

COUNTERING HATE IN OUR COMMUNITY

A MINI GUIDE

MESSAGE FROM THE COMMITTEE

Hate is a complex issue that affects us all, both directly and indirectly. Hate causes indescribable hurt and harm, whether it is expressed towards individuals or communities, locally or globally. Regardless of how hate manifests, it can have a lasting negative impact on the way we see ourselves, our communities, and the world around us.

We all have a role to play in addressing hate, no matter how it is classified or who it is directed at. The only way to create meaningful, long lasting change, is to be unified in our response, and challenge hate in all its forms.

Those of us who developed this module understand hate. We have experienced it, witnessed it, and for some of us, it has changed our lives forever. Participating in the creation of this module is our way of taking a stand against hate, by empowering our communities to do the same.

We also recognize the complexity of how hate operates in Canada, including the role that institutions have to play in enabling hate in our communities. Our hope is that this module is a step in the right direction towards a better relationship between communities and institutions, including the justice system.

Through this module, we hope that you will learn more about what your role is in addressing hate. We hope that this will be an opportunity for you - valued members of our communities - to see the opportunities to reclaim your power, and challenge hate in safe and meaningful ways.

Thank you for committing to addressing hate by attending this session. We hope that this is a step towards creating safer communities for all.



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MESSAGE FROM **PEEL REGIONAL POLICE**

Peel Regional Police stands united with our community in the fight against hate. Hate crimes and hate-motivated incidents are a blight on the fabric of our society, causing deep and lasting harm to individuals and communities alike. Whether these acts occur on our doorstep or resonate from afar, they challenge the core values we strive to uphold within our society and the justice system.

We have come together—police and community—to develop a resource that we believe will be instrumental in understanding and countering hate. Through this collaboration, we seek to empower not just our officers but every member of our community to recognize hate-driven acts and to respond with courage and conviction.

Our service acknowledges the painful truth that institutions, including law enforcement, can inadvertently perpetuate the cycle of hate. This admission is a cornerstone of our commitment to change. By participating in the development of this training, we are taking a proactive stance to not only address hate but to also reflect on our practices, ensuring that we are part of the solution.

HOW DOES

HATE MOTIVATED CRIME AFFECT US?

When faced with hate motivated crime, our diverse communities experience fear, disruptions within daily life and overall negative impacts on their mental and physical health.

WORKING WITH

OUR COMMUNITY

- ▶ It is important that hate/bias motivated crimes and incidents are reported to and documented by the police due to the importance of providing the proper supports and resources to affected communities and victims.
- ▶ When **community partners** work together with the police, increased reporting will allow for better supports and focus on communities experiencing hate motivated crimes.
- ▶ Reduce stigmas associated with reporting by normalizing education around reporting hate motivated crime as each person and community deserves to feel safe and confident in their day to day activities.
- ▶ Reporting allows for more accurate statistics that can be submitted for support enhancement for priority communities and victims.

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WHY SHOULD YOU

REPORT HATE MOTIVED CRIME?

- ▶ **Reporting** improves the ability of community services, medical and educational providers, and the police to better address the needs of priority communities.
- ▶ **Underreporting** affects the accuracy of statistics on what is occurring. Any statistics being presented must always be understood as a portion of the population who are able to report.
- ▶ **All reasonable efforts are made to ensure that the reporting process is safe. Reporting is encouraged, and those who report improve community service, medical, educational providers and the police to better address priority community needs.**

**WHAT IS NOT REPORTED
CANNOT BE ADDRESSED.**

WHAT INFO DO YOU NEED WHEN REPORTING?



1

IT IS NORMAL TO EXPERIENCE FEAR WHEN MAKING A REPORT, BUT WE ARE HERE TO SUPPORT YOU.



2

ANY PIECE OF INFORMATION COUNTS.



3

THERE IS NO SPECIFIC SET OF DETAILS.



4

PRP'S COMMUNICATORS AND OFFICERS WILL GUIDE YOU THROUGH THE PROCESS TO HELP YOU AND/OR JOG YOUR MEMORY AS THESE SITUATIONS CAN BE VERY STRESSFUL AND PRP'S FRONT LINE, DEI BUREAU AND OPERATIONAL EMPLOYEES ARE TRAINED FOR THIS.



5

REPORTING HELPS EVERYONE.

HOW DO WE REPORT?



CALL 9-1-1
If you're in immediate danger.



