

Latinx Leaders for the
Enhancement of Advocacy and Development

LATINX CRISIS RESPONSE SYSTEM MANUAL

Responding to Hate Crimes and Bias Incidents and
Maintaining a LLEAD Crisis Response Team



Created by:

LLEAD Michigan

Gerald Beckwith
Constitutional Liberties Fund

WHO IS LLEAD?

LLEAD, or **Latinx Leaders for the Enhancement of Advocacy and Development**, is a Latina/o non-profit group started in 2014. We are the **first and only statewide non-profit** that addresses Latinx concerns. Our purpose is to bring together Latina/o communities in the state of Michigan to exchange ideas on common issues so that Michigan Latinos can present unified solutions in resolving challenges confronted on the local, state, and national levels.

LLEAD has collaborated on many successful actions, including supporting work on the renaming of César E. Chávez Avenue in Lansing and the push to designate Lansing a “sanctuary city” for undocumented immigrants. LLEAD held the first Latino Legislative and Appointed Officials Breakfast in the state in 2016 and meets yearly to caucus with public policy bodies such as the Hispanic Caucus and the Hispanic/Latino Commission. LLEAD has also hosted numerous events across the state, including yearly conferences, Latina/o history movie screenings, and voter registration drives. Finally, **LLEAD has collaborated in the crisis response and resolution of numerous hate crimes and bias incidents across the state.** As of October of 2017, we currently have chapters in Lansing, Saginaw, and Holland, Michigan and we are always looking to expand our chapter presence across the state.



To become a LLEAD member and join our statewide network of Latina/o community advocates, please contact your local chapter president below:

Lansing - Guillermo Lopez, guillermo3543@att.net

Saginaw - Dalia Smith, LLEADSAGINAW@gmail.com

Holland - Leroy Hernandez, prorealtorslh@gmail.com

Other areas in the state - Alberto Flores, alflo2@outlook.com

To start a LLEAD chapter in your area, please contact Alberto Flores, alflo2@outlook.com

INTRODUCTION TO THE CRISIS RESPONSE SYSTEM MANUAL

Since the 2016 election, an upsurge of anti-immigrant, anti-LGBTQ, anti-Muslim, anti-Black, and anti-Latina/o hate speech and hate crime has threatened communities around the country. Although racist incidents have always plagued the Latinx community, promises to “Build the Wall” with Mexico and widespread fear of “illegal aliens” “stealing” American jobs, “freeloading” off government benefits, and committing violent crimes have fueled a rise in hate crimes and bias incidents against the Latino community. And although members of our diverse community identify themselves many ways -- as Hispanic, as Latino, as Chicano, indigenous, Black or Afro-Latinx, as a nationality such as as Puerto Rican or Mexican, or simply as American -- our *entire* community is threatened by such attacks.

Today, although there are nearly half a million Latinxs living in Michigan, there is no cohesive statewide effort to report, monitor, and demand justice for anti-Latina/o incidents. As a result, hate crimes and bias incidents are underreported in our communities and victims and their families lack resources and support. As of October 2017, LLEAD has already seen and intervened in **hate crimes and bias incidents in Lansing, DeWitt, Royal Oak, Saginaw, and Holland**, and there are more each month. Our undocumented community members are especially vulnerable during this time, as they may fear that reporting crimes to the police will lead to arrest and deportation. The same is true for our LGBTQ (lesbian, gay, bisexual, transgender, and queer) community members, who are protected by federal but *not* state anti-discrimination laws in Michigan. Even those LGBTQ federal protections are being challenged, whittled down, and often undermined or reversed altogether.

We believe that Crisis Response Teams (CRTs) are the best way to prevent and prepare for hate crimes and bias incidents against Latina/os. With your help, we will create a grassroots network of local Latinx leaders and advocates across the state of Michigan to provide swift, effective, community-based response which supports the victim(s), advocates for change, and empowers the Latinx community.

The LLEAD Crisis Response System (CRS) manual will prepare you to respond to anti-Latina/o bias incidents and hate crimes in your community. This manual will discuss:

<p>What is a crisis response system? What is a hate crime or bias incident? How should I respond to a crisis? Who in my community can I call on for support?</p>
--

WHAT IS A CRISIS RESPONSE TEAM (CRT)?

