

Interrupting Bias & Hate

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Managing Partners

PMJ Consulting, LLC.

Equity, Inclusion, and Social Justice Organizational Planning

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Goals

- To understand what hate crimes, hate incidents, and bias incidents are and how they affect campus communities
- To understand current trends in hate crimes and incidents
- To be knowledgeable of ways to address incidents of hate and bias

Basic Terms



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Definition – U.S. Department of Justice

A hate crime can be generally defined as a crime which in whole or part is motivated by the offender's bias toward the victim's status. A hate incident is an action in which a person is made aware that her/his status is offensive to another but does not rise to the level of a crime.

*“Hate crimes are intended to hurt and **intimidate** individuals because they are **perceived** to be different with respect to their race, color, religion, national origin, sexual orientation, gender or disability. The purveyors of hate use physical violence, **verbal threats** of violence, vandalism, and in some cases weapons, explosives, and arson, to **instill fear** in their victims, leaving them vulnerable to subsequent attacks and feeling alienated, helpless, suspicious and fearful. These acts of hatred can leave lasting emotional impressions upon their victims as well as entire communities.”*

Hate Incident

- A **hate incident** is an action or behavior motivated by hate but legally protected by the First Amendment right to freedom of expression.
- Examples of hate incidents include:
 - name-calling
 - insults
 - distributing hate material in public places
- The U.S. Constitution allows hate speech as long as it does not interfere with the civil rights of others.
- Incidents of hate contribute to a hostile campus environment and can occur even if the act itself is unintentional or delivered with humorous intent.

National Climates

- Approximately 52% of the reported hate crimes were race-based
 - 19% percent on the basis of religion
 - 16% percent on the basis of sexual orientation
 - 13% percent on the basis of ethnicity.
- Approximately 66% of the reported race-based crimes were anti-black
 - 22% of the crimes were anti-white
 - 5% percent of the crimes were anti-Asian/Pacific Islander.
- Approximately 13% of all hate crimes reported were anti-Jewish
- Hate crime incidents targeting Jews and Jewish institutions in the U.S. spiked about 37% between 2016 and 2017 (Donaghue, 2018).
- Approximately 11% of all hate crimes reported regarding religion were anti-Muslim

On College Campuses

- 21% of LGBT people experienced harassment within the past year on their college campus
- 43% of trans-spectrum and 13% of queer spectrum respondents feared for their physical safety
- 33% of queer spectrum and 38% of trans spectrum respondents who have seriously considered leaving their institution due to the challenging climate
- QTPOC were more likely than white LGBTQ people to conceal sexual orientation or gender identity to avoid harassment
- A higher percentage of transgender respondents reported incidents of harassment than their LGB counterparts

Rankin, S, Weber, G, Blumenfeld, W, & Frazer, S. (2010). *2010 State of higher education: For lesbian, gay, bisexual & transgender people*. Charlotte, NC: Campus Pride.

Impact on Students

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Impact on Mental Health

- High levels of psychological distress
- Sleep disturbance and nightmares
- Physical response
- Increased use of drugs
- Deterioration in personal relationships
- Lowered self-esteem, depression, and helplessness
- Devaluation of self and internalized hate
- PTSD
- Fear

So, what do we do?

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Taking Action

- **Prevention Efforts**
- **Reporting**
- **Response Efforts**

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Policy Check-in 1

- Does your campus have a designated lead/team?
- Does your policy separate and define Hate Crimes and Bias Incidents?
- Does your policy reflect your state regulations or go beyond?

Prevention

Shifting Campus Climate

- Education
- Bystander intervention workshops
- Visibility and affirming messages
- Policies and protection
- Transparency and accountability

Policy Check-in 2

- What are methods your campus has implemented to **prevent** hate crimes and incidents?
- What populations is this focused on? Who is not included?
- Are there specific demographics or climates that would put specific populations as targets more often?

Reporting Systems

- **Developing reporting system**
 - Expected resistance
 - Method of reporting
- **Marketing and education**
 - Demystifying
 - Trust building

Policy Check-in 3

- How are hate crimes and incidents reported?
- How do populations know how and where to report?
- Do employees know where and how to report?
- What would prevent people from reporting?
- Does your institution have a method of collecting and analyzing trends of hate crimes and incidents?
- Who is involved with collecting and reporting?
- Does your campus have a response protocol?

Response Efforts

- Have a response protocol and share with your partners. Get input.
- In the case of a hate/bias crime or incident, respond from five distinctive team roles:
 - Healing and wellness
 - Educational initiatives
 - Community action
 - Public relations
 - Legal

Audiences

- **Survivor**
- **Perpetrator**
- **Targeted Community**
- **Campus Community**
- **External**
 - **Media**
 - **Alumni**
 - **Community partners**

Response to Survivor

- Provide confidential basic counseling and referral services
- Facilitate and advocate for housing needs
- Inform on reporting options; set expectations
- Assist with navigating accommodations with instructors and faculty
- Maintain adequate documentation and share with university partners as needed
- Serve as a long-term contact with the survivor
- Be sure to remain aware of one's own biases and lack of knowledge on specific identities

Response to Perpetrator

- Varies based on severity
- Conduct
 - Meeting with no charges
 - Assist with implementing restorative justice practices
 - Providing educational and personal development opportunities for an individual or group
 - Suspension and expulsion
- Title IX implications
- Human Resources
- Discrimination/EOE office
- Campus police; ask local justice system to add hate crime enhancer

Response to Targeted Community

- Provide written and public acknowledgement as needed
- Provide community space for debriefing; closed space (as much as possible)
- Provide for the mental health and well-being of students by coordinating with counselors
- Provide open and set hours to hear student concerns and grievances
- Meet with student leaders and staff from community to create long-term plans to address needs

Response to Campus

- Provide written and public acknowledgement as needed
- Provide Town Hall if severe or anticipate unrest
- Communicate variety of response efforts and prevention efforts
- Promote reporting mechanism and bias intervention workshops

Response to External Community

- Provide written and public acknowledgement as needed
 - Work with media relations
 - Prep a media spokesperson
- Utilize social media platforms (quickly)
- Coordinate a message with alumni affairs
- Phone calls to key community members
- Create talking points for employees
- Prepare president's office for Q&A
- Seek input on effective methods for transparent communication

Policy Check-in 4

- Are staff and faculty members made aware of signs and symptoms of hate crime and hate incident survivors and how to report?
- Are mental health services inclusive of populations likely to experience hate crimes?
- Who are campus partners you should collaborate with?
- How are students involved in intervention or response initiatives?
- If an incident occurs how does your campus respond? Is there a procedure?
- Who is involved in the response?
- Who are the audiences responded to?

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***Equity, Inclusion, and Social
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Our Services

- **Equity planning processes**
- **External reviews**
- **Recruitment & retention of diverse faculty**
- **Capacity building and training for faculty and staff**
- **Crises response planning**

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Questions?

Thank you!

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Resources

- Anti-Defamation League, Hate Crime Laws- The ADL Approach
<http://www.adl.org/assets/pdf/combating-hate/Hate-Crimes-Law-The-ADL-Approach.pdf>
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