

- Began in March 2024 as a kickoff to the Countering Hate program.
- Purpose was to foster community-driven discussion on hate crimes and how we can come to collaborative solutions.
- For the 2025 Symposium, we provided a Year in Review to showcase the successes of the first year.
- We hosted a panel discussion regarding the local effects of global issues on municipalities and services.
- We facilitated tabletop discussions to take direction from the community on the future of Countering Hate.

Countering Hate Symposium, May 22nd, 2025



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.

MESSAGE FROM PEEL REGIONAL POLICE

Peel Regional Police stands united with our community in the fight against hate. Hate crimes and hatemotivated 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.

COUNTERING HATE



TRAINING **OBJECTIVES**

We invite you to engage with us in this educational journey, to learn about the role you can play in dismantling hate. This module presents an opportunity for you, our valued community members, to empower yourselves and others to stand firm against hate in informed and constructive ways.

The Countering Hate Committee thanks you for joining us in this vital training session. Together, let us take decisive steps toward nurturing safer and more inclusive communities for all.

TERMINOLOGY



What does hate mean to you?





- HATE: Intense hostility and aversion usually deriving from fear, anger, misinformation, ignorance or sense of injury.
- 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.

DATA AND STATISTICS

PRIORITY COMMUNITY STATISTICS

- Priority community statistics are important as they provide information for understanding what incidents and trends are occurring.
- 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.

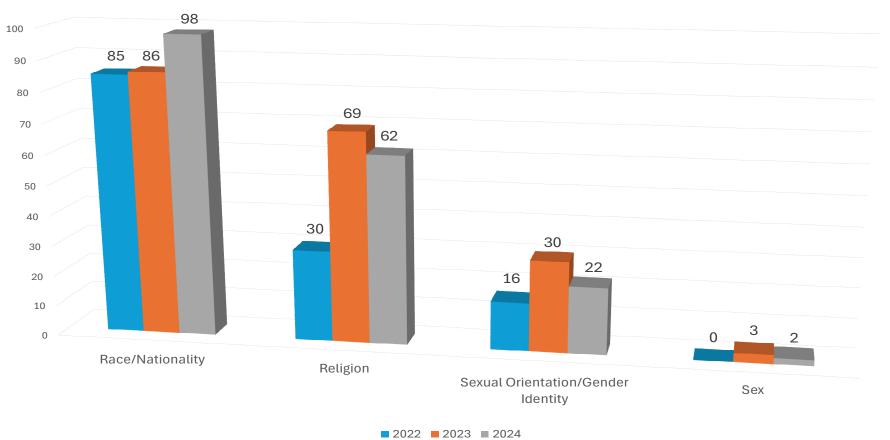
WHAT IS NOT REPORTED CANNOT BE ADDRESSED.

TRENDS IN REPORTED HATE MOTIVATED CRIME

A REGIONAL AND NATIONAL VIEW

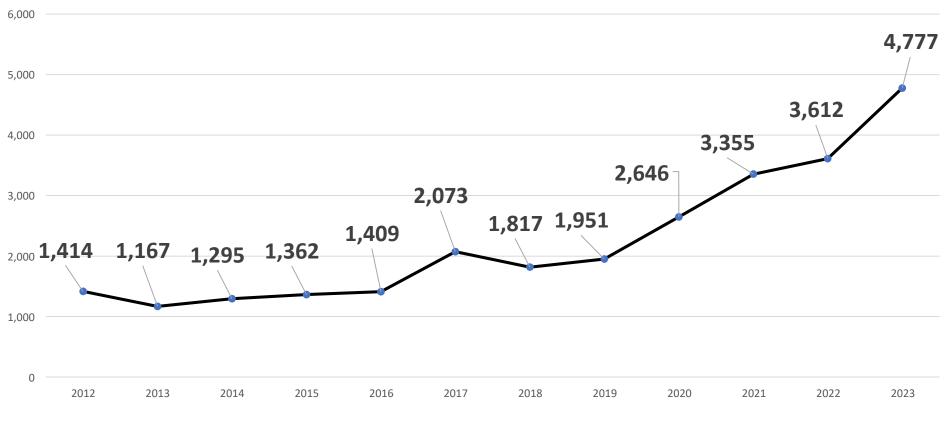
YEARLY COMPARISON OF HATE-MOTIVATED CRIMES

REPORTED TO POLICE BY MOTIVATION TYPE - 2022 TO 2024



STATISTICS CANADA – NATIONAL OVERVIEW POLICE-REPORTED HATE CRIMES

The number of police-reported hate crimes increased 32% from 2022 to 2023.



HOW DOES HATE MOTIVATED CRIME AFFECT US?