A **Crisis Response Team** is a group of community members who agree to be the local eyes, ears, and advocates for anti-Latinx hate crimes and bias incidents in their area. You will join a statewide network of people dedicated to fighting anti-Latino racism and violence. Your local CRT will be supported by the state-level Crisis Response Team and the statewide LLEAD Crisis Response System through feedback and the benefit of collective resources, contacts and experience. Together, we will work to report incidents, help victims, and demand a just resolution to hate crimes and bias incidents in your area.

The **Crisis Response Team** has four main duties:

RESPONSE

- Establish a small group to receive information and monitor for anti-Latina/o hate crimes and bias incidents in your local area
- Come together to develop a cohesive response when an incident arises
- Work collaboratively with victims and the victim's identity groups, communities, partners, law enforcement, and the media

VICTIM SUPPORT

- Identify needs and provide necessary support to victims and their families
- Notify the victim's identity group(s), ie. LGBTQ community, Latina/o community, Catholic community, etc.
- Help victims find resources to help with medical issues, counseling needs, financial needs, etc.

DOCUMENTATION AND REPORTING

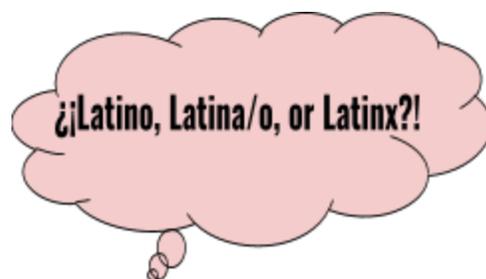
- Use the Documentation and Reporting Form on page 13 to report hate crimes and bias incidents that occur within your local area
- Collect and share accurate information about the incident with the statewide LLEAD CRT network

EDUCATION AND PUBLIC AWARENESS

- Share data and educational information with the community on victim support, diverse groups, immigration, hate activity and prevention, etc.
 - Encourage and facilitate community dialogue and educational activities on topics related to diversity and hate-based incidents
 - Communicate your demands and ideas with local leaders, city officials, state legislatures, and more
-

TABLE OF CONTENTS

How To Respond To A Crisis: Overview	6
The Difference Between A Hate Crime And Bias Incidents	8
Victim Support	9
CRS Formula: Does The CRT Get Involved?	12
Documentation And Reporting Form	13
Sample Press Release	15
Establishing Community Partners	16
Monitoring And Follow-up	22
APPENDICES	
Appendix A: If the Crisis is ICE	23
Appendix B: State and Federal Hate Crime Laws	25
Appendix C: Expanded Definitions: List of Possible Hate Crimes and Bias Incidents	26
Appendix D: Hate Groups in Michigan	29



Throughout this manual, we use **Latino**, **Latina/o**, and **Latinx** (pronounced LAH-tin-ex or luh-TEEN-ex) to refer to people of Latino or Hispanic origin. Latina/o and Latinx are terms that include women and the LGBTQ community in the umbrella term Latino.

Special thank you to the Gerald Beckwith Constitutional Liberties Fund for making this manual and training possible and to the Michigan Alliance Against Hate Crime (MIAAHC)'s "A Guide for Creating and Maintaining Community-Based Collaborations to Address Hate and Bias," from whom much of this content is adapted.

HOW TO RESPOND TO A CRISIS: OVERVIEW

The primary objective of all crisis interventions is to achieve immediate resolution to the conflict and assist in the development of long-term preventive measures. Inherent in this process is supporting the victim and associated victim groups that may not be comfortable reporting to law enforcement authorities because of language barriers, immigration status, and particularly, because of being undocumented.

Information is critical in providing a timely and appropriate response to a crisis. As a practical first step, the LLEAD Crisis Response Team (CRT) needs to gather initial information and send it immediately to the LLEAD officials listed on the Documentation and Reporting Form. This will allow time for the LLEAD statewide support CRS network to help and give input as needed.

