promote the safety of victims and facilitate their active involvement in the criminal justice process.

Enhance government and community responses to hate-bias crimes and incidents by:

- Sustaining commitment to comprehensive dialogue regarding response models that address the challenges associated with diverse communities responding to hate-bias motivated activities.
- Enabling Albertans to contribute to solutions through dialogue, problem solving and community action.
- Reducing gaps and avoiding duplication of services by encouraging coordination and collaboration within the broader community, amongst service delivery providers, police services and government departments.
- Providing counsel to policy makers, service providers, educators, media and community advocates.

- Advocating for consistent, standardized data collection and the communication of emerging trends, issues, and concerns within agencies and their constituencies.

- Advocating for the adoption of the following definition by the Criminal Code of Canada:

Hate or bias crime is a criminal offence committed against a person or property which is *motivated in whole or in part* by the suspects' hate, prejudice or bias against an identifiable group *based on real or perceived* race, national or ethnic origin, language, colour, religion, gender, age, mental or physical disability or sexual orientation of the victim.

WHY ADDRESS HATE CRIME?

Under Canadian and Alberta law, individuals are protected from discrimination and unfair treatment. For example:

- The *Constitution of Canada* provides that every individual is equal before and under the law and has the right to the equal protection and benefit of the law without discrimination and that everyone has the freedom of conscience, religion, thought, belief, opinion, expression, peaceful assembly and association and guarantees those rights and freedom`s equally to male and female persons. This is spelled out in Section 15 of the Canadian Charter of Rights and Freedoms. See http://www.solon.org/Constitutions/Canada/English/ca_1982.html;
- The *Canadian Human Rights Act* provides that every individual should have an equal opportunity with other individuals to make the life that the individual is able and wishes to have, consistent with the duties and obligations of that individual as a member of society, and, in order to secure that opportunity, establishes the Canadian Human Rights Commission to redress any proscribed discrimination, including discrimination on the basis of race, national or ethnic origin or colour. See http://www.chrc-ccdp.ca/about/human_rights_act-eng.aspx;

- In Alberta, a fundamental principle and matter of public policy is that all persons are equal in: dignity, rights and responsibilities without regard to race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income or family status; or sexual orientation See Alberta Human Rights Act - <http://www.albertahumanrights.ab.ca/about/legislation.asp> and the Human Rights, Citizenship and Multiculturalism Act protects those equality rights and diversity. See - <http://www.canlii.org/en/ab/laws/stat/rsa-2000-c-h-14/latest/rsa-2000-c-h-14.html>.

A top priority for Albertans is to live, work and raise families in safe communities. Hate-bias crimes and incidents cause or threaten harm to individuals, their feelings of safety and security, and their property, which ultimately adversely affects quality of life. As such, it is imperative that hate-bias crimes and incidents be addressed within crime prevention and law enforcement activities.

Numerous recent examples of hate-bias crimes and incidents in Canada demonstrate the need for a coordinated and collaborative effort to address these issues. It has been estimated that the total number of hate crimes committed in nine urban centres across Canada was approximately 60,000 in 1994 but due to under-reporting, lack of common definitions and lack of consistent data collection; these numbers may reflect only the tip of the iceberg. Certainly, when we look at police reported hate crimes, the number is much lower. For example, the most recent Canada wide statistics available show 1473 hate crimes reported in 2009, and increase of 42% from previous years. Race or ethnicity continued to be the most common

¹ For example see Griffith, B. & Labercane, G. (1993). A survey of high school student's attitudes towards racism in Canada. University of Calgary.

Khanna, M. (1999). Hate/bias motivated acts perpetrated by and against youth: A research overview. Ottawa: Canadian Heritage.

Kunz, J.L. & Hanvey, L. (2000). Immigrant youth in Canada. Ottawa: Canadian Council on Social Development.

Pruegger, V.J. (1995). Youth and **racism**: A two-way street. In Lal S. Mattu, V.J. Pruegger, & E.A. Grant (Eds.). Youth Symposium '95. Calgary

motivation, followed by religion and sexual orientation. See - <http://www.statcan.gc.ca/pub/85-002-x/2011001/article/11469-eng.pdf> for more detail.

In a 1995 research overview, Julian Roberts at the University of Ottawa reported that the difficulty of tracking hate crime in Canada is due to under-reporting and variability in definitions used to classify hate-motivated incidents by police services in Canada. He recommended the development of a uniform definition and more attention to the collection of hate crime statistics and partnerships with police and communities to address hate crime. In 2011, these recommendations remain unrealized.

In a 2001 study conducted by Community Strategies, City of Calgary, over 100 youth discussed their experiences with racism and hate activity. None were unaffected by this issue and some who had been victimized live in constant fear. For the full report see http://www.calgary.ca/CSPS/CNS/Documents/perception_racism_hate.pdf These findings echo a number of other studies that show youth experience a disproportionate amount of exposure to hate activity either as perpetrators or victims.¹ Involving youth in a coordinated response to hate crime is vital to ensuring their safety.

Victims of hate motivated activities become isolated, withdrawn and fearful. Moreover, it is the secondary victimization that reverberates through communities of targeted individuals as well as the broader community that demands specially crafted remedial responses. Hate crime is insidious because it not only strikes fear and terror in the victim; it also has a chilling effect on the whole targeted community.

In Alberta, Lethbridge, Calgary and Edmonton police services have dedicated resources to hate/bias crime and incidents and keep hate/bias crime statistics. After the bombing of the World Trade Centre in 2001, Calgary hate crime statistics doubled in the month of September as members of our community who were presumed to be Arab or Muslim were victimized. This victimization and rise in incidents were reported by police services across Canada. And, in Calgary since 1997, hate crimes where the target was race or ethnicity have risen from 57 incidents to 97 incidents in 2002. In 2003 there were 34 reported hate crimes and 23 reported hate incidents in Edmonton. Hate bias units in Toronto and BC have reported a 22-25% increase in hate crimes from 1998-1999. B'nai Brith Canada's League of Human Rights reported a 27.2% increase in anti-Semitic incidents reported in 2003 and a 60% increase in 2002. They assert that the total number of incidents has been steadily increasing over the last decade. Without a standard definition and nation-wide reporting structures and protocols, we do not have a clear idea of the incidence of hate crime or activity in Canada, or its impact on communities.

Given recent wide-ranging federal, provincial and territorial security initiatives such as the *Anti-Terrorism Act* that can single out ethno-cultural groups and religious communities, there is a new and present urgency to address issues of hate and bias crime. The fear of "terrorism" can be a powerful catalyst to commit crimes of hate. A coordinated partnership focused on ways to foster long-term, active dialogue between disparate police and justice authorities and community leaders is needed urgently.

The AHCC feels that increased public awareness and legal attention to this issue will result in increased vigilance and safety in our communities. By bringing together police, community and justice, relationships will be built that will allow increased understanding of the issues and their impact upon and across the three sectors, and create a commitment to work together. By building on existing relationships, inviting new participants from each sector to join intersectoral planning teams, and by having existing participants use their networks to garner more support, a highly integrated response to hate bias crime can be developed.



FAQ'S

How are hate crimes different from hate incidents?

Understanding Hate/Bias Crime & Incidents – see pg. 18

Who is the most frequently targeted for hate crimes?

In addition to race, color, national origin, and religion, individuals are targeted because of other aspects of their identity including disability status, sexual orientation, gender, and gender identity. Hate crime laws are designed to protect all individuals. While minority group members may be at greater risk for hate crimes, anyone can become a victim of a hate crime. For example, in 2007, the FBI reported that 18.4 percent of hate crimes based on race stemmed from anti-white bias.

Who are the perpetrators of hate crime?

Nearly two-thirds of all known perpetrators of hate crimes are teenagers or young adults; not organized groups. Some perpetrators commit hate crimes with their peers as a "thrill" or while under the influence of drugs or alcohol; some as a reaction against a perceived threat or to preserve their "turf"; and some who out of resentment over the growing economic power of a particular racial or ethnic group engage in scapegoating.

How does hate crime impact communities?

Hate crimes are different from other crimes in that the offender—whether purposefully or not—is sending a message to members of a given group that they are unwelcome and unsafe in a particular neighborhood, community, school, workplace, or other environment. Thus, the crime simultaneously victimizes a specific individual and members of the group at large. Hate crimes are often intended to threaten entire communities and do so. For example, a hate crime that targeted children in a religious day care center and an ethnic minority postal worker was intended to instill fear in members of these minority communities (Sullaway, 2004). Being part of a community that is targeted because of immutable characteristics can decrease feelings of safety and security (Boeckmann & Turpin- Petrosino, 2002). Being a member of a victimized group may also lead to mental health problems. Research suggests that witnessing discrimination against one's group can lead to depressed emotion and lower self-esteem (McCoy & Major, 2003). Hate crime can lead to lessened social cohesion and trust.

Why are so few hate crimes reported to the police?

A victim of a hate crime is far less likely than a victim of a similar (but not bias- motivated) crime to report the crime to the police, even when the individual knows the perpetrator. This reluctance often derives from trauma the victim experiences, a fear of retaliation, or belief that law enforcement is biased and will not support them.

How does hate crime differ from hate speech? Where does freedom of speech fit in?

Under Criminal Code provisions 319 (1) and (2), speech that publically incites hatred or willfully promotes hatred against an identifiable group is indictable. As well, under 318, advocating genocide is also an indictable offence. However, there are a number of defenses to these provisions. As such, free speech in Canada is well-protected and only when it falls under these provisions is it limited. The controversy in Canada has erupted not over criminal code provisions, but those in the Human Rights code. See - http://en.wikipedia.org/wiki/Canadian_Human_Rights_Commission_free_speech_controversy. In 2008 Richard Moon, Professor of Law University of Windsor, ON was appointed to report to the Canadian Human Rights Commission concerning Section 13 of the Canadian Human Rights Act on this issue and the Regulation of Hate Speech on the Internet. See - http://www.chrc-ccdp.ca/publications/report_moon_rapport/toc_tdm-eng.aspx

In a free society, can we really expect to rid ourselves of hate?

No, some people will always hold negative attitudes towards others. However, we can send a loud message through our communities that over acts of hate will not be accepted and will be dealt with by community and/or legal action.

We don't have target groups in my community so why should I care?

We all have friends and families from different target groups. Attacks on them create a province and a nation that does not protect its most vulnerable citizens. You may be surprised to learn that your community has individuals who have experienced hate activity, but never reported it. Creating an inclusive, welcoming community helps to attract diverse Canadians to our local areas who bring with them new energy, skills, and ideas that can help us create stronger economic, social and cultural opportunities.



Why do we need hate crime legislation? Isn't the current criminal code sufficient?

Currently, hate crime definitions and data collection differ across the country and even within provinces. We need a more unified approach in Canada in order to better track and deal with hate crime and activity.