CALL 905-453-3311
If you're not in danger, call this number to report all crime to Peel Regional Police.



REPORT ONLINE
Report Hate-Motivated crime or incidents online at peelpolice.ca/report_hate



FOR MORE INFO
Call the [Hate Crime Hotline 905-456-5905](tel:905-456-5905) for general information about Hate-Motivated or Bias-Motivated crime.



WHAT HAPPENS **AFTER REPORTING?**

Reassurance Protocol

Hate-motivated crimes and incidents impact our community members in several negative ways. The residual impact of such crimes and incidents often results in feelings of fear, marginalization, and alienation. To ensure that victims of hate-motivated crimes and incidents receive the necessary support and reassurance from PRP, and to help mitigate and minimize the above-noted concerns, PRP's '**Reassurance Protocol**' has been formally implemented by the Diversity, Equity & Inclusion Bureau.

ADDITIONAL SUPPORTS

In addition to reporting and post-reporting processes, community partners and the police work together to offer:

Crime prevention supports

- ▶ Early intervention services to assist in reducing/stopping hate based activity.


Wrap-around supports

- ▶ Police and Community Partner collaboration to design, support and provide support programs to assist with multiple needs for victims, survivors and affected priority communities.



(CVE)

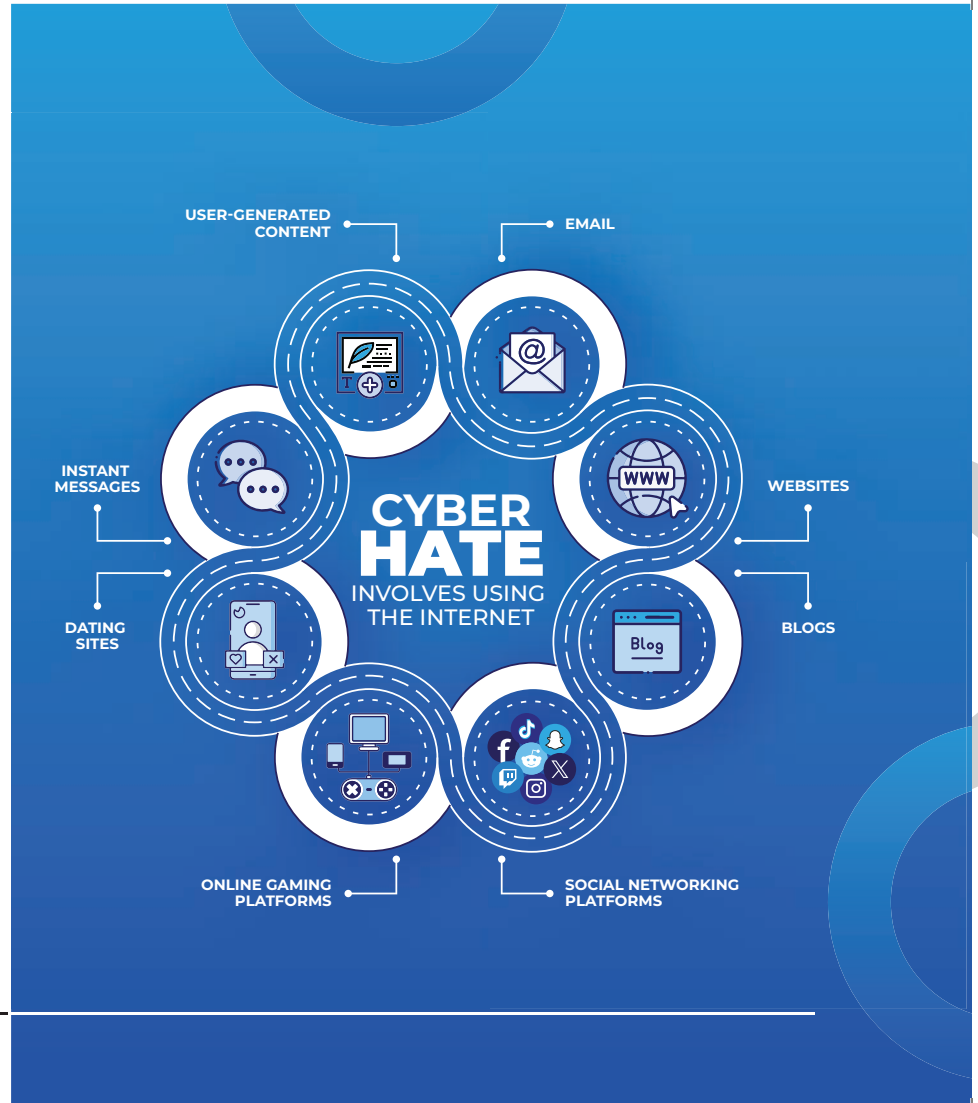
COUNTERING VIOLENT EXTREMISM

- ▶ In connection to hate motivated crimes, extremist views can create more serious incidents that include violent acts against specific groups, communities and priority communities alike.
 - ▶ The Government of Canada's approach to countering radicalization to violence includes targeted programming and resources to:
 1. **Early prevention efforts** are aimed at the general population and have the objective of preventing the onset of harmful behaviour.
 2. **At-risk prevention efforts** are directed at individuals or groups in the initial stages of radicalization to violence.
 3. **Disengagement efforts** are aimed at individuals who have become directly involved in ideologically-motivated violence.
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(Adapted from the National Strategy on Countering Radicalization to Violence)

(CVE) CYBER CRIME & ONLINE HATE

- ▶ Cyber hate comes in many forms and can be rooted in, but not limited to racism (anti-Black, Indigenous, Asian, South Asian, etc.), misogyny, homophobia, transphobia, classism, ableism, religion based hatred and White supremacy, either along or in combination (intersectional discrimination).
- ▶ The growth of social media has provided additional platforms for the expression of hate.
- ▶ The terms Cyber Hate and Online Hate generally refer to hate speech that happens online.



(CVE)

INTERVENTION AND SUPPORT

- ▶ When someone is identified to require intervention due to any stage of radicalization from pre-radicalized to active radicalization the Estimated Time of Arrival Model (ETA) Ontario is available and operated through York Town Family Services.
- ▶ ETA Ontario is a rapid access biopsychosocial intervention model that redirects people away from hate based ideologies and violent extremism.
- ▶ This program accepts referrals who may be pre-radicalized (prevention/early intervention), radicalizing, radicalized, and radicalized to violence.
- ▶ This specialized team consists of a mental health therapist, engagement and intervention workers, spiritual care, peer support, psychiatry and a housing workers.
- ▶ Referrals can be made through etaontario.ca



ETA



CLOSING MESSAGE