ACTIONS TO TAKE – GUIDELINES

<p>1. Obtain Initial Information</p> <p>Section: The Difference Between a Hate Crime and Bias Incidents</p>	<ul style="list-style-type: none"> a. Is the victim(s) Latino or of Latino, Hispanic, etc. descent? b. Date, time, and location of incident. c. Are police involved? d. Is it a crime or a bias incident?
<p>2. Support Victim</p> <p>Section: Victim Support</p>	<ul style="list-style-type: none"> a. Does victim want your help? b. Were they physically harmed? c. Does victim want to remain anonymous? d. Do victim and family need immediate assistance?
<p>2a. If the crisis is ICE</p> <p>Appendix A</p>	<p>**If the crisis is an Immigration and Customs Enforcement (ICE) raid or other activity, please turn to Appendix A and immediately call the Michigan Immigrant Rights Center (MIRC) at (269) 492-7196.</p>
<p>3. Police Involvement</p>	<ul style="list-style-type: none"> a. Contact your partners in law enforcement. b. Has victim contacted police? c. Get police report, if available. d. Are they investigating the incident as a hate crime? e. Is there a perpetrator and have they been arrested? f. Does victim and family need police protection?
<p>4. Use CRS Formula</p> <p>Section: CRS Formula Appendix C</p>	<ul style="list-style-type: none"> a. Turn to the CRS formula. Determine if the incident meets CRS formula criteria for LLEAD CRT to get involved. b. Identify the type of crisis incident using Appendix C

<p>5. Refer to Appropriate Services</p> <p>Section: Establishing Community Partners</p>	<p>a. If the incident does NOT qualify under the CRS formula, refer incident to:</p> <ul style="list-style-type: none"> ➤ <i>Michigan Department of Civil Rights</i> for unlawful discrimination, Elliot Larsen Civil Rights Act ➤ <i>K–12 officials</i> for bullying, Matt Epling Safe School Law ➤ Other relevant agencies and organizations, such as: <ul style="list-style-type: none"> ▪ Governmental Agencies ▪ Mediation Service Agencies ▪ For more, refer to Establishing Community Partners section
<p>6. Fill out Documentation and Reporting Form</p> <p>Section: Documentation And Reporting Form</p>	<p>a. If the incident DOES qualify under the CRS formula, follow steps below.</p> <p>b. Fill out Section I of report.</p> <p>c. Send out to LLEAD officials, regardless of what questions you are able to answer.</p>
<p>7. Engage with Media</p> <p>Section: Sample Press Release</p>	<p>a. If appropriate, alert media of the incident and share preliminary background information</p> <p>b. Determine if LLEAD CRT should compose and share a press release with local media, such as the one found on page 15</p>
<p>8. Determine Partners To Involve</p> <p>Section: Establishing Community Partners</p>	<p>a. If appropriate, contact partners that may be able to support LLEAD CRT in resolving incident, for example:</p> <ul style="list-style-type: none"> ➤ Local Latinx organizations ➤ Neighborhood Associations ➤ City Human Relations Commissions ➤ For other partners, see Establishing Community Partners
<p>9. Create Resolution Action Plan</p> <p>Section: Monitoring and Follow Up Documentation and Reporting Form</p>	<p>a. Meet with Chapter CRT and assess incident information gathered, including if any previous steps have been taken to address the issue</p> <p>b. Create resolution plan, potentially with input from partner organizations</p> <p>c. OR Determine that no plan is necessary because incident is resolved or there is no further action to be taken</p> <p>d. Fill out section II of Documentation and Reporting form and send to LLEAD officials</p>
<p>10. Monitor and Follow-up</p> <p>Section: Monitoring and Follow Up</p>	<p>a. Contact victim to follow-up with long-term needs such as mental health and community support; ensure that to the degree possible, their lives have returned to normal</p> <p>b. Ensure that victims have not been revictimized through repeat targeting</p> <p>c. Monitor perpetrator's judicial outcome</p> <p>d. Initiate short- and long-term projects that will raise awareness and help prevent future incidents in the community</p>

THE DIFFERENCE BETWEEN A HATE CRIME AND BIAS INCIDENTS

A hate crime is a traditional offense like murder, arson, or vandalism with an added element of bias. A hate crime as a criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, ethnicity, color, national origin, religion, disability, sexual orientation, gender, or gender identity. Hate itself is not a crime.

Hate crime investigations are conducted by state and local authorities, which handle the vast majority of hate crime cases throughout the country. Investigations of hate crimes against federally protected groups, such as the LGBTQ community, are headed by the FBI.

Hate crime situations requiring a response may include:

- Assault
- Vandalism
- Leafleting on private property

A bias incident is conduct, speech, or expression motivated, in whole or in part, by bias or prejudice. It differs from a hate crime in that no criminal activity is involved.

Therefore, a bias incident is also an offense against a person or property motivated in whole or in part by the offender's bias against a race, ethnicity, color, national origin, religion, disability, sexual orientation, gender, or gender identity **BUT** may not rise to the level of a crime.