Our priority communities and greater society:

► Fear

Disruption of daily life

Diminished opportunities

Negatively impact on mental and physical health

UNDERSTANDING TRENDS IN HATE CRIME

- Fluctuate year over year
- Affected by global, national and local events
- Not always representative of actual experienced crimes due to under reporting

Improving Underreporting

- Police
 - Improving trust, reporting education and our community relationships are key
- Community, Schools and Medical providers
 - Reporting education and ongoing community engagement
 - Providing wraparound supports to the individual impacted, to ensure their physical and emotional safety throughout the process



UNDERSTANDING HATE SPEECH

Explicitly, hate motivated incidents and hate speech may appear to be statistically lower than expected; it's important to remember that implicit, unreported, and underreported hate speech and hate motivated incidents still happen!

- For example, behind closed doors, people can—and will—express personal and hateful comments about another's cultural and racial identity. This can happen through yelling slurs, stereotyping persons based on their race/ethnicity, religion, gender, orientation, identity, etc.
- Hate speech can be communicated verbally or in writing, or by way of images, cartoons, memes, objects, gestures and symbols and it can take place both off and online.
- While hate speech is not illegal, it can contribute to underlying and hateful biases that may sprout other discriminatory and microaggressive behaviours.
- Hate speech is still harmful to people and our society.



PROTECTING OUR YOUTH AND ELDERS







UNDERSTANDING OUR COMMUNITY

- Victims and Survivors
 - Victim-centred supports and programs
- Trauma Reduction
 - Mental health supports and programs
 - Culturally responsive supports
 - Service providers and police
 - Critical to always have a victim-informed support program so each person receives what they require and what works best for them.
 - Learn and provide the appropriate supports

COUNTERING VIOLENT EXTREMISM CRIME (CVE)

CONTRIBUTING FACTORS AND UNDERSTANDING CVE

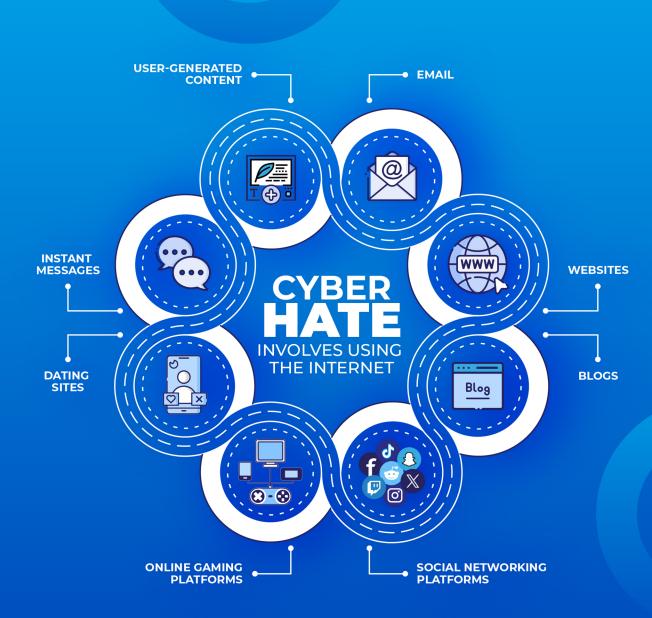
(CVE) COUNTERING VIOLENT EXTREMISM

- 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.

(Adapted from the National Strategy on Countering Radicalization to Violence)

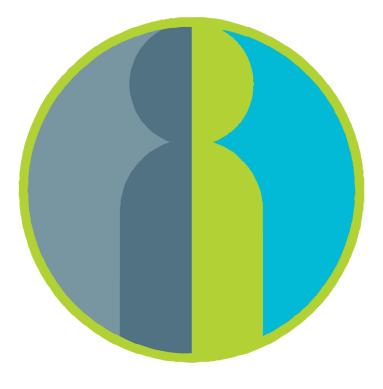
CVE CYBER CRIME & ONLINE HATE

- 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





CRIMINAL CODE & POLICE SUPPORT

UNDERSTANDING CRIMINAL CODE

Hate-motivated crime is currently limited to four offences as described in the Criminal Code of Canada. These offences specifically pertain to hate, which fall under the Hate-Propaganda section and require consent before charges are laid.

- 1. Section 318 (1) Advocating Genocide
- 2. Section 319 (1) Public Incitement of Hatred
- 3. Section 319 (2) Willful Promotion of Hatred
 - Section 319 (2.1) Willful Promotion of Anti-Semitism
- 4. Section 430 (4.1) Mischief relating to religious property

UNDERSTANDING ROLE OF THE POLICE

A safer community together:

- Supporting the community
- Collaborating with the community
- Responding to community needs
- Protecting affected communities and members alike

POLICE

REPORTING HATE MOTIVATED CRIME AND INCIDENTS

HATE CRIME REPORTING WHAT CAN WE DO?



CALL 9-1-1

If you are in immediate danger.