Data collection depends entirely on hate motivation being identified and included in reports by front-line policing. However, if the Criminal Code were amended to apply hate or bias as a motivating factor, the data would be routinely collected along with other police data and rolled up into the national crime statistics data. The Alberta Hate Crime Committee supports the adoption of this amendment. The argument is that if sections of the Criminal Code most often linked to hate crime (e.g., assault, arson, uttering threats, homicide, sexual assault, mischief) had a subsection added that would indicate if the offense was motivated by hate, bias or prejudice, this could be noted right at the time of the investigation and would go into the system regardless of whether or not charges are laid or the Crown uses the motivation to obtain a conviction. This has the benefit of taking the burden off the Crown to prove hate motivation if there is little evidence, but the criminal code violation, e.g., an assault conviction, could still go ahead. What this also does is place the hate motivation on the perpetrator's criminal record providing investigators with an opportunity to see trends in past behaviour should the individual repeat the offense. It makes it possible to track hate-mongers and develop a pattern of behaviour. See - http://www.justice.gc.ca/eng/pi/rs/rep-rap/1995/wd95_11-dt95_11/p4.html

Why do hate crimes have enhanced sentencing provisions?

Canadian law has a principle of proportionality in the sentencing process which argues that the severity of sentences should be directly proportional to the seriousness of the crime. In the case of hate crimes, because there is a disproportionate harm due to the threat to other members of the target community and an affront to the general community.

What can I do if I'm a victim of a hate crime or witness a hate crime?

See - [http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hate%20Crime-%20What%20to%20Know%20\(2009\).pdf](http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hate%20Crime-%20What%20to%20Know%20(2009).pdf)

Contact your local police service or the RCMP immediately. Contact Victim Services in your area.

What can I do to stand up against hate?

- Speak out
- Get informed
- Support targets of hate crime
- Report hate crime and incidents
- Talk to your local politicians about joining the Coalition of Canadian Municipalities Against Racism and Discrimination. See <http://www.unesco.ca/en/interdisciplinary/coalition/CoalitionofCanadianMunicipalitiesagainstRacismandDiscrimination.aspx>
- Talk to the Media – letter to editor, press conference, news release
- Advocate for technical assistance and training for police and justice
- Create Public Education & Awareness
- Engage in Contingency Planning
- Talk to youth

Is there a contact phone number or e-mail address so that I can talk to somebody?

You can contact the Alberta Hate Crimes Committee for a referral or your local police service or victim’s assistance service via our website at www.albertacrimes.ca or directly http://www.solgps.alberta.ca/programs_and_services/victim_services/help_for_victims/Pages/default.aspx

In case of a hate assault and INJURY who should I contact?

Contact your local police service and EMS immediately.

What should I do if I see hate graffiti?

Some police services and/or municipal governments have graffiti removal programmes. For example in Calgary see <http://www.calgary.ca/CSPS/ABS/Pages/Bylaws-by-topic/Graffiti-abatement-private-properties.aspx>.

Other communities have developed a contingency fund (by raising money through bake sales, etc.) to purchase supplies needed to cover graffiti. They have also received donations from local home improvement stores or from re-cycled paint depots at fire halls for paint and other materials that may be needed for repairs.

If you think the graffiti is a hate crime (such as defacement of a religious property), you should report it to the police.

Understanding Hate/Bias Crime & Incidents

DEFINITIONS

What is a hate crime? The Canadian Association of Chiefs of Police adopted this definition:

A crime motivated by hate, not vulnerability, where the offence was motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or any other similar factor.

Alternatively, The Canadian Center of Justice Statistics has proposed that the national definition for Canada be:

Hate crime is a criminal violation motivated by hate, based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor (Canadian Center of Justice Statistics).

However, police services are not bound to use these definitions and many have adopted other definitions that better reflect their understanding of the issue or local realities. Examples include the following:

- A criminal offence committed against a person or property that is based solely upon the victim's race, religion, nationality, ethnic origin, sexual orientation, gender or disability (Metropolitan Toronto Police Service)
- A criminal offence committed against a person or property, the motive for which is based in whole or in part upon the victim's race, religion, nationality, ethnic origin, gender, disability or sexual orientation (Halifax Police Service).
- An offence committed against a person or property which is motivated in whole or in part by the suspects' hate, prejudice or bias against an identifiable group based on real or perceived race, national or ethnic origin, language, color, religion, sex, age, mental or physical disability,

sexual orientation or any other similar factor. (Edmonton Police Service).

- A criminal offence committed against a person or property which is motivated by the suspect/offender's hate/bias against a racial, religious, ethnic, sexual orientation or disability group (Ottawa-Carlton Regional Police Service)
- Hate crime is "a criminal offence motivated by hate, prejudice or bias based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor. Hate activity is "an act or attempted act where the offender's bias or prejudice against any identifiable group of people is a factor in determining who is victimized. The actions may be directed at people, property or public order. The actions do not meet the necessary elements required to prove a crime." (Calgary Police Service)

In Canada, a major contributing factor to the lack of quantifiable nation-wide statistics on the prevalence of hate crime has been the absence of a uniform definition. The United States has had a formal working definition that guides its Hate Crime Statistics Act since 1990.

The Alberta Hate Crime Committee advocates for the adoption of a uniform definition for the province of Alberta that incorporates two key concepts not in the national definition. These are the concepts of "in whole or in part" to address crimes which are not solely hate crimes, but in which hate motivation plays a role. It also adopts the language 'based on real or perceived membership in a group as a number of hate crimes are perpetrated against people presumed to be a member of the target group, e.g., a straight male who is the victim of gay-bashing. The resulting definition is the one currently in use by the Edmonton Police Service:

An offence committed against a person or property which is motivated in whole or in part by the suspects' hate, prejudice or bias against an identifiable group based on real, or perceived race, national or ethnic origin, language, color, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.

While no national definition is available, Canada does have an effective body of hate crime legislation.

What is a Hate Incident?

It is important to note that not all incidents of hate are criminal in nature. However, the impact on the individual or community is similar. For a variety of reasons, it is important to report these occurrences to police.

Some examples are:

- Intimidation against identifiable groups or individuals
- Distribution of prejudicial material
- Use of racial slurs against individuals
- Flyers/literature/hate mail with messages promoting hatred against "identifiable" groups
- Vandalism of ethnic, religious, lesbian or gay, minority sites
- Obscene or threatening phone calls
- Intimidation and harassment
- Music and videos inciting hatred against an identifiable group

The Canadian anti-hate laws in the Criminal Code are the result of years of debate concerning the balance between individual and group rights. By and large, in Canada, those criminal offenses which concern hate propaganda are well drafted and catch the most serious types of hate propaganda, while giving deference to freedom of expression. The premise underlying Canada's anti-hate laws is

that in a democratic society, identifiable groups must be protected against racism, including its verbal manifestations, in order not to limit their basic freedoms and thereby their full participation in Canadian society. This notion is not only consistent with Canada's international obligations, but is based on a vision of society which is also at the basis of the concept of multiculturalism, is entrenched in the Canadian Bill of Rights (1960), and is articulated clearly in the Charter of Rights and Freedoms (1982).

What is the difference between hate crime, racism and discrimination?

Racism - is the system of beliefs or ideology that assumes there is a link between inherited physical traits and social or psychological (including personality and intellectual) traits. In common usage, racism is used synonymously with discrimination or prejudice, but a more specific definition notes the importance of power in racism. It is discrimination **backed by institutional power**.

Discrimination - is the conscious or unconscious act of treating a person or group on the basis of prejudiced attitudes and beliefs rather than on the basis of individual merit. This is not an attitude but an act of behaviour which may take the form of verbal abuse, graffiti, jokes, slurs and physical assault.

Systemic Discrimination - Social and organizational structures, including policy and practices, which intentionally or unintentionally exclude, limit and/or discriminate against individuals not part of the traditional dominant group. Often used synonymously with racism.

All hate crimes are acts of discrimination, but not all acts of discrimination are considered criminal acts, e.g., racial slurs, jokes, etc. Racism can underlie a hate crime, but hate crimes can be enacted by those who discriminate beyond race and include other vulnerable target groups as noted above.

RESOURCES FOR UNDERSTANDING HATE CRIME

History and Government Policy

For more information on the history of hate crime legislation in Canada, see the Nizkor Project at <http://www.nizkor.org/hweb/people/m/mock-karen/countering-hate.html>.

For a brief history of hate groups in Canada, See http://www.crr.ca/divers-files/en/pub/faSh/ePubFaSh_FacHate_Can.pdf

Legislation – Criminal Code Provisions

Media Watch summary - http://www.media-awareness.ca/english/resources/legislation/canadianlaw/federal/criminal_code/criminal_code_hate.cfm

Hate Crime Legislation in Canada video
<http://www.youtube.com/watch?v=i2iDojfrGNE>

Hate Speech vs. Free Speech

An overview of 7 cases
<http://www.cbc.ca/news/canada/story/2011/10/12/f-free-speech-hate-crimes.html>

Case Examples

Some notable Canadian hate crime cases are available at <http://criminologyandjustice.uoit.ca/hatecrime/cases.html>.

A hate crime caught on video in Courtney, B.C.
<http://www.youtube.com/watch?v=9qYEFdjHOgk>

In 2011, February of this year in Nova Scotia, two young brothers (Justin Rehberg and Nathan Rehberg) were the first convicted in Canadian history for burning a cross on the yard of a bi-racial, black family.
<http://www.cbc.ca/news/canada/nova-scotia/story/2011/01/11/ns-justin-rehberg-sentencing.html>.