Bias incidents include hostile environments and harassing behavior that is severe, persistent or pervasive to the point that it threatens an individual or limits the ability of the individual or community to practice their civil liberties.

Bias incident situations requiring a response may include:

- Acts of Intimidation
- "Build the Wall" chanting
- "Speak English" threats
- Hate Group Activity
- Hate-Related Literature and Leafleting
- Police-Community Tension
- Youth/School-Related Tension

For a full list of hate crimes and bias incidents see Appendix C.

VICTIM SUPPORT

The LLEAD Crisis Response System can serve as a vital link to encourage Latinos in Michigan to report hate crimes and bias incidents that they endure in their daily lives.

Many Michigan Latinxs are born and raised in the United States, but are stereotyped as foreigners and treated as second-class citizens. Other Michigan Latina/os live in small, farm-based communities where they settled out of the migrant farmworker stream to raise their families. Often, they are struggling economically and also perceived as foreigners and outsiders. Some Latino families have lived and worked in these communities for generations, with good jobs and homes, and despite this are still not accepted as part of the community. Hate and bias incidents have affected every part of our Latino community, from newly arrived immigrants to five-generation U.S. citizens and from rural communities to Michigan's small and large cities.

There are many unreported hate crimes and bias incidents in the state against Latinxs because frequently, the victims are afraid of retaliation due to the lack of support from anyone in their community. The LLEAD CRS can change this mentality by immediately coming to the side of Latino victims and ensuring that non-Latina/o partners are also there providing the victim support needed and ensuring that law enforcement provides the necessary protection. The trained LLEAD Crisis Response Teams (CRT) will also record incidents and alert other Latinx Leaders in their community, as well as connect with LLEAD State Board of Directors and other LLEAD Chapters for support and assistance. This type of mobilization can pressure local governmental leaders and law enforcement to take these types of incidents seriously and bring the perpetrators to justice, which benefits victims and the whole community.

RESPONDING TO VICTIMS OF HATE OR BIAS INCIDENTS

Members of the LLEAD Crisis Response Teams may be the first contact for a victim of hate. As such, it is important for members to have the skills necessary to respond to individuals in crisis in a helpful manner, in addition to having a list of referrals. Each CRT member may want to have identified who is responsible for working with victims – either directly or through referral to an affiliated victim advocacy program. See “Establishing Community Partners.”

A victim is turning to you in what may be the worst time of their life. They need you to be strong, compassionate, understanding and to provide meaningful assistance as they attempt to survive the trauma of victimization. Here are some things to keep in mind when responding to a victim:

- ❑ **Treat the victim and the victimization seriously.** No matter how small an incident may seem to you, to the victim, it was a significant event. For many victims, it is a defining moment in their lives. How others respond to what has hurt them so deeply can have a lasting impact on how they move forward in their lives.
 - ❑ **Practice active listening.** A victim needs to be heard. They need to see that you are
-

engaged in what they are sharing with you. Non-verbal expression, such as body language, is just as important as what you say to the victim.

- ❑ **Be compassionate.** A victim needs empathy. The incident has most likely left them feeling vulnerable and powerless. Knowing that someone cares about their pain can lessen the feeling of isolation.
 - ❑ **Ask before you touch.** It is a natural tendency to express compassion by taking someone's hand, putting your arm around their shoulder or hugging them. The victimization itself, however, often leaves victims feeling powerless. Being touched without being asked can have the unintended consequence of adding to the victim's feelings of the loss of power over their own body. Many victims welcome the warmth of a compassionate touch, but asking first empowers the victim to make a choice about his or her own body at a time when they may need to reclaim their sense of self-determination.
 - ❑ **Ask before you act.** As members of a community response system, you are committed to rallying the community to reject hateful acts. However, the victim may not want to be exposed to the public because of their immigration status or for a variety of reasons. They may not want others to know that they were a victim of a hateful incident. They may fear retaliation. They may fear that going public would put their family in harm's way. Despite your own feelings, you should make every effort to respect the victim's wishes. There are other ways, without exposing the victim, for you to address the hateful attitude that has occurred in your community. If you are concerned about debunking the stereotypes that fed into the bias, you could hold a public forum on stereotypes across many cultures and groups. Including many groups can take the focus off the targeted community and open the door to a meaningful dialogue. Another option is to host an event that celebrates different cultures, making the foundation of the event a social event that unifies the community. (See www.miaahc.com for programming resources).
 - ❑ **Leave decisions to the victim.** It is natural to want to see an incident reported and offenders prosecuted when there is a crime. However, an individual may not want to report the incident for a number of reasons. If it is the policy within your community response system to keep reports on incidents, advise the victim of this policy at the beginning of your conversation. To encourage the victim to report:
 - ❑ Give them the information on reporting and the process for reporting
 - ❑ Give them direct referrals in law enforcement and offer to contact the referrals before the victim reports
 - ❑ Offer to accompany them to the station as their advocate if you are trained on how to do so or provide referrals for agencies that have staff with advocate training
 - ❑ Tell them the decision is theirs
 - ❑ **Do not take things personally.** Victims of bias-motivated incidents are in crisis. As discussed previously, the trauma they have and are continuing to experience may
-