We want to extend our heartfelt thanks to each of you for your participation and engagement today. Your commitment to understanding, addressing and **reporting hate crimes** is the foundation upon which a more compassionate and just community can be built.

Throughout this module, we have navigated the complexities of hate crimes together, examining their roots, impact, and the mechanisms by which they can be confronted. This journey of learning does not end here; it is an ongoing process that requires our continuous attention and action.

We are inspired by the collective wisdom and determination that have been shared here. Remember, the knowledge you have acquired is a tool—use it to forge change, to **protect the vulnerable**, and to **uphold the values of dignity and respect for all**.

May we be agents of change in our daily lives, whether in Uniform or as a member of the community. We have the power to not only respond to hate but to be **proactive in ensuring a safer community together**.

Thank you once again for your dedication to making a difference. It is only through our shared efforts that we can work together to **dismantle hate and build a legacy of peace and unity**.



GLOSSARY

- ▶ **IDENTITY:** an individual's sense of self, defined by a set of physical, psychological, and interpersonal characteristics that are not wholly shared with any other person and a range of affiliations (e.g., ethnicity, gender, beliefs, etc.) and social roles.
 - ▶ **ETHNICITY:** a social group that shares a distinctive cultural and historical traditions often associated with race, place of origin, ancestry or creed.
 - ▶ **LANGUAGE:** A symbolic means of communicating through gestures, sounds, or written words.
 - ▶ **CULTURE:** the customs, beliefs, behaviours and/or achievements of a particular time and/or people; behaviour within a particular group.
 - ▶ **RELIGION:** A set of spiritual belief systems involving rituals and philosophy of life, that are generally within a formal, organized institution.
 - ▶ **INTERSECTIONALITY:** how social identities may overlap to create compounding barriers for individuals. It is described as a framework for approaching issues from multiple perspectives and understanding how multiple groups, or individuals with multiple identities, may be affected.
 - ▶ **PRIORITY POPULATIONS/COMMUNITIES:** represents diverse groups, communities, demographics, identities, statuses, and lived experiences who are most impacted by negative economic, accessibility, societal, health and safety barriers.
- DISCRIMINATION:**
 - ▶ **STEREOTYPE:** An assumption about a certain group, and the notion that the assumption applies to all members of the group.
 - ▶ **BIAS/PREJUDICE:** a predisposition, prejudice or generalization about a group of persons based on personal characteristics or stereotypes.
 - ▶ **MICROAGGRESSION:** Small interactions with people or the environment that expose bias towards marginalized groups. While microaggressions may be unintentional, they can have cumulative negative effects on an individual's well-being and sense of belonging.
 - ▶ **INDIVIDUAL DISCRIMINATION:** The unequal and prejudiced treatment of individuals based on their identity or membership to a particular group. Systemic/ institutional discrimination Systemic discrimination is institutionalized.
 - ▶ **INSTITUTIONAL DISCRIMINATION:** Discriminatory policies and practices favorable to a dominant group and unfavorable to another group that are systematically embedded in the existing structure of society in the form of norms.
 - ▶ **SYSTEMIC DISCRIMINATION:** is embedded and practiced in social institutions, such as: government, policies, religion, education, and organizations. Results in the exclusion and stereotyping of the targeted groups.