See <http://keepcourtenaysafe.blogspot.com/> for documentary

Recent examples of hate incidents:

- 23 June 2008 - Second Degree Murder plus Aggravated Assault: Accused attacks two First Nations persons in back alley killing one and severely injuring the other. Yells racial slurs during the attack and makes comments to police about his hatred for “Indians.”
 - 28 May 2008 - Threats to Kill: Accused is member of Aryan Guard and made racial slurs during and before incident.
 - 28 May 2008 - Threats to Kill / Possession Weapon Dangerous: Accused is First Nations person and made racial slurs towards victim and victims children.
 - 16 September 2007 - Aryan Guard goes on pamphlet campaign in Lethbridge handing out White Supremist information flyers encouraging people to join their group. State they want Canada to be as White as Japan is Japanese.
-



Case Examples - *Cont'*

- 15 September 2007 - Cause a Disturbance: Members of the Aryan Guard enter a local bar and start harassing a black male who calls police for assistance. Threats are made with numerous racial slurs.
 - 21 May 2007 - Tim Horton's: An employee writes "no drunken Indians" on a white board in the kitchen area that could only be viewed by staff. Employee terminated after First Nations staff member complains about incident.
-

Signs and Symbols of Hate

- The Anti-Defamation League in the U.S. has compiled a comprehensive database of symbols and racist acronyms, with a clear description of what each stands for. See http://www.adl.org/hate_symbols/default.asp.
 - Some Canadian hate groups and symbols can be found at <http://www.stopracism.ca/content/3-warning-signs-racist-symbols-and-dates-0>.
 - Hatred in the Hallways: Identifying Hate Symbols in Alberta Schools
<http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hatred%20in%20the%20Hallways%20-%20Identifying%20Hate%20Symbols%20in%20Alberta%20Schools.pdf>
-

Statistics & fact Sheets

- Every two years, Statistics Canada releases a report on police-reported hate crime in Canada. The most recent was released in 2011 and can be viewed at <http://www.statcan.gc.ca/pub/85-002-x/2011001/article/11469-eng.pdf>.
 - The Alberta Hate Crime Committee released two reports on hate crime and activity in Alberta. These can be viewed on the AHCC website at <http://www.albertahatecrimes.ca/>
 - Many groups and police services have produced brochures or fact sheets on hate crimes. For an example, see <http://www.hamiltonpolice.on.ca/NR/rdonlyres/14B7509A-DFC3-460B-943C-5470884A0521/0/hatecrimes.pdf>
-



SUCCESSFUL PROSECUTION:

The Western Canada For Us (WCFU) hate group started in Edmonton in 2003 led by Glenn Bahr. A website was developed and 101 members signed up. His headquarters was in the south side of Edmonton. After concluding that he was propagating hate and breaching section 319 (2) Wilful Promotion of Hatred, the EPS Hate Crimes Unit executed a search warrant at his residence and seized the computer. The day after, the website went down and Glenn Bahr fled to B.C. After an investigation the Attorney General endorsed the charges of Wilful Promotion of Hatred and the EPS Hate Crimes Unit arrested Bahr in B.C. After a nine day preliminary inquiry he was committed to stand trial. Prior to the criminal trial the EPS hate crimes

investigator testified at the CHRC tribunal which found him guilty under Section 13 of the CHRA and levied a fine of \$10,000.00. Due to the fine, the Alberta Justice Department did not pursue the criminal trial and stayed the charge of 319 (2) CCC. The WCFU has not been back

See also:

<http://www.edmontonjournal.com/news/sentence+d+years+probation+part+racially+motivated+incident/5762851/story.html>



Preparing a Hate Crime Strategy

Creating a strong and proactive response to hate activity can send a strong message to both perpetrators and victims – **Not in our town!**

In order to most effectively create an inclusive and welcoming community, any collective action must address hate activity. Work with your partners to access your local reality. Who is targeted by hate in our community, who should be part of a community

response, why should we respond, how do we get support from leaders and the media? Use the following assessment tool to determine what you need to move forward.

Your Community	✓	Resources
Understand your local reality	<input type="checkbox"/>	<p>Statistics Canada, Canadian Centre for Justice Statistics http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?catno=85f0033m&CHROPG= 1&lang =eng</p> <p>Developing a Plan of Action, pg. 25</p>
Develop knowledge of hate crime and activity	<input type="checkbox"/>	<p>What is a Hate Crime, pg. 18</p>
Starting the Dialogue	<input type="checkbox"/>	<p>Using dialogue groups http://contextpl.com.au/static/pdf/Using%20dialogue%20groups.pdf</p> <p>Achieving common ground http://www.sfcg.org/sfcg/sfcg_intro.html</p>
Engaging Stakeholders	<input type="checkbox"/>	<p>Briefing Public Officials http://www.omafra.gov.on.ca/english/rural/facts/96-011.htm</p> <p>Securing Support from Stakeholders (an example) http://edac.onthree.ca/whitepaper4.pdf</p> <p>Leaders and Youth http://www.prb.org/pdf06/GrowingUpGlobal_Advocacy.pdf</p>
Developing the Case for Building a Community Response	<input type="checkbox"/>	<p>Introduction, pg. 10</p>

Your Community	<input checked="" type="checkbox"/>	Resources
Securing Support from leaders	<input type="checkbox"/>	Tools and Resources, pg. 47
Engaging the Media	<input type="checkbox"/>	Engaging Social Media, pg. 49 http://engagingsocialmedia.com/case-study/30-engaging-social-media-case-studies/
Working with Police, Justice and others	<input type="checkbox"/>	Reporting Hate Crime, pg. 40 Role of Other Organizations, pg. 35
Developing a Plan of Action	<input type="checkbox"/>	Developing a Plan, pg. 25 Get ideas from The European 10 Point Plan of Action - http://www.citiesagainstracism.org/Ten-Point-Plan-of-Action.9.0.html



Developing a Plan of Action

The main purpose of Action Plans are to develop, in detail, who will do what, and how to achieve a specific outcome. Below are some questions to consider and a sample action planning chart. More sample plans can be found at <http://www.genv.net/files/Sample%20Action%20Plan%20-%20Worksheet%20Format.pdf>

http://api.ning.com/files/9Uh5mikNMYy1UYHn-kz0dkn15MiHandVqpD3HxKu03HrpZjvPOMLwNlg6yGQ6F-K2**vzOGLsCdaPgXT*ZD60*ONr95W2iDi/tfpeActionPlanWorksheetnewdesign_completed.pdf

STEPS IN DEVELOPING ACTION PLANS:

- Identify the Issues
- Prioritize the activities
- Identify Action Items
- Develop Indicators of Success - See Public Health Agency of Canada for ideas
<http://www.phac-aspc.gc.ca/ph-sp/resources-ressources/guide/developing-eng.php>

IDENTIFY THE ISSUES

In order to effectively identify the issues affecting your community, you need to keep lines of communication open, talk to affected stakeholders, and stay abreast of current research and legislation.

Activity	Resources
<p>Grassroots/Community</p> <p>Stay in touch with any hate incidents or crimes that are reported through your local police service and media. Know what actions were taken and who was involved. Communicate with the targeted community to keep track of the atmosphere where the problem is located. Talk with colleagues to see if similar problems keep cropping up-perhaps you can identify patterns.</p> <p>Local organizations and people may also identify problems. Develop grassroots relationships with key people through consistent, frequent communication. Then people will be more likely to talk about problems promoting an honest and open atmosphere where you can work together to identify and address problems.</p>	<p>Mobilizing Target Communities, pg. 32</p> <p>Assisting Targets, pg. 34</p>

Activity	Resources
<p>Government Partners</p> <p>Federal, provincial, and local agencies; partnerships; organizations; and interest groups can help identify problems. Participants, technical experts, affected publics, and interested observers will help identify problems and fill in the context. You may want to look at newsletters and records from government and private organizations</p> <p>At times, you may be able to refer issues to other agencies (and vice versa); or you may want to bring that agency into a partnership to cooperatively solve the related problem.</p>	<p>Canadian Centre for Justice Statistics http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?catno=85f0033m&CHROPG=1&lang=eng</p> <p>B'nai Brith Canada http://www.bnaibrith.ca/</p> <p>See role of other agencies pg. 41</p>
<p>Research</p> <p>Stay abreast of any current or relevant research in the hate crime arena. Websites like those noted under resources are good sources.</p>	<p>Stop Racism and Hate Collective http://www.stopracism.ca/</p> <p>Reading Hate: Hate Crime Research and scholarship in Canada http://www.media-awareness.ca/english/resources/legislation/canadian_law/federal/criminal_code/criminal_code_hate.cfm</p>
<p>Legislation</p> <p>Keep an eye out for legislative actions (criminal code, Human Rights Act) that may identify problems, mandate or affect other solutions</p>	<p>Media Awareness Network – http://www.media-awareness.ca/english/resources/legislation/canadian_law/federal/criminal_code/criminal_code_hate.cfm</p>

TOPIC

What is the topic of the Action Plan? Express the topic and solution as a series of goals?

GENERATE ACTIONS

Develop a list of action for each goal. What specific activity will be done to carry out the action? *This is the sections where you provide specific details.*

RESPONSIBILITY

Who will be responsible for each action? Who will lead? What is the reporting mechanism?

RESOURCES What resources are needed for each activity (financial, physical, human)?

RESPONSIBILITY

Who will be responsible for each specific activity?

TIME

What is the timeline? How will you monitor progress?

OUTPUT

What indicator(s) will be used to indicate the action was done?

STATUS COMMENTS

Updates are made to ensure all pieces are addressed.

Action Planning

➤ **RATING SCALE: RANK ORDER FROM 1 (NOT AS IMPORTANT) TO 4 (VERY IMPORTANT)**

Usefulness: Does it advance our mission, values and goals?

Feasibility: Given the resources we currently have available, how attainable is this goal?

Priority: What is the need/necessity for/of this action at this point in time?

Cost: What will the cost of implementing this goal/action be in terms of money, time, and human resources? In this category 1=unknown, 2=low, 3=under \$300, 4=expensive (will require fundraising, grant)

Goals/Actions	Usefulness	Feasibility	Activity	Cost	Priority	Date	Who
Goal 1 Activity 1							
Goal 2 Activity 2							

Example of an Action Plan

Goals/Actions	Usefulness	Feasibility	Activity	Cost	Priority	Date	Who
Goal 1: Host - Hate Crime Awareness Day Activity 1: Panel Discussion	Yes	Yes, refresh. donations/ free venue	✓ (list all supply refresh./ donations ✓ Get venue ✓ Invite speaker ✓ Identify moderator	\$200.00	2	2011-04-24	Lead: Fred Refresh: Salim Venue: Hai Speakers: Annie
Goal 2: Hate Crime Awareness Day Activity 2: Proclamation	Yes	Yes, letter to Mayor	✓ Write & send letter ✓ Invite Mayor to read at event	Free	1	2011-04-24 Send letter no later than 2011-02-28	Lead: Monica Write Letter: Cst. Bob

Implementing Your Action Plan

Successful actions are well resourced, celebrate successes and learn from the process.

It is easy to develop an action plan, but sometimes not as easy to implement it. It is often hard to find the resources needed, to overcome the challenges that arise, and to see small steps as successes. But communities starting to address hate activity can start small and grow over time. Don't be too ambitious in your first years. You may start with just getting the committee together, identifying partners and coming to consensus on how to work together. The following year, you may plan your first event.

The first Alberta Hate Crime Awareness day was done in three cities on a shoestring budget. We found free venues, some were able to get refreshments donated, and our panel speakers volunteered. Despite that, we had 50-200 people attending (depending on the location) and leaders from the community, like Chiefs of Police and local government officials, attending and speaking. We even got the media out. So, aim small and you may be surprised at the result!

✓ LOCATING RESOURCES

- Try home improvement stores or fire halls for donations of paint to cover graffiti
 - Engage students in getting the message out through social media
 - Locate existing social action groups
 - Establish a connection with a member of the police service
 - Approach grocery stores for refreshment donations
 - Find meeting space in community centres
 - See the Community Tool Box http://ctb.ku.edu/en/tablecontents/section_1043.aspx
-

✓ PLAN AWARENESS EVENTS - See event planning pg. 31

✓ ADDRESSING CHALLENGES - Identify the key challenges you might face, e.g., people's attitudes (skepticism, apathy); different cultures; process (communication, language, decision making, etc.)