manifest itself in many ways. One such manifestation may be to lash out at you.

Provide Culturally-Relevant and Accessible Resources

As the victim was targeted precisely because of who they are, providing culturally appropriate resources is vital to their healing process. **This may include having at least one person on the CRT who is fluent in Spanish, as well as having Spanish-language resources and Spanish-speaking contacts on hand.** This may also include knowing about the relationship between local law enforcement and ICE in order to keep undocumented victims safe if they need to report an incident. Keep in mind a victim's other identities, such as their gender, gender expression, sexual orientation, and/or disability, when providing resources and support.

Here are some considerations for cultural relevance:

- Are the services accessible to the victim? For example, if the victim was targeted because she is deaf, do you have access to an individual or service that is proficient in American Sign Language (ASL)?
- Are the services provided in a manner acceptable to the community? For example, do you have materials in the victim's first language?
- Have you discussed and/or taken any type of assessment of the communities you have represented in the geographical location you serve?
- Have you informed your local community centers, faith-based organizations, advocacy organizations, and victim service providers about your community response system? Have you invited them to join?

Engage the Victim in Safety Planning

Safety planning is key to not only keeping the victim as safe as possible, but also to empowering the victim. Here are some considerations in safety planning with the victim:

- Ask if the victim knows or thinks the offender lives in their neighborhood. If yes, ask whether there are others in the neighborhood that the victim feels comfortable asking to keep watch on the victim and the victim's home. If yes, encourage the victim to request that the neighbor keep an eye on the home and report anything suspicious. The victim could also ask to call the neighbor when close to home so that he or she could watch them go safely into their home. If the victim is uncomfortable with this and the incident has been reported to police, request increased patrolling around the victim's home.
 - Advise the victim to have a cell phone in their hand whenever going to or from their car. If they do not have a cell phone and cannot afford one, contact programs in your area to obtain a cell phone that is used for emergency purposes only. Domestic violence programs are often a good place to start to find such a program in your area.
-

CRS FORMULA: DOES THE CRT GET INVOLVED?

Some incidents that are brought to the attention of LLEAD Crisis Response Teams (CRT) may not qualify as hate crimes or bias incidents, although they may still cause trauma and pain to victims, the Latina/o community, and even other communities. It is important that the LLEAD CRT understand what kinds of incidents they will be directly involved in and what kinds of incidents are best referred to other agencies or organizations with more expertise. To determine which incidents require the intervention of your LLEAD CRT, use the following formula.

Formula to Determine CRT Crisis Intervention

A crisis incident must meet **one** of the following criteria based on the actual or potential for:

- Physical harm or threat of physical harm to a person and/or property
- Community tension and/or civil disturbance
- Threat of unrest or tension
- High profile characteristics

The incident must also meet **both** of the following:

- Motivated by **one or more** of the following: race, religion, gender, color, ethnicity/national origin, sex, age, sexual orientation, gender identity/expression or disability
- Qualify as **one or more** of the defined crisis according to Appendix C, Expanded Definitions. These include, *but are not limited to*,
 - Acts of Intimidation
 - Bias Incidents
 - Community Tension/Violence
 - Hate Crime
 - Hate Group Activity
 - Hate-Related Literature Leafleting
 - Intra/Inter Cultural Tensions
 - Neighborhood Disputes
 - Police/Community Tension
 - Racial Profiling Incidents
 - Youth/School-Related Tension

Note: While the LLEAD Crisis Response System is designed to help prevent and respond to incidents against Latinos, we encourage you to get involved and lend your support if other groups in your area are attacked or discriminated against, if time permits.

