



Responding to Hate

Our Roles in Hate Response



City of Eugene Best Practices

Leadership commitment

Sensitive response

Messages valuing diversity and inclusion

Strong community partnerships

Communication about hate and community safety

Coordinated Plan

Anti-Hate Resolution

► Improved Reporting – FY11



City of Eugene Hate and Bias Incident Response

Diversity and Equity Strategic Plan (DESP): Leadership and Capacity Building

**Complete and put into action the
Hate Incident Response Plan.**



What are hate crimes?

- *Criminal* hate activity - bias crimes and hate crimes
- *Non-criminal* hate activity - hate speech; groups

Federal/OR* protected classes

race*
color*
religion*
national origin*
gender
sexual orientation*
gender identity
disability

EPD bias crime reporting also includes:

marital status
political affiliation or beliefs
affiliation for/against labor organization
economic status
social status
citizenship
age



Roles in Response

- The responsibility of investigating a reported hate crime belongs to law enforcement.
- The responsibility of charging and prosecuting the offenders belongs to the prosecuting attorney.
- **The role of facilitating a sensitive response can be shared by local leadership and the community.**



The Role of Council and Leaders

- Communicating about the value of diversity and inclusion
- Publicly speaking against bias, hate, bigotry, prejudice, violence and intolerance
- Participating in specific incident responses with outreach to constituents and the broader community
- Prioritizing vulnerable or threatened groups



Hate Crime in Eugene

- Two Eugene men admitted in trial that in May 2008, one, who is white, poured a flammable liquid in the shape of a cross and the letters KKK on the front lawn of a residence leased by a black man and his family.
- In late 2009, a Eugene mosque and an elementary school were tarnished with hate graffiti in separate incidents.
- In February 2010, vandals spray-painted a swastika on a carpet, and also sprayed paint on a television and computer monitor in the University of Oregon office of the Lesbian Gay Bisexual Trans Queer Alliance in the Student Union building.

Response



City of Eugene Response Priorities

- Strong commitment.
...“our community responds against hate.”
- Tailored and sensitive responses.
- Support and inform victims.
... “you are not alone.”
- Gain community support against intolerance.
- Protect the integrity of criminal investigations.
- Disempower and prosecute perpetrators.

Key Elements of Effective Response

- Reporting
- Victim Support
- Public Denunciation
- Strengthen community capacity to educate, prevent and respond



Hate and Bias Incident Response:

Notifications and Coordination

Assessment and Response Plan

Education and Outreach

Hate crime/
activity occurs
and is reported



Police notified;
Equity and
Human Rights
Center notified;
Incident logged;
facts
assembled



City Leadership
notifications;
Lead person
designated to
coordinate
response



Response team
coordinated;
response plan
developed:
Address victim,
community,
media,
education, etc.



Hate and Bias Incident Response:

Coordination and Notifications

Incident Assessment and Response Plan

Education and Outreach

- Define and describe incident
- Contact victim, communicate support and response options
- Discuss and anticipate possible impacts
- Develop response plan, including victim's input
- Reporting and follow-up



Hate and Bias Incident Response:

Coordination and Notifications

Assessment and Response Plan

Education and Outreach

- Strengthen community networks and capacity
- Schools, neighborhoods, faith groups, affinity groups
- Conduct regular trainings on hate crimes
- Conduct regular outreach with reporting information
- Safe spaces for reporting and consultation
- Track hate crimes for trends



April 2010 Anti-Hate Public Forum:

What is a Hate Crime and What Can You Do for Prevention and Response?

Co-sponsored by the City of Eugene Human Rights Commission and Police Commission

City of Eugene
Eugene Police Department
Oregon Department of Justice
U.S. Department of Justice
Neighborhood leaders
Coalition Against Hate Crimes
UO Bias Response Team
CALC Back 2 Back Program
Community Mediation Services
Springfield Public Schools

NAACP
Communities of Color Coalition
American Civil Liberties Union
UO LGBTQA Support Services
UO Institutional Diversity&Equity
Centro Latino
Amigos Multicultural Services
Q Center-Portland
District Attorney's Office



Reporting and response are equally important

- A U.S. Department of Justice 2005 study of hate crime reporting indicates that only about 40% of all bias-motivated incidents are reported to authorities.

“We need to work on strategies to encourage bias crime identification and reporting.”

- Silence can be interpreted as acceptance.

“If we do not respond to hate crime and activity, we send a message to the victim and perpetrator that intolerance is okay.”



A Resolution...

...to denounce hate, intolerance, and bias activities in the City of Eugene.

We join the efforts across the community, country and globe to oppose hate violence by strongly confronting acts of hate and intolerance in the City of Eugene, and strengthening our responses to hate.



Eugene Police Department Roles

- Training
- Identification as bias crime
- Investigation and evidence for prosecution
- Reporting: State and Local
- Messaging: Leadership commitment
- Statistics