✓ CELEBRATING SUCCESSES - Write a short report: report through social media; send thank-you notes to speakers and volunteers; host an open house; send out a newsletter; take pictures, etc.

✓ SHARING AND LEARNING FROM OTHERS – See Promising Practices, pg.29; consider submitting your success story to the AHCC to share with others at <http://www.albertahatecrimes.ca>

Promising Practices

If you are doing something about hate in your community, send a post of your progress and activities to info@albertahatecrimes.ca

In the table are just a few of the activities others have undertaken to combat hate or raise awareness in their communities.

Practice	Resources
Sample Policies	<p>A policy for community and Crown prosecutors in the UK - http://www.cps.gov.uk/publications/prosecution/disability_hate_crime_leaflet.pdf</p> <p>BC Crown Prosecutor Policy - http://www.ag.gov.bc.ca/prosecution-service/policy-man/pdf/HAT1-HateMotivatedOffences_Propaganda.pdf</p> <p>City of Toronto - http://wx.toronto.ca/intra/hr/policies.nsf/6fd35d45a2bdf3cc8525710f006934dc/c65581d6feb6c762852567520067fb8d?OpenDocument</p>
Activities	<p>BC Campaigns - http://www.embracebc.ca/embracebc/resources/index.page?WT.svl=Centre</p>
Hate Free Communities	<p>Embrace BC - http://www.embracebc.ca/embracebc/funding/organizing/index.page</p> <p>http://www.embracebc.ca/local/embracebc/pdf/oarh_program_guidelines.pdf</p> <p>Not in Our Town - http://www.pbs.org/programs/not-in-our-town/</p>
Community Mapping	<p>Online mapping - http://www.mediaengage.org/execute/mapping/index.cfm</p> <p>An overview and example - http://www.wateraid.org/documents/plugin_documents/communitymappingweb_1.pdf</p> <p>Calgary Services for Victims Community Map - http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Calgary%20Wide%20Org%20Chart%20Re%20Victims%20of%20Hate.pdf</p>

Practice	Resources
Public Awareness Campaign	Boston - http://www.massnews.com/past_issues/2000/2_Feb/hatec.htm Toronto Police - http://www.torontopolice.on.ca/rhvp/
Safe Harbour	Alberta - http://www.amssa.org/programs/diversity/safe-harbour/alberta/welcome
Innovative Practices	<p>The Calgary Police Service has a relationship with a special prosecutor who is versed in hate crimes to ensure cases move forward. http://www.calgarypolice.ca/community-hatebias.html</p> <p>The Lethbridge Regional Police Service trains all front-line officers to take hate incident and crime reports at each station.</p> <p>Online reporting form – Stop Hate http://www.stopracism.ca/reportfrm.php</p> <p>Building Safe Communities – Critical Incident Response Model http://www.respectnetwork.ca/images/uploads/resources/CIRMcommunity_kit.pdf</p> <p>Welcoming and Inclusive Communities</p> <p>BC - http://www.welcomebc.ca/wbc/service_providers/programs/welcome_program/index.page?WT.svl=LeftNav</p> <p>Alberta- http://www.auma.ca/live/AUMA/Toolkits+%26+Initiatives/Welcoming+and+Inclusive+Communities</p> <p>Edmonton Police Service – Chief’s Advisory Councils http://www.edmontonpolice.ca/AboutEPS/CommunityInitiatives/ChiefsCAC.aspx</p>



Event Planning

Communities that want to raise awareness can plan a number of events. One that the Alberta Hate Crimes committee supports is Hate Crime Awareness Day, held annually during National Victims of Crime Awareness Week. To assist, we have produced a manual. See <http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/AHCC%20Awareness%20Day%20Planning%20Guide%202010.pdf>

Another good resource for community event planning is out of Toronto. See - <http://www.toronto-bia.com/resources/documents/eventplanning.pdf>

INVOLVING YOUTH

Youth are the largest population affected by hate crime and incidents, both as victims and perpetrators. When planning an event, it is important to get young people involved. One such example comes from Calgary, where over 100 youth were asked about their experiences with racism and hate crime. Here are some of the questions that were asked and that you can ask in your community to gain an understanding of how youth view and experience this issue.

1. How would you define racism, hate crimes, or activities?
2. Describe a time when you or someone you know has experienced racism, hate crimes or activities.
3. In what setting did this occur (e.g., home, work, school, etc.)?
4. What did you or this person do, if anything?
5. Thinking back on this experience, what do you wish you had done?

6. What kinds of things would have helped you or the victim respond more effectively?
7. Describe any experiences you or someone you know has had with a hate group (e.g., Aryan Nations, the White Brotherhood, others?) or gang.
8. How do you think your health or well-being has been impacted by racism or hate activities, if at all?
9. Are there any other areas that have been affected that you would like to talk about?
10. Have you ever witnessed a situation involving racism or hate activities where you've wanted to help but did not know how? What kinds of support, information, skills, etc. would you need to be able to intervene more effectively?
11. If you could create a "racism-free" zone, what would it look like?
12. Is there anything else you want to tell us? Any last thoughts on these issues that you don't want to miss?



Mobilizing Target Communities

"I swore never to be silent whenever and wherever human beings endure suffering and humiliation. We must always take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented." *Elie Wiesel*

Anyone, anywhere, can become a victim of a hate crime. Even if you are not a member of a target group, you can be perceived to be, or you may be with friends who are targeted because of their membership in a group. This is why countering hate is something all of us must do, and the best way to move forward is to join hands with communities that are often the main target of hate activity and crime.

These groups are Aboriginal (First Nations), Gender & Sexually Diverse Groups, People with Disabilities, Religious Groups (Jewish, Muslim, other), Minority Ethnic Communities and others. See the 2009 Alberta Hate/Bias Crime Report for an overview of targeted communities.

[http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Alberta%20Hate%20Crime%20Report%20\(AHCC,%202009\).pdf](http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Alberta%20Hate%20Crime%20Report%20(AHCC,%202009).pdf).

As well, the 2007 report *Combating Hate and Bias Crime and Incidents in Alberta* has a good overview of some of these communities' experiences with and their perceptions of hate activity perpetrated against them. See pages 10 - 14.

[http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Alberta%20Hate%20Crime%20Report%20\(AHCC,%202007\).pdf](http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Alberta%20Hate%20Crime%20Report%20(AHCC,%202007).pdf)

Mobilizing for Safe Communities a conference held in Calgary in 2011, produced a report with a number of tips and challenges in mobilizing communities. See -

http://justice.alberta.ca/programs_services/safe/hat-doing/Documents/MS2011FinalReport.pdf

Some tips:

1. Use cultural brokers or agencies that work with the target community to open the dialogue.
2. Understand protocols or information access styles of different communities. For example, in Aboriginal communities, you may have to talk with an elder first. With seniors, face to face conversations will be most effective, while with youth, you may want to employ social media such as Twitter or Facebook.

Be sure to hear and understand the experiences of the target community and move forward in a way that respects its concerns (e.g., safety) and issues (e.g., fear of police).

An Example of Police/Community Collaboration

The Edmonton Police Service has liaison committees with members from a number of vulnerable ethnic, disability, and gender sexual identity groups. These groups discuss concerns in their communities and develop strategies for policing and community partnerships. A member from each group also sits on an advisory committee that meets directly with the Chief of Police. A similar collaboration is being developed by The Calgary Police Service.

REACHING VULNERABLE POPULATIONS

It is often difficult to reach and engage vulnerable populations in a respectful way. A good source for planning this kind of outreach can be found at [http://www.albertastreetnurse.com/files/Outreach Planning Guide.pdf](http://www.albertastreetnurse.com/files/Outreach%20Planning%20Guide.pdf).

While its focus is on health promotion, the tips are applicable to all sorts of issues. In our consultations with vulnerable populations in Alberta many noted that this is not an issue that is discussed much within the community and most members do not have a good idea of what hate crime and their rights are. From this it is clear that the place to start for all of us is with education so that we can recognize and respond appropriately to hate activity in our communities. By working through this toolkit, communities should have a better understanding of how to move forward.

Suggested Activities

A number of activities can be found in the Alberta Hate Crime Awareness Day Planning Guide. See under Resources - <http://www.albertahatecrimes.ca>

See activities for the 'Not in Our Town' movement at -

<http://www.linktv.org/programs/not-in-our-town-communities-uniting-against-hate>

<http://www.niot.org/front>



Assisting Targets – Victims and Community Support

POPULATIONS IMPACTED BY HATE/BIAS CRIME AND INCIDENTS

All of us are diminished by hate activity, whether as victims, survivors or community members. The insidious nature of this type of behaviour creates a climate of fear that moves beyond the individual targeted to encompass the whole community. At risk populations for victimization include marginalized and vulnerable populations such as Aboriginal peoples; persons with physical, mental or developmental disabilities; persons who are gay, lesbian, transgendered or bisexual; members of racialized communities; and women. Perpetrators and victims alike are often young people.

UNDERSTANDING IMPACT ON COMMUNITIES

Hate crimes are often called "message crimes," because of the impact that they have on members of an entire community. For example, when a hate crime occurs a community may experience:

- Feelings of victimization projected to an entire community,
- Sense of group or community vulnerability
- Community fear/tension

- Community reactive crime
- Copycat incidents
- Community polarization
- Loss of trust in Police, and/or
- Heightened security concerns at schools, churches, and private homes.

Dauvergne, Scrim, and Brennan (2008) found that 40% of victims of hate crime incidents in the General Social Survey found it "difficult or impossible to carry out their daily activities compared with 23% of victims of non-hate crimes. Violent hate crime incidents were also more likely to result in victims feeling fearful and unsafe in their communities (p. 16). And yet, hate crime goes largely unreported leaving communities feeling vulnerable.

Videos: Disability Hate Crime -

<http://www.youtube.com/watch?v=Ugyv4vFSQME&feature=related>

Hate Crime Affects Us All -

<http://www.youtube.com/watch?v=7h2HteTQI-Y>



HOW CAN THE COMMUNITY ASSIST?

