

City of Hamilton

Hate Prevention & Mitigation Initiative

Recommendations

Proactive Leadership

1. *Accelerate decisive and well-informed City responses to stand against hate.*
2. *Create, resource and execute an action plan to confront systemic racism and other forms of discrimination in Hamilton.*
3. *Convene collaborative opportunities for productive dialogue amongst community organizations, businesses, and other local institutions, with the goal of building a welcoming city together.*
4. *Measure and report on progress.*

Centering Communities

5. *Deeply listen to the voices of those experiencing hate.*
6. *Follow through with actions that support what the City has already heard.*
7. *Incorporate more diverse representation at decision-making tables.*
8. *Support convergent strategies to coordinate and accelerate the work that community organizations are doing to combat hate in the city.*
9. *Shift funding away from punitive efforts and toward prevention, which includes increasing resources for social services partnerships to address mental health, addictions and affordable housing.*
10. *Invest in equity-promoting programming and re-evaluate City grants and granting processes to ensure they are equitable and accessible.*
11. *Invest in more safe community spaces.*

Education and Early Intervention

12. *Invest in public campaigns that demonstrate the City's commitment to anti-hate, including effective ways to intervene when you see hate incidents occurring.*
13. *Partner with community organizations to develop educational curriculum to teach young people about justice, equity, diversity, inclusion and belonging, from the perspective of people living in Hamilton.*
14. *Invest in placemaking initiatives that encourage intergenerational and diverse community interaction.*

Regulations and Enforcement

15. *Be more firm in condemning hate activities in the city.*
16. *Leverage the municipal regulatory framework to stand against the presence of hate, beginning on City property but extending beyond that where legally possible.*
17. *Develop a Hate Incident Community Mapping Mechanism to better track and collect data for hate incidents happening in the city.*
18. *Build a coordinated community reporting mechanism*
19. *Embrace community-led responses to harm.*
20. *Rebuild trust in Hamilton Police Services.*