



Hamilton

Hate Prevention & Mitigation Initiative

FINAL RECOMMENDATIONS

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August 9, 2020



SAGE SOLUTIONS

Hate Prevention & Mitigation Initiative

By 2019, Hamilton's reported hate crime statistics were becoming alarming. It was clear that the City needed to invest in understanding and addressing hate in its community.

What started as a project focused on municipal bylaws and policies has resulted in a more holistic suite of proposed interventions which, taken together, could serve not only to reduce hate but also to build proactively the kind of diverse and welcoming city that Hamilton wants to be.



Methodology

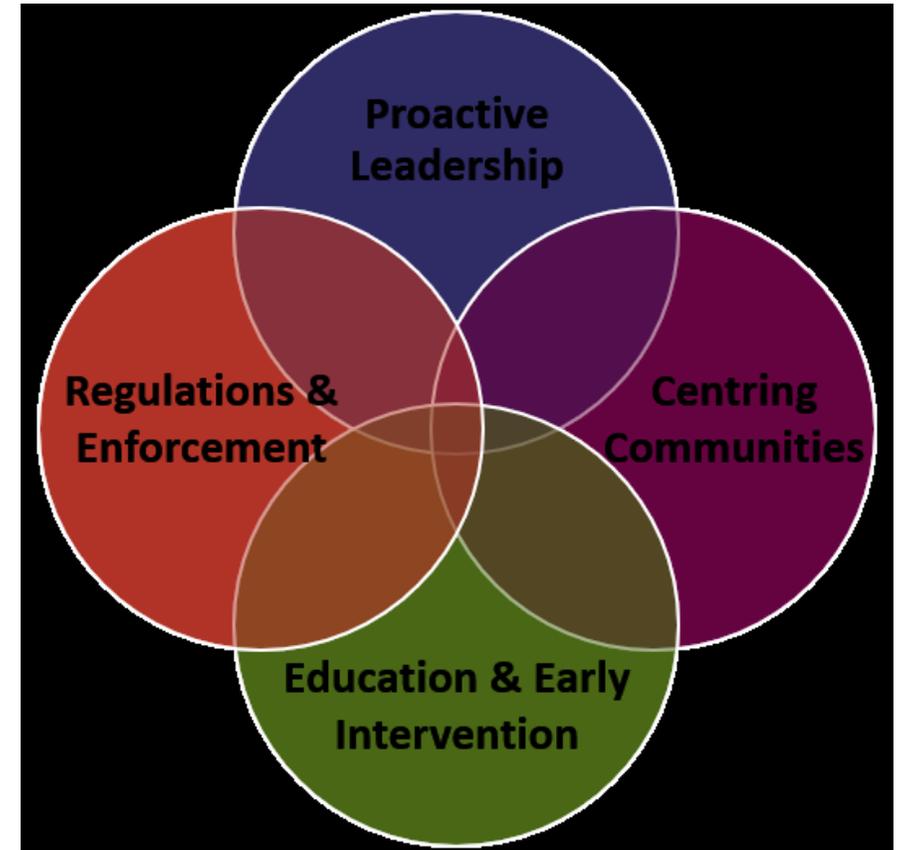
- **Comparative research** to understand how other municipalities are approaching hate mitigation and identify possible options for Hamilton (early 2020)
- **Community consultation** with approximately 275 individuals through listening sessions, interviews, focus groups and a survey (June-September 2020). The focus was on centring the experience of those with lived experience of discrimination and hate.
- **Draft recommendations** developed based on the research and feedback received (September 2020)
- **Additional community input** on the draft recommendations from approximately 100 individuals through targeted focus groups and digital feedback (October 2020-March 2021)
- **Final Recommendations Report** with 18 recommendations submitted (April 2021)



Initial categories from the comparative research



Final categories proposed for Hamilton



Proactive Leadership

1. **Accelerate decisive and well-informed City responses** to stand against hate. Be firmer in condemning hateful activities in the city while promoting alternative positive values.
2. **Create, resource and implement an action plan** to confront systemic racism, oppression, 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.



Centring Communities

5. **Follow through** with actions that support what the City has already heard.
6. **Deeply listen** to the voices of those experiencing hate, acknowledge their experiences and provide ongoing opportunities for community feedback.
7. **Incorporate more diverse representation** at decision-making tables.
8. **Initiate convergent strategies** to coordinate and accelerate the work that community organizations are doing to combat hate in the city.



Centring Communities

9. **Redirect funding away from punitive efforts and toward prevention**, including 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. Partner with community organizations, District School Boards, and other relevant collaborators, to **co-create and implement an educational curriculum together with young people** about racism, hate, equity, diversity, inclusion, and justice and belonging, from the perspective of people living in Hamilton.
13. **Invest in placemaking** initiatives that encourage diverse community interactions across groups.



Regulations and Enforcement

14. Leverage the municipal regulatory framework to stand against the **presence of hate**, beginning on City property but extending beyond that where legally possible.
15. **Develop a hate incident community mapping mechanism** to better track and collect data for hate incidents happening in the city.
16. **Build a coordinated community reporting system.**
17. **Embrace community-led responses to harm.**
18. **Foster positive working relationships between community organizations and Hamilton Police Service.**