Action	Resources
<p>Provide Victim Support</p>	<p>Some good ideas for documentation and police response at http://www.yorku.ca/lfoster/community/TakingActionAgainstHateResources.html</p> <p>Alberta Police Based Victim Services Association with contact information across the province http://www.apbvsa.com/northmap.php</p> <p>Victim information, support and information on hate crimes at Victims of Violence http://www.victimsofviolence.on.ca/rev2/index.php?option=com_content&task=view&id=346&Itemid=36</p>
<p>Work with Law Enforcement</p>	<p>Local police are there to assist, counsel, investigate, provide support and referral. Working with them helps educate both community and police about community needs and the law. Some good ideas for establishing a partnership from Poland http://www.osce.org/odihr/39821</p>
<p>Respond Effectively</p>	<p>What to do when Nazis come to town – Local Responses http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/What%20To%20Do%20When%20The%20Nazis%20Come%20To%20Town%20(Brenman).pdf</p> <p>Responding to Hate crime and Groups (Calgary) http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/DiverCity%20Calgary%20Hate%20Crime%20Forum%20Summary.pdf</p>
<p>Heal the Community</p>	<p>Strengthen Individual Knowledge and Skills Programs and practices which are directed to specific individuals at risk, encouraging them to change their behavior</p> <p>Promote Community Education The goal to community education is to reach the greatest number of people possible and to build a critical mass of people who support the message. Community education aims to change behavior. Mass media reaches the broadest community.</p>

Action	Resources
<p data-bbox="154 268 397 331">Heal the Community – Cont.’</p> 	<p data-bbox="738 268 966 294">Educate Providers</p> <p data-bbox="738 304 1485 619">This strategy reaches an influential group of individuals who have daily contact with large numbers of at-risk people. These professionals and community activists who work in health and other community services become advocates of prevention. Providers also contribute to community education, change policies within their institutions and advocate for legislation. These include health care workers, political, police/justice, religious, civic and other community leaders can advocate for prevention.</p> <p data-bbox="738 661 1128 686">Foster Coalitions and Networks</p> <p data-bbox="738 697 1485 934">Community organizations, policymakers, businesses, health providers and criminal justice professionals need to work together to conduct more broad-based efforts in the community. Joint planning and coordination allows for system-wide problem-solving, and leads to successes that and individual program can not achieve alone. Programs share ownership, build skills and avoid duplication</p> <p data-bbox="738 976 1128 1001">Change Organizational Practices</p> <p data-bbox="738 1012 1453 1117">By changing its own policies, an organization can affect the safety of its members and influence the community as a whole.</p> <p data-bbox="738 1159 1128 1184">Influence Policy and Legislation</p> <p data-bbox="738 1194 1485 1411">Legislation and policy initiatives represent the possibility for the strongest and broadest changes to the environment that contributes to violence. Both formal and informal policies affect large numbers of people, by improving the safety of the environments in which they live and work and by encouraging them to change their behavior.</p> <p data-bbox="738 1453 1437 1558">Not in Our Town: Light in the Darkness video – See information at http://latino.foxnews.com/latino/lifestyle/2011/09/19/latino-hate-crime-inspires-documentary/</p> <p data-bbox="738 1600 1485 1774">A Community Response to a 9/11 Hate Crime: <i>Restorative Justice Through Dialogue</i> http://www.hrusa.org/workshops/humphrey/workshop/PublicForum/Community%20Response%20to%20a%209_11%20Hate%20Crime.pdf</p>

WHAT DO I DO IF I'M TARGETED BY HATE?

Make sure you are safe. Get to a safe location such as a public place, a police station or a friend's home to secure yourself against further harm. To practice ongoing safety: walk with friends when going places; walk in well-lit areas at night where there are people around; and make sure your phone number isn't listed publicly. You may also consider filing for a Temporary Restraining Order (TRO).

Get medical attention if necessary. If you need immediate assistance, call 911. We encourage you go to a hospital and receive medical attention as soon as possible if you have been a victim of a physical attack, including sexual assault, as it is possible that the doctor may discover injuries that are not visible. For more information regarding sexual assault, refer to the *GenEq Sexual Assault Information sheet*.

Preserve evidence. Collecting evidence can help you build a case this can mean: taking photographs; saving written or electronic messages; recording threatening voicemails; not showering after sexual assault (showering washes away evidence); keeping soiled clothes in a plastic sealable bag; keeping a journal of the dates and times of events; etc.

Take care of yourself. Talk to a friend, family member, or someone you trust; write in a journal; practice art or music; engage in a spiritual or religious practice; or take care of your body through exercise, rest and good nutrition.

Report the incident. It is important to report the incident even if you decide to not press charges because it can help the police build a file on the accused, which helps prevent the assault from happening to someone else. It will inform the police about the prevalence of hate crimes and hate-motivated acts in your community.

Consider contacting a counsellor. To help you process you deal with the effects of being a survivor or witness of a hate crime. Having someone to talk to who understands can be a valuable resource and aid healing.

Do not blame yourself. You do not, and did not, deserve to be targeted.

http://geneq.berkeley.edu/hate_crimes_target

For youth who have been victimized, you can call **Kids Help Phone**, Kids Help Phone is a free, anonymous and confidential phone and on line professional counselling service for youth. Big or small concerns 24 hours a day, 7 days a week. 365 days a year.

1-800-668-6868

<http://org.kidshelphone.ca/en/>



STORIES

It is often easy to overlook that hate incidents and even crimes happen every day to someone in our communities in Canada. Rarely are these reported to the police or by the media. As such, it is easy to remain unaware of the impact on communities and individuals. In this section, we provide some stories of people who have encountered hate, or are working to address it. These stories provide the human face to this issue and are great ways to engage police and government leaders about the importance of combating hate in our communities.

A Muslim woman from Mississauga, Ont., had her niqab pulled from her face at a local mall, says her young children no longer feel secure with only her nearby.

<http://www.cbc.ca/news/canada/toronto/story/2011/11/22/toronto-niqab-mall-assault-video.html>

The Edmonton public school board is one step closer to passing Alberta's first school policy that protects the rights of lesbian, gay and transsexual students in the district.

<http://www.edmontonsun.com/2011/11/10/school-board-tackles-homophobia>

There are limits to free expression.

http://www.theglobeandmail.com/news/opinions/opinion/there-are-limits-to-free-expression/article/2216380/?utm_medium=Newsletter&utm_source=Globe%20Politics&utm_type=text&utm_content=There%20*are%20limits%20to%20free%20expression&utm_campaign=90768065

An Ottawa teenager who committed suicide Saturday suffered constant bullying and posted suicidal thoughts on his blog for months before he died.

<http://www.thestar.com/news/canada/article/1071633--bullied-son-of-ottawa-city-councillor-commits-suicide?bn=1>

When road rage sparks a racist comment, the target of the slur gets tongue-tied. Then she gets mad and decides it's time to speak up.

<http://www.calgaryherald.com/entertainment/Watch+Your+Mouth/5517522/story.html>

A Calgary mother is starting her own campaign to fight homophobia inspired by the courage of her daughter.

<http://www.cbc.ca/news/canada/calgary/story/2011/09/01/calgary-homophobia-campaign.html>

The National Coalition of Anti-Violence Programs (NCAVP) in the U.S. presents this collection of stories of lesbian, gay, bisexual, transgender, queer, and HIV-affected (LGBTQH) survivors of violence as a supplement to the annual hate violence report.

The purpose of this document is to provide a snapshot of the individual survivors' experiences, and to commemorate the lives lost to murder.

<http://www.avp.org/documents/LossSurvivalandResilienceFinal.pdf>

A Hater Among Us: The Oshawa, Ont., drywaller is the leader of the White Nationalist Front, which wants to turn Canada into a white homeland by deporting millions of Canadians of other skin colours.

<http://news.nationalpost.com/2011/08/06/a-hater-among-us/>



In some Nordic countries, and elsewhere in Europe, political parties have fed on rising public concern over immigration as economic conditions worsen and a drip-feed of Islamist attacks stokes fear and suspicion of new arrivals. But experts argue overly aggressive political rhetoric and scare tactics have inflamed passions rather than address the many complex, underlying problems.

<http://www.reuters.com/article/2011/07/25/us-norway-multiculturalism-idUSTRE76O3H220110725>

Calgary Not Canada's Racism Crime Capital.

<http://cnews.canoe.ca/CNEWS/Crime/2011/06/08/18253151.html>

Calgary teen 17-year-old, spray painted anti-Semitic graffiti and swastikas across a holocaust memorial and two synagogues.

http://calgary.ctv.ca/servlet/an/local/CTVNews/20110304/CGY_hate_crime_110304/20110304/The%202011%20Billboard%20Music%20Awards

Four men charged in connection with a series of verbal and physical assaults police say were fuelled by hate.

<http://www.edmontonsun.com/news/edmonton/2011/03/08/17540196.html>

An excellent video of a man who left a White Supremacist group and went through a painful ordeal to remove all of his markings and tattoos.

<http://drphil.com/slideshows/slideshow/6608/?id=6608&showID=1738#>



Reporting Hate Crime

IMPORTANCE OF REPORTING

Currently, it is estimated that only about 10% of hate bias crime victims report their victimization. A provincial response to hate bias crime will send a clear message to targeted communities and to offenders that these types of acts are not acceptable in Alberta. Collaborations between police services, the Crown the legal system and communities will result in increased trust and reporting of incidents.

To report **HATE CRIMES**, CALL **911** or your local police service.

HOW TO REPORT

If you have been victimized in a hate crime or hate incident, here are some suggestions for things you should immediately do:

- In an EMERGENCY, dial 911.
- Get medical attention for any injuries.
- Call the police as soon after the incident as possible. You may be eligible for financial compensation for damages.
- Get the responding officer's name and badge number.
- Write down all details of the crime as quickly as possible after the reporting.
- If you saw the perpetrator(s), try to remember sex, age, height, 'race', weight, build, clothes and other distinguishing characteristics. If anything was said, such as anti-gay epithets or threats, write them down.

- Carefully preserve any evidence, such as notes, clothing, graffiti, tape recordings, fingerprints, etc. Take photographs of any injuries and of the location where the incident occurred.
- If you want the crime to be reported as a hate/bias crime, tell the officer to note that on the report.
- Make sure the officer files an incident report form and assigns a case number.
- If the police do not assist you properly, file a complaint with the Police Commission or your local complaint procedure.
- If a police report is not taken at the time of your report, go to the police station and ask for one. Always get your own copy.
- Contact any agencies or community leaders that advocate for the victim's group (or perceived group) or to which the victim belongs.
- Contact your victim services unit.

Even if you don't feel comfortable reporting to the police, report what happened to the **Alberta Crime Committee**. No incident is unimportant, insignificant or too small!