CALL 905-453-3311

If you are 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

WHAT INFO DO YOU NEED WHEN REPORTING?



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



ANY PIECE OF INFORMATION COUNTS.



THERE IS NO SPECIFIC SET OF DETAILS.



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.



REPORTING HELPS EVERYONE.





COLLABORATIVE EFFORTS WITH COMMUNITY ORGANIZATIONS ARE STRENGTHENED AND INITIATED WHERE NEEDED.



COMMUNITY EMPOWERMENT THROUGH SUPPORTIVE AND INCLUSIVE REPORTING PROCESSES.



IMPROVED DATA BY ROUTE OF CALLING, EACH CALL HELPS UNDERSTAND TRENDS TO BETTER ASSIST AND BE AWARE OF. MORE ACCURATE STATS MEANS MORE ACCURATE SUPPORTS AND REPRESENTATION OF WHAT IS CURRENTLY HAPPENING. THIS DIRECTLY IMPROVES EVIDENCE-BASED POLICING.



IMPROVED COMMUNITY SUPPORT THROUGH BETTER ENGAGEMENT, TRUST AND REPORTING.



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.

- The Regional Hate-Motivated Crime Coordinator or designate ensures that they follow up with the victim/complainant of all hate-motivated crime and hate incidents;
- Follow-ups with the victims/complainants are done in a timely manner. Given that public/personal safety is a crucial aspect of our service delivery, appropriate follow-ups and the provision of wrap around supports are imperative. During the follow-up process, Victim Services and any other relevant social support services are offered to affected community members;

WHAT HAPPENS AFTER REPORTING?

- Uniform police officers will attend all hate related calls (in plain clothes or Uniform). PRP aims to assure the public that PRP takes all reported crime very seriously and utilize the appropriate resources to ensure that a thorough investigation is conducted.
 - All frontline officers have to wear a uniform when responding to calls including hate crimes/incidents.
 - Investigators from the Criminal Investigation Bureau who investigate these crimes wear plain cloths. Diversity, Equity and Inclusion officers, when providing supports and reassurance have an option of wearing plains clothes as well.



ADDITIONAL SUPPORTS AND EXERCISES

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.

NEW ADDITIONS AND DEVELOPMENTS

New Exercises for Youth and Seniors

- Intersectionality Exercises
- Bias Recogniton
- Bystander Intervention**
- Online Habits**

SITUATION TRAINING

- Scenario You witness someone being called an offensive slur in the school cafeteria.
- What state are you in? Ex. were you calm and relaxed before, or were you already tense because of midterms?
- What is your **natural** response? Fight, flight, freeze, fawn?
 - Ex. previous traumas similar to the situation might trigger a certain response.
- Is it safe for you to intervene? What do you base this feeling on?
 - Ex. Someone may not stand up for 2SLGBTQ+ at the risk of being exposed, themselves, as part of the 2SLGBTQ+ Community



THE 5 D'S HOW TO BE AN ACTIVE BYSTANDER

- We never encourage anyone to directly intervene if it could result in personal harm.
- As a bystander, there are still opportunities to address a situation and support a victim SAFELY, using the 5D's.

- 1. Direct Action
- 2. Distract
- 3. Delegate
- 4. Document
- 5. Debrief

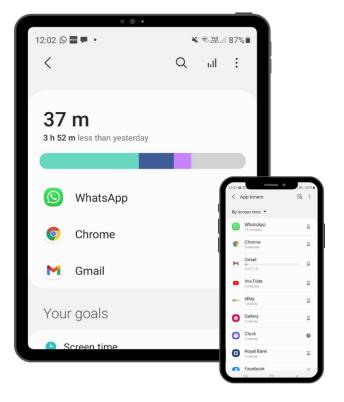
WHAT DO WE DO ABOUT IT? BE AWARE OF YOUR HABITS



Time: Social media can be addictive. How much time am I spending online?



- **Emotions:** How is what I'm viewing and who I'm communicating with making me feel?
- **Balance your content diet** negative emotions about content aren't always bad, but constant exposure to those emotions can take a toll on your wellbeing
 - Think about reducing your screentime
 - Ask yourself why you feel so powerfully about certain content to figure out how much time you need to spend on something





WHAT DO WE DO ABOUT IT? IMPROVE YOUR HABITS

- Look for positive content: Click on more positive content that makes you feel happier to influence your algo.
- Look for wellbeing apps: If you're going to spend time on your phone, try to find apps that can pull your time towards more positivity
- Connect in-person: You can be creative in how you spend time in-person while doing the things you like – Ex. you can still game together in the same room!
- Be a Role Model: Your behaviour online sets an example for others. By practicing positive digital habits, you can influence your friends and family to do the same.

Strong Cities Conference in Brampton









CLOSING

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.