El pueblo unido jamás será vencido! The people united will never be defeated!

DOCUMENTATION AND REPORTING FORM

This form ensures that details of a hate crime or bias incident are documented to assist the victim, resolve the incident, and create a pool of information that can assist in establishing the frequency and severity of these acts of aggression against Latinos in Michigan.

Please collect as much information as possible. At times it will be difficult to collect information from the victim and from law enforcement, but it is imperative that this form is sent to the appropriate LLEAD officials so that everyone can be alerted regarding the incident and move towards its resolution.

Investigations are performed by law enforcement and not the LLEAD CRT. This is why it is important that CRT members build relationships with all partners, particularly law enforcement, educational institutions, and religious groups so that trust is established and partners are cooperative when needed.

Section I of the form is to be filled out and sent to the LLEAD officials listed, immediately after 1 – 13 are filled out (or as many as possible.)

An online version of this form will be available soon.

LLEAD DOCUMENTATION AND REPORT FORM Hate and Bias Incidents

Name of LLEAD Crisis Response Team (CRT): Contact Information: Date of Incident:
SECTION I
1) From whom did you receive the incident information? <input type="checkbox"/> victim <input type="checkbox"/> someone called <input type="checkbox"/> media (include link) <input type="checkbox"/> other
THE VICTIM
2) Victim Identity: <input type="checkbox"/> individual(s) <input type="checkbox"/> group <input type="checkbox"/> community Name of victim: Contact information: Phone _____ Address _____ City _____
3) What is the race, ethnicity, gender identity, etc. of the victim(s)?
4) What is the exact location where the incident occurred? City, county, location, place – be specific:
5) What is the nature of the incident?

<input type="checkbox"/> assault <input type="checkbox"/> arson <input type="checkbox"/> intimidation <input type="checkbox"/> threat <input type="checkbox"/> robbery <input type="checkbox"/> stalking <input type="checkbox"/> vandalism <input type="checkbox"/> other: (please explain. i.e.: racial slurs, verbal harassment, youth/school racial ethnic tension, other bias incident):
6) In your own words, "What Happened?"
7) Victim needs: <input type="checkbox"/> language barrier <input type="checkbox"/> immigration status <input type="checkbox"/> other Please explain:
8) Did the victim seek medical attention? Were they hospitalized?
9) Other information:
THE PERPETRATOR
10) Name or identity of perpetrator/offender:
11) Motivation: <input type="checkbox"/> age <input type="checkbox"/> race <input type="checkbox"/> disability <input type="checkbox"/> ethnicity <input type="checkbox"/> national origin <input type="checkbox"/> religion <input type="checkbox"/> sex <input type="checkbox"/> sexual orientation/identity <input type="checkbox"/> immigration status <input type="checkbox"/> etc. (please explain):
THE INCIDENT
12) Was the incident reported and to whom? (Example: police, principal, H.R., store owner, etc.):
13) Which law enforcement agency responded? Was a report taken?
14) Name of LLEAD CRT member reporting incident: Send this form immediately to: A) Members of your LLEAD CRT B) LLEAD Chapter President C) LLEAD State Board of Directors CRT D) LLEAD State Board of Directors President
SECTION II
15) LLEAD Chapter CRT – Resolution Plan:
16) Action Taken:
17) Results:
18) Follow-up (if any):

SAMPLE PRESS RELEASE

Lansing Police and Michigan Department of Civil Rights Investigate Hate Crime Incident

By LLEAD press correspondent Theresa Rosado-Wednesday, July 12, 2017

LANSING- On July 5, 2017 at approximately 11:50 PM a Hispanic male stated to the Lansing Police Department that he was assaulted by several subjects while walking home from the Jackpot Party Store. The assault occurred on Denver Street at S. Cedar Street in Lansing, Michigan. LPD is investigating this incident as a Hate Crime. Lansing Police Chief Mike Yankowski has stated that the Michigan Department of Civil Rights is involved in this case.

Lansing's City Pulse reports that the victim was beat, knocked to the ground and kicked in the head. A handwritten note with a message was stapled to his stomach: "Go back to Mexico, wetback". It is suspected that the incident was premeditated as the perpetrators brought a staple gun and a previously penned note with them. City Pulse interviewed the victim under anonymity as the victim fears retaliation from his attackers and immigration authorities.