Risk Management – See

[http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hate%20Crime-%20What%20to%20Know%20\(2009\).pdf](http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hate%20Crime-%20What%20to%20Know%20(2009).pdf)

Role of Community-Based Organizations

Organization	Role
Government	Maintain hate crime laws and legislation, research Government reports http://www.socialscienceandhumanities.uoit.ca/hatecrime/gov.html
Police	Investigate and respond. The AHCC has produced guidelines for investigating hate/bias crime and incidents. http://www.albertahatecrimes.ca/09/images/file/Documents/Resourses/AHCC%20Guidelines%20for%20Police%20Services%20(2010).pdf Resources for law enforcement including training curricula http://www.civilrights.org/hatecrimes/resources/#law Responding to Hate Crimes: A police officer's guide to investigation and prevention http://www.theiacp.org/PublicationsGuides/LawEnforcementIssues/Hatecrimes/RespondingtoHateCrimesPoliceOfficersGuide/tabid/221/Default.aspx
Justice	Prosecute and convict - A local prosecutor's guide for responding to hate crimes (U.S.) http://www.ndaa.org/pdf/hate_crimes.pdf
Victim Services	Responding to Hate Crime: A Multidisciplinary Curriculum for Law Enforcement and Victim Assistance Professionals https://www.ncjrs.gov/ovc_archives/reports/responding/welcome.html
AHCC	Provide research, statistics, support, advocacy www.albertahatecrimes.ca
Community Associations	Educate, organize, advocate, partner http://www.osce.org/odihr/39821
Schools	Educate and inoculate students - Examples of U.S. programmes in schools http://www.justice.gov/crs/pubs/prevyouthatecrim.pdf Activities for Grades 1-5 http://www.ncpc.org/topics/hate-crime/activities-and-lesson-plans-for-kids-in-grades-1-5 Fighting Anti-Semitism Together – lesson plans (Grades 6-8), links to provincial curricula and posters http://www.fightingantisemitism.ca/

Schools – Cont.’

Tolerance for Teens

<http://www.ncpc.org/topics/hate-crime/tolerance>

Don't Buy In – Calgary Police Service

<http://www.calgarypolice.ca/kids-dontbuyin.html>

Hate on the Internet – A Lesson Plan

http://www.adl.org/education/hate_internet.asp

Pyramid of Hate Lesson Plan

<http://mygsa.ca/pyramidofhate>

Creating Hate - The Power of Words

http://www.hsj.org/modules/lesson_plans/detail.cfm?LessonPlanId=138&menu_id=6&submenu_id=&module_id=2



What Can You Do?

Hate activity can no longer be accepted in Alberta. We need to send a clear signal that this type of violence will not be tolerated. We need to acknowledge that we are all affected. Because of this, and because the issue is complex, we need to take a comprehensive and collaborative approach to affect societal attitudes, develop effective legislation and policies, coordinate actions and look at the full continuum from prevention to response to outreach and follow-up over the long term.

We need accountability measures to ensure implementation and sustainability of our initiatives. This requires a long-term commitment and sustained effort to move beyond a quick fix.

Victims of hate activity need to know where to turn for help and support. They need to know that these supports are accessible, fair and responsive to their physical, psychological and emotional pain. They need to feel safe and protected by their community and by police and the justice system.

Who	Resources
Individuals	See - http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/Hate%20Crime-%20What%20to%20Know%20(2009).pdf
Parents and Youth	Recognizing the signs of hate http://kidproofblog.com/?tag=online-hate Resources for Educators & Parents http://www.civilrights.org/hatecrimes/resources/#law How Parents can teach kids about diversity http://www.ncpc.org/topics/hate-crime/diversity Is your child a target http://www.media-awareness.ca/english/issues/online_hate/upload/Is_Your_Child_a_Target_bnairbrith_2006_09.pdf
Police	The AHCC has produced guidelines for investigating hate/bias crime and incidents. - See http://www.albertahatecrimes.ca/09/images/file/Documents/Resources/AHCC%20Guidelines%20for%20Police%20Services%20(2010).pdf Resources for law enforcement including training curricula http://www.civilrights.org/hatecrimes/resources/#law Responding to Hate Crimes: A police officer's guide to investigation and prevention http://www.theiacp.org/PublicationsGuides/LawEnforcementIssues/Hatecrimes/RespondingtoHateCrimesPoliceOfficersGuide/tabid/221/Default.aspx

Example of a Community Response

Lessons from Olympia, Washington

<http://www.niot.org/action-hub/local-lessons/guide-responding-hate-groups>

By Reiko Callner and Anna Schlecht, coordinators of Olympia, Washington's Unity in the Community

When hate group activity occurs in a community, it is incumbent upon local residents who value diversity to take action.

Since the early 1980s, Olympia, WA, the state's politically progressive capital city, has dealt with the threat of neo-Nazi hate groups organizing in the area. As a diverse and involved community, our response has been to enlist our community's full breadth. Our tools of engagement have been energetic and broad-based, including festivals, speakers, grass-roots fundraisers, panels and films. We contribute much of our success to 1) focusing on building trust among all members of our coalition, 2) being vigilant in gathering information on the specific hate groups, and 3) working with local law enforcement agencies, as well as the area's faith communities.

Hate groups advocate extreme prejudice, vandalism or violence as a way to instill fear and terror among people on the basis of race, culture, national origin, religion, sexual orientation or gender identity. These groups, seeking to tap a vein of underlying bigotry in U.S. society, use hate language, threats, symbols and actual incidents of violence to send a message of intolerance. To counter these bias incidents, many communities have created groups and developed protocols to mobilize a broad and positive show of support for diversity. Here is the protocol we developed in Olympia, WA.

GET THE FACTS. Once notified of a hateful incident, follow up on the original source of information, whether it's the local newspaper or other media, a police report, eyewitness account or crime victim's story. Get the most accurate account

of what did occur or what's being announced as forthcoming. In cases involving acts of graffiti, determine exactly who or what was targeted and the nature of the graffiti (i.e. swastikas or slurs.) In the case of a physical assault, determine who was injured, the exact nature of the injuries, when and where it occurred, and the number and description of assailants. If an event such as a hate rally has been announced, note what precisely was stated, including the involvement of specific organizations and their planned action. If it's an action by the National Socialist Movement (NSM), for example, you can conduct a web search to learn about their activities and efforts in other communities. You can also find valuable information about hate groups on the websites of the Anti-Defamation League's and the Southern Poverty Law Center. Be aware that the fear generated by hate incidents can lead to exaggeration. Maintaining accuracy will be key to building your coalition and maintaining your public credibility.

SUPPORT TARGETS OF HATE. Prioritize advocacy and support to people directly targeted by hate incidents. One or more individuals who are ideally trained as crime victim advocates or are naturally sensitive and considerate should make contact with the affected people, acknowledge the damage done, express support and sympathy, and see if there's something tangible your group can do for them. Let them know immediately that they are not alone and people are concerned and sympathetic.

MAP OUT YOUR ALLIES. Seek out the folks that share your concerns about hate group activity and work up a plan to expand your base of support. Do an inventory of the people and organizations, which may include the local chapter of the Anti-Defamation League, human rights organizations, ethnic and cultural associations, gay, lesbian, bisexual, transgender rights organizations, faith community leaders, inter-faith associations, local business people, elected officials, law enforcement, high school, college or university student

organizations, faculty and other staff. If you are responding to hate crimes, include people and organizations with trained experience as advocates, such as women's shelter advocates and crime victim advocates. Research your state and local hate bias crime laws and find out which local law enforcement jurisdictions have experience and training to respond. Learn from the experience of other communities. Think big. Think broad-based. If your coalition all gets along then you don't have a diverse enough coalition. A broad-based coalition will merit and gain positive coverage by the local and possibly wider-reaching media.

HOST A COMMUNITY MEETING. Engage your list of allied individuals and groups to come together. If your community has a natural focal group (for example, a strong human relations commission or an interfaith alliance) to convene such a meeting, work with them to host the meeting. It may, however, be more inviting to create a new coalition. By creating a temporary alliance of distinct parties, persons, or states for joint action, you will create a more neutral environment in which diverse parts of your community can feel welcome to participate. In choosing the facilitator(s) to host and facilitate the meeting, deliberately seek out two or more people who themselves represent the diversity that you seek to build among your coalition. Recognize that diversity means differences. Not everyone will agree on what to do. Some folks may want to directly confront and drive out hate groups. Some folks will want to change the focus entirely to celebrating diversity. Encourage your facilitators to model how people with very different strategies (confrontation vs. celebration, radical vs. mainstream, secular vs. faith community) and divergent backgrounds (racial, faith, sexual orientation, age, or gender) can find ways to bridge the gaps and work together.

Develop an agenda that allows time for introductions, a clear and accurate accounting of incidents, discussion of options for community responses and a development of an initial plan of response, and brainstorming of action committees and future tasks. Develop and maintain a coalition

structure that keeps everyone informed, allows for meaningful participation by all members, and then get busy.

DEVELOP AN INCLUSIVE COMMUNITY-BASED RESPONSE. Based on the agreed plan of response, facilitate the coalition's work toward unifying the community in an appropriate response to hate activity. The range of community responses include rallies, speaker's series, school engagement, marketing materials and newspaper ads, and counter celebrations.

- ✓ **Rallies:** Host a pro-diversity rally featuring speakers from divergent parts of the community in a local gathering spot that showcases precisely the unity in the community that the hate incidents seek to undermine.
- ✓ **Speakers Series:** Assemble a list of culturally diverse community members to give talks for local civic organizations about your efforts.
- ✓ **School Engagement:** Involve schools and seek out sympathetic K-12 school teachers and staff to host speakers in classes or develop student forums on the subject of diversity.
- ✓ **Developing a Marketing Campaign:** Develop a poster with a positive message and recognizable logo to create a visual show of support throughout the community. Stickers of a logo are also a fantastic way to spread visible signs of community solidarity.
- ✓ **Newspaper Ads:** Raise money to run an ad in the local newspaper(s) featuring your pro-diversity message, your logo and the names of your supporters by asking donors to give at least \$5 to list their name. Ask your local newspaper to waive the fees, following the example of The Olympian of Washington and the Billings Gazette of Montana. This sends a strong message of support for diversity.

✓ **Counter-Celebrations:** Consider hosting a celebratory event that affirms the positive, diverse nature of your community, rather than simply reacting to and possibly mirroring negativity of the hate group. In this day of near-universal computer access, web sites and email lists can be quick and effective ways to organize participants. Phone trees also work well. You should urge prudence in who has access to this list depending on the nature of the hate group. You do not want it infiltrated and used to intimidate your membership.

SAFETY PLANNING. Take hate groups seriously. Encourage the visible leaders of your effort to exercise some prudence without bringing their actions to a halt. Express your reasonable concerns to law enforcement and set up a buddy system for late night meetings. If needed, consider hiring off-duty police for security.

These steps provide security, are good talking points for why your community needs to coalesce, and reinforce for law enforcement the importance of serving and protecting local “good guys” like your group.

FOLLOW UP. If there are victims of hate crime, work with local crime victim advocacy organizations and tap local businesses to provide material support, from medical care and counselling, to legal advocacy and painting or repair work for graffiti or vandalism. If your activities included a focal event, such as a rally, host a subsequent de-briefing session to talk about what worked, what didn’t, what to do differently next time and to resolve any conflicts that arose between coalition members.