GLOSSARY

- ▶ **HATE:** intense hostility and aversion usually deriving from fear, anger, misinformation, ignorance or sense of injury.
- ▶ **INTERSECTIONS OF HATE:** can be two or more motivating aspects of a person/group/community that can drive hate motivated crime which makes incidents more complex.
- ▶ **HATE INCIDENTS:** involves behaviours which are motivated by bias against a victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability or sexual orientation, gender identity, gender expression or similar factors that are not criminal offences. (E.g. disrespectful, discriminatory or hostile speech.)
- ▶ **HATE MOTIVATED CRIME:** criminal act against a person, group of people or property that is motivated by hate, prejudice or bias based on race, colour, nationality or ethnic origin, language, religion, sex, gender identity, gender expression, age, mental or physical disability, sexual orientation or similar factor.
- ▶ **RADICALIZATION:** is the acceptance of violence as necessary and legitimate to advance a goal.
- ▶ **EXTREMISM:** belief in and/or support of ideas that are very far from what mainstream society would consider reasonable or correct.
- ▶ **LATERAL VIOLENCE:** A form of internalized oppression that occurs when individuals who have experienced historical and structural violence turn that aggression inward, targeting fellow community members who are in similar positions of vulnerability.
- ▶ **VIOLENT EXTREMISM:** Violent extremism is a term describing the beliefs and actions of people who support or use violence to achieve extreme ideological, religious or political goals. All forms of violent extremism seek change through fear and intimidation rather than through peaceful means.
- ▶ **GENOCIDE:** genocide means any of the following acts committed with intent to destroy in whole or in part any identifiable group, namely:
 - ▶ (a) killing members of the group; or
 - ▶ (b) deliberately inflicting, on the group, conditions of life calculated to bring about its physical destruction.



GLOSSARY

- ▶ **ACCUSED PERSON(S):** a person/group/organization who has been charged with a criminal offense or has been identified as the aggressor within a hate-motivated incident or crime.
 - ▶ **VICTIM:** a person, group and community who has suffered physical or emotional harm, property damage, or economic loss as a result of a crime.
 - ▶ Direct victim (many types), resulting ripple effects
 - ▶ **SURVIVOR:**
 - ▶ Not necessarily removed from hate
 - ▶ Those who overcome an act(s) of violence
 - ▶ **TRAUMA:** Trauma is the lasting emotional response that often results from living through a distressing event, series of events, etc. Experiencing a traumatic event can harm a person's sense of safety, sense of self, and ability to regulate emotions and navigate relationships. Long after the traumatic event occurs, people with trauma can often feel shame, helplessness, powerlessness and intense fear.
 - ▶ **TRAUMA-INFORMED APPROACHES:** refer to offering services or supports with an understanding of the vulnerabilities and experiences of people who have experienced trauma. Such approaches place priority on restoring the survivor's feelings of safety, choice, and control. Approaches to care also involve shifting language to empower, and highlight the strengths of the survivor.
 - ▶ **CULTURALLY-RESPONSIVE APPROACHES:** refer to the ability of an individual or organization to understand, learn from, and interact effectively with people of different cultures, including drawing on culturally-based values, traditions, spiritual beliefs, customs, languages, and behaviors in the design and implementation of service delivery.
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