Officers located a note on the victim which may be used as evidence as an investigation mounts. LPD continues to process evidence and interviews on this case. The victim received non-life threatening injuries and was transported to a local hospital. No arrests have been made. Those involved in this incident are at large.

At approximately 10:23PM on July 11, 2017 Lansing Chief of Police Yankowski issued a statement in regards to a suspected hate crime incident to Guillermo Lopez, President of Latino Leaders for the Enhancement of Advocacy and Development of Greater Lansing.

In an interview, Lopez appealed to Chief Yankowski. "If we can be of any assistance, please let us know. This is unacceptable." Latino Leaders for the Enhancement of Advocacy and Development (LLEAD) formed a statewide response to hate crime incidents directed at the Latinx community in Michigan after students in Dewitt Public Schools were singled out with "Build a wall" chants after Trump's election

A forum led by community leaders of greater Lansing on hate crime and reporting is underway. The date of the forum will be announced. LLEAD continues to investigate this incident and will provide further updates. LLEAD may be reached at 517-974-5113.

ESTABLISHING COMMUNITY PARTNERS

Developing a network of community resources and partners is essential to successfully attending to a crisis. **Ideally, you will want to start building a relationship with these groups and organizations before a crisis.** Below, we list a range of potential partners. You may call upon these people at any point in the crisis response process: for example, you may call the sheriff at the beginning of the investigation, call the Michigan Immigrant Rights Center (MIRC) to assist with a victim, and call upon directors of local advocacy organizations to help form an action plan.

We strongly suggest that you find and fill in the “My Community Contacts” page after today’s training! Knowing and introducing yourself to your local community contacts brings access to more resources and larger communication networks to improve your Crisis Response Team’s success. Creating a local contacts page for your county or town -- and sending it in to LLEAD -- makes our statewide efforts even stronger.

Community Response	
Criminal Justice System	<ul style="list-style-type: none"> <input type="checkbox"/> <u>State Police Post Commander</u> <input type="checkbox"/> <u>Sheriff</u> <input type="checkbox"/> <u>Chief Of Police or Public Safety Director</u> <input type="checkbox"/> <u>Local Neighborhood Watch Program(s)</u> <input type="checkbox"/> <u>County Prosecutor</u> <input type="checkbox"/> <u>County/Tribal Victim-Witness Assistance Coordinator</u> <input type="checkbox"/> <u>Chief Judges In Your Trial Courts</u> <input type="checkbox"/> <u>Chief Judges In Your Tribal Courts</u> <input type="checkbox"/> Local Advocates And Leaders For Police And Community Trust (ALPACT) Groups
Statewide Latinx Organizations	<ul style="list-style-type: none"> <input type="checkbox"/> Local LLEAD Chapter <input type="checkbox"/> <u>American GI Forum</u>, Saginaw <input type="checkbox"/> <u>LCLAA</u> (Labor Council for Latin American Advancement), Lansing <input type="checkbox"/> <u>LULAC</u> (League of United Latin American Citizens), Holland <input type="checkbox"/> <u>MI-ALMA</u> (Michigan Alliance of Latinos Moving Toward Advancement) <input type="checkbox"/> <u>Migrant Resource Councils</u>, 9 councils statewide