Tools and Resources

Many of the tools and resources cited throughout this document can be found on the Alberta Hate Crime Committee website *under Resources* www.albertahatecrimes.ca

Resources	Source
Coalition of Canadian Municipalities Against Racism and Discrimination	Alberta municipalities highlighted in orange: http://www.albertahumanrights.ab.ca/List_of_SignatoryMunicipalities_English_French_Aug_2011.pdf
Addressing Hate Crime in Ontario	Recommendations http://www.attorneygeneral.jus.gov.on.ca/english/about/pubs/hatecrimes/HCCWG_full.pdf
Diversity Toolkit	Contacts, funding sources, modules etc. http://www.ucalgary.ca/dtoolkit/
Brochures, Pamphlets, Posters	Edmonton Police Service. Hate Crime brochures in different languages http://www.edmontonpolice.ca/communitypolicing/organizedcrime/hatebiascrime.aspx AHCC Resources for Community http://www.albertahatecrimes.ca/index.php?pg=Resources Calgary Police Service http://www.calgarypolice.ca/community-hatebias.html
Anti Hate Bumper Stickers, T-shirts, etc.	http://www.zazzle.ca/anti+hate+gifts http://toppun.com/Political/Stickers/Anti-Hate-Designs-Anti-Hate-STICKERS.html
Websites	http://www.media-awareness.ca/english/issues/online_hate/deconst_online_hate.cfm
Checklist	A rapid response checklist for a hate crime/incident http://www.civilrights.org/hatecrimes/fight-hate/rapid-response.html
Templates	Writing Letters to Media , pg. 52-54 Sample Letter of Support, pg. 55 http://grantwriting.tufts.edu/?pid=19 Sample News Release, pg. 56 http://www.canadaone.com/promote/newsrelease2.html Sample Proclamation, pg. 58

Resources	Source
Training	<p>Police http://tandis.odihr.pl/documents/03409.pdf http://www.cpkn.ca/course_hate_crime</p> <p>FBI training guide with lesson plans http://www.fbi.gov/about-us/cjis/ucr/hate-crime/trainguide/dc99.pdf</p> <p>School Resources http://www.media-wareness.ca/english/catalogue/index.cfm</p>
Funding Sources	<p>Funding sources for diversity projects in Alberta http://www.ucalgary.ca/dtoolkit/resources/ab</p> <p>National Victims of Crime Awareness Week http://www.victimsworld.gc.ca/fund-fond/index.html</p> <p>Your local businesses can be a great source for ‘in kind’ donations</p>

For Youth / Teachers

Allies and Aliens	<p>An interactive module for Grades 7 & 8 to increase ability to recognize bias, prejudice and hate http://www.attorneygeneral.jus.gov.on.ca/english/about/publications/hatecrimes/HCCWG_full.pdf</p>
Help Youth Resist Bias and Hate	<p>http://www.partnersagainsthate.org/educators/pag_2_ed.pdf</p>
Lessons for Middle School	<p>http://www.partnersagainsthate.org/educators/middle_school_lesson_plans.pdf</p>
Manuals and Guides	<p>For Police, manuals for responding, investigating & reporting http://www.albertahatecrimes.ca/index.php?pg=Resources</p>



Appendix 1. 10 Ways of Engaging the Media

Taken From - http://www.action.org/site/get_involved/10_ways_of_engaging_the_media/

- 1. Editorial Meetings** An editorial statement from your leading local newspaper, addressing the responsibilities of your elected officials, is perhaps the most powerful form of media advocacy. You should approach the editorial board members of your local paper and offer to provide them an editorial briefing on the issue. If you can arrange an editorial board meeting, this will provide you with an excellent opportunity to gain the editorial support of a newspaper which, in turn, can be very influential in shaping political decisions. Begin by doing your homework prior to the meeting. Profile the kinds of editorials that appear in the paper and the position they tend to take, particularly in relation to international issues. Arrive armed with facts and figures that are relevant to the newspaper's audience. Make a persuasive argument that their readers should be concerned about the issue. Make clear why specific elected officials from your area have influence on these matters. Be ready to answer any questions the editor might have. After the meeting, research and provide any further information requested.
- 2. Opinion Pieces** Most newspapers print opinion editorials (op-eds) or guest columns. An op-ed is an expression of opinion rather than a release of news. Although style varies according to different countries, an op-ed tends to be lively, provocative and sometimes controversial. They provide a very effective way to register concern about your issue to policy-makers and to inform communities about why they should care about addressing it. Op-eds are usually around 600 to 1,000 words. It is best to call the newspaper first and request their guidelines for submitting an op-ed. If possible, speak to the appropriate editor to alert them that you intend to submit an op-ed, briefly explain the importance of the issue.
- 3. Letters to the Editor** Newspapers and magazines have a "letters page" that gives readers the opportunity to express their view or correct previously published information they feel to be inaccurate or misleading. Letters are widely read and provide a good opportunity to promote your cause. Letters should be short and concise. Those over 500 words are unlikely to be published. Well-written letters of no more than 100 words can be very effective. A letter should aim to make one main point and to end on a challenging note, with a call to action. Letters can also be signed by a number of signatories, representing various organizations or interests, which may increase their impact. If a letter is responding to an article carried in a daily newspaper, it is important to email, fax or deliver it to the paper within a couple of days.
- 4. News Advisories** Advisories are used -- along with phone calls -- to alert journalists to a media event or news conference. An advisory should give all of the basic information on the purpose, date, time, location, and speakers at an event, often in a Who, What, When, Where, and Why format. A good advisory should also build some anticipation concerning the news that will be announced. A strong headline helps.
- 5. News Releases** Some journalists receive hundreds of news releases each week. For your release to get noticed, the headline and first paragraph must catch their attention. You should devote most of your time to getting this right compared to preparing the rest of the news release. You can either issue the release in advance and embargoed until the date of publication, or you can issue it on the day of a news event/conference.

- 6. Calls to Journalists** Once you have sent an advisory or news release it is imperative to call journalists to make sure they have received it or that the right journalist has it. Sometimes, you will be asked to resend the release. Sometimes it will be to another journalist or bureau. When you call a busy journalist in a large city, you may have only 30 seconds to gain his or her interest in the story. To be successful, you must be direct and to the point concerning the importance of your story or event. Keep it simple and do not overwhelm them with too much information. Consider practicing your “pitch” with a colleague or friend before making your first call. Try to avoid calling when journalists are facing deadlines. It will also be useful to know something about the publication or program that you are calling. An editor can sense immediately if you have never read their publication or watched their program and may not see you as a credible source of news.
- 7. Suggest a Feature Story** Feature stories are usually longer than news stories. They go into greater depth on how an issue affects people. In magazines, they can span several pages and be accompanied by pictures. On television, they can become five minute segments or programs up to a half-hour in length. The best way to obtain a feature story is to describe your idea in a two or three-page story proposal. Be prepared to do a substantial amount of research on this before handing the story over to the journalist to follow up. Your proposal should provide an outline of the story and list interesting people who could be interviewed. The newer, more unusual, significant or dramatic the story, the better. For example, a journalist may be more interested in an unreported story about a hate incident in a school than just a general story about hate activity.
- 8. Press Briefings** If journalists -- who cover hundreds of different stories and may know next to nothing about this topic -- are to produce informative and accurate stories, they need to be properly briefed. Consider organizing an informal press briefing that also serves to build good relations with journalists. For example, invite half a dozen select journalists to attend a briefing in advance of your event. Brief them on key developments and issues relating to it and your group's relevant work on the issue. You may want to conduct this as a breakfast meeting and provide refreshments. It is a good idea to have clear briefing materials to distribute, such as fact sheets or advocacy publications. If you attend an important national or international conference, you may wish to brief journalists in your community about important developments upon your return.
- 9. News Conferences** A news conference can be a very effective way to announce a newsworthy story to journalists. Speakers take the platform in a venue and make presentations after which journalists can ask questions. This is a tried and tested formula which can make life easy for journalists and for yourself. Be sure that your story warrants holding one, as news conferences can take a lot of time to organize and it can be disheartening if only a few reporters attend. In some cases, you may find you can achieve the same results by handling the story from your office. For this, you need to send journalists your news release and briefing materials under embargo until the date of publication, highlighting who is available for interview, and talking them through the story in person or on the phone.
- 10. Photo Opportunities** Television news and magazines need good pictures or visuals in order to report on a story. When you plan a media strategy, think about what images you need and how you will supply these. You may want to pay for a photographer to take pictures and then distribute them to selected publications. You may also want to prepare a video news release (VNR) for broadcasters to use. Or, arrange a "photo opportunity" for photographers and television news people to take pictures themselves. To announce the photo opportunity, send an advisory that gives the "Who, What, When, Where and Why" of the event to media.

Appendix 2. Engaging Social Media

For those of us born before the social media revolution, it can be daunting to understand the impact this has had on how we all, especially youth, communicate with each other. But, social media has provided an excellent tool for instant discussion of issues and mobilizing people.

WHAT IS IT?

Social media uses web-based and mobile technology (like cell phones, ipads, etc.) to increase social interaction. For our purposes we are mostly interested in social networking sites such as Twitter and Facebook. But others, such as You Tube, can be used effectively as well. Social media has been credited with leading to movements such as Arab Spring (the uprisings against government leaders in Arab countries in 2011). Social networking sites allow you to connect with a large group of people (or networks) interested in similar issues. These groups support discussion boards and blog entries (typically personal reactions to a topic or subject).

FOR MORE INFORMATION ON SOCIAL MEDIA:

See -

Social Networking Tips:

<http://www.youtube.com/watch?v=Esj-PBmXjCU>

Explaining Social Media:

http://www.youtube.com/watch?v=SgNIIUD_oQg&feature=related

Social Media and Social Change: a 52 minute you tube presentation on this topic:

<http://www.youtube.com/watch?v=GO1lfvCt9kg&feature=related>

WHAT CAN YOU DO TO ENGAGE SOCIAL MEDIA?

1. **Start a Twitter Account** - if you're looking for a grassroots/low-cost way to get some interaction going with your potential customer base this is a great way to do it.
See- <http://twitter.com/>
2. **Start a Face book Account** - again, low-cost and a good way to start building connections.
See - <http://www.facebook.com/>
3. **Choose Engaging Conversation Topics** - that are designed to entertain and benefit those you are targeting. Contests and free events are great ways to engage your growing audience.

Eleven Tips for Social Networking Safety

<http://www.microsoft.com/security.online-privacy/social-networking.aspx>

Appendix 3. Templates

SAMPLE OPINION PIECE

See -

[http://www.albertahatecrimes.ca/09/images/file/Documents/Media/Tougher%20Hate%20Crimes%20Legislation%20Needed%20\(Wells%20&%20Billett,%202010\).pdf](http://www.albertahatecrimes.ca/09/images/file/Documents/Media/Tougher%20Hate%20Crimes%20Legislation%20Needed%20(Wells%20&%20Billett,%202010).pdf)

In response to (article author name, date and publication), I would like to clarify some misconceptions she raised in this article. Canadian hate propaganda laws found within the Criminal Code of Canada (CCC) do not infringe upon Canadians' right to free speech. In fact, the hate propaganda laws and the tenant of free speech are two separate and distinct issues. I refer specifically to the hate propaganda sections in the Criminal Code, Sections 318, 319 (1) and 319 (2).

The investigation and prosecution of hate propaganda focus primarily on ideas transmitted publicly to persuade society that one community is substantially inferior to another.

When the messenger alters his/her rhetoric from opinion to intentionally propagating hate, the intent of the message becomes the focus. The message now shifts from offering a view, to intentionally or 'wilfully' promoting or selling an ideology of hate that targets a particular community or group. This ideology has the potential to be consumed and acted upon. These ideological beliefs may include criminalizing a group's beliefs, religion or culture; presenting the idea that the group is inferior to the majority; or asserting that the group should be vilified, despised or scorned. They may argue that suppression and oppression of the group is required; that the separation of the group from society is necessary; and/or that reprogramming the targeted group is positive. The advocating and condoning of violent action (hate crimes), engaging in ethnic cleansing or committing genocide, all fall under these sections of the Criminal Code. To reiterate, the messenger must be found to be *wilfully* promoting hate and expecting or urging others to act upon his or her message.

Historically, hate propaganda has resulted in a collective belief that permeates society's institutions such as health care, housing, education, police, justice, or the government as a whole. A doctrine of hate is perilous in that public institutions, with the support of society, are now able, with impunity, to act upon an ideology that has been accepted as true. Human rights violations begin. We have seen the consequences of hate propaganda in places such as Germany, Rwanda, Yugoslavia and Cambodia. The spread of hate propaganda, and the collective belief that followed, was a major force in persuading society to participate in genocide, or at the very least, to sit and watch it unfold. This is why it is important to remain vigilant about condemning and prosecuting hate propaganda and hate crimes wherever and whenever they occur.

In Canada, hate propaganda laws have an extremely high legal threshold to arrive at for successful investigation or prosecution. First, the key for the Courts is the weighing of evidence regarding the motive, or intent, of the accused, which has to be proven beyond a reasonable doubt. The language, logic and descriptors utilized to express the message of hate need to be extremely virulent, malicious, wicked, repugnant and dangerous, in the eyes of the Court. The message and purpose needs to be obvious, have no societal value except to propagate hate and it must be public speech. There is a requirement that holds that the messenger would or should have known the consequences of his/her message. There are only 5 protected groups under the hate propaganda laws: race, color, religion,

ethnic origin and sexual orientation. There are four defences for hate propaganda built into the Criminal Code. Finally, before any charge can be laid by police, the file is required to be reviewed by the Attorney General who decides if the charge/s will proceed.

Freedom of speech is a defining characteristic and cherished value of Canadian society. The Criminal Code of Canada strikes an appropriate balance and is not about thwarting our freedoms. Hate propaganda laws and free speech are singular issues in that sections 318 and 319 are about protecting our democracy, human rights and freedoms to be who we are and associate with whom we wish without fear of violence or intimidation. Hate propaganda laws protect society from the malicious intent of hate mongers who convey hateful ideologies for the purpose of public consumption, and the suppression, oppression and eradication of identified communities.

Stephen Camp
Alberta Hate Crime Committee

For writing tips, See - <http://www.mcgill.ca/newsroom/facstaffresources/op-ed/>

SAMPLE LETTER TO THE EDITOR AND TIPS

Be Timely. Your letter will become irrelevant very quickly. You need to get it into the very next edition. If your letter relates to something in Monday's paper, send your letter to the editor before 1:00 p.m. on Monday. Send your letter by email.

Be Concise. Nothing beats a short letter. Sentences should also be kept short. Staying brief will help you get your point across clearly. No more than 5-6 lines.

Be Bold. If you are taking the time to write a letter, you have an opinion. State it in no uncertain terms right up front.

Be Funny. Funny letters get published. Humour is one of the most effective ways of communicating. If you can include it, do.

Be Easy. Editors don't have time to waste. Make it easy for them to publish you. There are many ways you can help them. Follow their rules regarding letters (check the paper's website). Spell everything correctly. Include your name, full address, and phone number.

Sample Letter: False statement hurts refugees

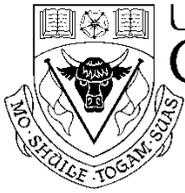
In a Jan. 24 letter to the editor, Marty Kneller stated "*as it is, refugees are getting more government funding than seniors who have lived, worked and paid taxes here all of their lives.*" I am surprised the Sun would print such an inaccurate statement, even on an opinion page. This view comes from an e-mail hoax that resurfaces a couple of times each year. Printing this letter only fuels this misinformation. The hoax has been so virulent, Citizenship and Immigration Canada has posted a disclaimer on its site, (website below). A statement like this can be very damaging to an already discriminated against population.

<http://www.cic.gc.ca/english/department/media/facts/aid.asp>

Valerie Pruegger

Published in Calgary Sun, January 25, 2010

SAMPLE LETTER OF SUPPORT



UNIVERSITY OF
CALGARY

2500 University Drive NW
Calgary, AB T2N 1N4 Canada

January 4, 2005

RE: Canadian Heritage Application for Hate/Bias Provincial Strategies Committee

To Whom It May Concern:

It is my pleasure to support the **“Search For Resolutions: A Process for Community Engagement on Hate Incidents”** project, sponsored by the Hate/Bias Provincial Strategies Committee. I strongly endorse this innovative provincial project as an excellent means of addressing the need to recognize, define, and respond effectively to hate crimes. I applaud this important initiative to recognize and challenge forms of hate in our communities. Indeed, there are few areas in our society with more pressing currency.

I have read their proposal and am impressed with the solid research, compelling statistics on the growing incidence of hate crimes, and well-organized and thoughtful approach to long-term integrated responses to the problem. Further, I have worked on several projects with Cnst. Doug Jones, Hate/Bias Crime Coordinator for the Calgary Police Service, and several other members of the committee, and know them to be highly skilled and well informed on these issues.

As an antiracism advocate and former teacher, with over 16 years experience coordinating the ongoing student action program I founded called Students and Teachers Opposing Prejudice (STOP), I am well aware of the current need for the specific community frameworks, information and resources that this project will generate toward understanding and combating hate crime.

As an academic researcher in human rights issues in education, I am impressed by the ambitious scope of this project, and by the inclusion of multiple sectors in meaningful ways. I look forward to contributing to this effort through voluntary consultation and participation when appropriate. The strength of this project is in its clear plan to foster mutually beneficial partnerships in the community, and effectively link overlapping themes and goals among various sectors.

I am delighted to offer my strong endorsement of the **“Search For Resolutions: A Process for Community Engagement on Hate Incidents”** project and will continue to strive to promote its efforts in our community. I believe it is exemplary and well deserving of your generous financial support.

Sincerely,

Assistant Professor

SAMPLE NEWS RELEASE

FOR IMMEDIATE RELEASE [2007 December 5]

Combating Hate Crime in Alberta: Recommendations

Recommendations for combating hate and bias crime in Alberta will be released with a new report on **2007 December 6 starting at 11:30 am** (formalities begin at 12:00 pm) at:

Kanahoff Centre

600, 1202 Centre Street SE, Calgary, AB

*guests should proceed to the 6th floor where they will be directed by reception

The report, entitled *Combating Hate and Bias Crime and Incidents in Alberta*, was authored by the Alberta Hate Bias Crime and Incidents Committee (AHBCIC). Members of targeted communities, police services and crown prosecutors across Alberta were surveyed and interviewed to obtain their perspectives of hate crime in our province. Recommendations for combating hate and bias crime are made for several ministries including the Solicitor General, the Attorney General, the Human Rights and Citizenship Commission and the Department of International, Intergovernmental and Aboriginal Relations. Some of the findings from the survey include:

Police treat hate crime the way they did domestic abuse a decade ago – not very seriously

(The Bureau of Justice Statistics, 2000)

Communities that are often the targets of hate crime victimization include Aboriginal, ethnic and racial minority, religious, disability, and sexual orientation. Community spokespersons noted the systematic nature of hate bias crime and incidents in their communities and the difficulties they had reporting these crimes to the police.

Our community is normalized to hate... it is commonplace and what can police do about it?

(Jewish community advocate)

In fact, it is estimated that only about 10% of hate crimes are reported. Police respondents noted that while some services, including Calgary and Edmonton and the RCMP, have dedicated resources for hate crime investigation, most do not. As such, police response to hate crime is often inconsistent and inadequate with little follow-up.

If a hate crime is charged, the Crown Prosecutor rarely invokes sections of the criminal code that deal with hate crime partly due to the burden of proof necessary to obtain a conviction. But most also lack the experience using hate/bias sections of the code and many are unfamiliar with these.

Our staff are junior and have no experience in prosecuting hate crime (Chief Crown Prosecutor).

The AHBCIC expects that by bringing attention to these issues and proposed solutions for moving forward, communities, police services and the justice system can work together to create a better response to hate crime and its victims.

Guest speakers at the report launch include Alderman Diane Colley-Urquhart, City of Calgary bringing greetings on behalf of the Alberta Human Rights and Citizenship Commission and Deputy Chief Murray Stooke, Calgary Police Service.

Public Contact Information:

Name

Title & Organization

Phone number

Public email contact: email address

Media Contact Information (provide at least 3 contacts):

Name

Title & Organization

Phone number

Media email contact (Provide at least 2 contacts by email)

See also: List your website or any supporting electronic reports



SAMPLE MAYOR'S PROCLAMATION



DAVE BRONCONNIER, MAYOR

PROCLAMATION

Many definitions of Hate Crime exist, however Calgary Police Service define it as "a criminal offence motivated by hate, prejudice or bias based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor. The Alberta Hate Crimes Committee (AHCC) was formed in 2002 to develop a province-wide framework to support a collaborative and integrated approach to prevent, enforce and respond to hate and bias motivated activities in Alberta.

Whereas: The City of Calgary wishes to heighten public awareness of hate crimes by working together with crime prevention groups and citizens throughout the province;

Whereas: Hate crime is a "message crime" designed to strike fear and/or terror into the heart of a community;

Whereas: The AHCC's vision and call for action is to make Alberta a hate-free province.

On behalf of City Council and the citizens of Calgary, I hereby proclaim Monday, May 10, 2010 as:

"HATE CRIMES AWARENESS DAY"

DAVE BRONCONNIER
MAYOR



Historic City Hall, 700 Macleod Trail South, #8069, Calgary, AB, Canada T2P 2M5 T 403.268.5622 F 403.268.8130

Proudly serving a great city