Non-Latina/o Advocacy Organizations	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Arab American and Chaldean Council (ACC)</u> <input type="checkbox"/> Black Lives Matter Chapters <input type="checkbox"/> <u>Inter-Tribal Council of Michigan</u> <input type="checkbox"/> <u>National Association for the Advancement of Colored People (NAACP) Chapters</u> <input type="checkbox"/> <u>South Asian American Voices for Impact (SAAVI)</u> <input type="checkbox"/> <u>West Michigan Asian American Association (WMAAA)</u> <input type="checkbox"/> Other Local Crisis Response Teams <input type="checkbox"/> <u>American Civil Liberties Union (ACLU) Chapters</u> <input type="checkbox"/> <u>Anti-Defamation League (ADL) Chapters</u> <input type="checkbox"/> <u>Indivisible Michigan Chapters</u> <input type="checkbox"/> <u>Equality Michigan (LGBTQ Advocacy)</u> <input type="checkbox"/> <u>First Step Domestic Violence 24-Hour Hotline, (734) 722-6800</u> <input type="checkbox"/> <u>La Vida Partnership, CHASS Center, (313) 849-3920 Domestic violence and sexual assault intervention and prevention program for Latina/os in Southwest and Southeast Michigan</u> <input type="checkbox"/> <u>Michigan Disability Rights Coalition</u>
Immigration and ICE Advocates	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Farmworker Legal Services</u> <input type="checkbox"/> <u>Mexican Consulate, Detroit, MI</u> <input type="checkbox"/> <u>Michigan Immigrant Rights Center (MIRC)</u> <input type="checkbox"/> <u>Migrant Legal Aid</u> <input type="checkbox"/> <u>MSU Immigration Law Clinic</u> <input type="checkbox"/> <u>Telamon Immigration Counseling Services</u> <input type="checkbox"/> <u>Washtenaw Interfaith Council for Immigrant Rights</u>
Media	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Theresa Rosado, LLEAD Press Correspondent</u> <input type="checkbox"/> <u>La Voz Magazine, Grand Rapids</u> <input type="checkbox"/> <u>Mi Gente Magazine, Saginaw</u> <input type="checkbox"/> <u>Adelante Forward Magazine, Lansing</u>
Educational System	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Superintendents and School Board Presidents (public/non-public)</u> <input type="checkbox"/> <u>President, Chancellor, or Dean of your local community college(s)</u> <input type="checkbox"/> <u>President, Chancellor, or Dean of your local private college(s)</u>

Local Units of Government	<ul style="list-style-type: none"> <input type="checkbox"/> <u>County Board of Commissioners Chair</u> <input type="checkbox"/> <u>Township Supervisor or Township Board Chair</u> <input type="checkbox"/> <u>City Council President or Council Chair</u> <input type="checkbox"/> <u>Mayor or City Manager</u> <input type="checkbox"/> <u>Tribal Government</u>
Emergency Responders & Professionals	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Local Emergency Management Program Contact</u> <input type="checkbox"/> <u>Community Emergency Response Team (CERT) Program Contact</u> <input type="checkbox"/> <u>Executive Director of your Community Action Agency</u> <input type="checkbox"/> <u>Executive Director of your Red Cross Chapter</u> <input type="checkbox"/> <u>Executive Director of your Community Mental Health Agency</u> <input type="checkbox"/> <u>Chief Executive of your local hospital/medical center</u> <input type="checkbox"/> <u>Fire Chief or Public Safety Director</u> <input type="checkbox"/> <u>Private Local Victim Support Groups</u> <input type="checkbox"/> <u>Legal Services of Eastern Michigan</u>
Business and Economic Stakeholders	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Chair of your Downtown Development Authority</u> <input type="checkbox"/> <u>Chair of your Regional Chamber of Commerce</u> <input type="checkbox"/> <u>Director of your local Convention and Visitors Bureau</u> <input type="checkbox"/> <u>President, CEO, or Plant Manager of the community's largest employer(s)</u> <input type="checkbox"/> <u>Michigan Hispanic Chamber of Commerce</u>
Community & Faith-Based Groups	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Action of Greater Lansing</u> <input type="checkbox"/> <u>Community Resolution Center</u> <input type="checkbox"/> <u>Cristo Rey Community Center, Lansing</u> <input type="checkbox"/> <u>Local Fair Housing Center</u> <input type="checkbox"/> <u>Human Relations or Human Rights Commission, Task Force, or Committee</u> <input type="checkbox"/> <u>Local Head Librarian</u> <input type="checkbox"/> <u>Religious, Faith-Based Institutional, and Spiritual Leaders, Food Banks, and Shelters</u> <input type="checkbox"/> <u>Local Neighborhood Associations</u> <input type="checkbox"/> <u>Local Community Center(s) or Local Community Groups</u>
State and U.S. Government and Representatives	<ul style="list-style-type: none"> <input type="checkbox"/> <u>U.S. Senator and Representatives</u> <input type="checkbox"/> <u>Michigan Governor</u> <input type="checkbox"/> <u>Michigan Senators and Representatives</u> <input type="checkbox"/> <u>Hispanic/Latino Commission of Michigan</u> <input type="checkbox"/> <u>Michigan Department of Civil Rights (MDCR)</u> <input type="checkbox"/> <u>Michigan Alliance Against Hate Crimes (MIAAHC)</u>

My Community Contacts

Mayor's Office	Name Phone Number
City Council Chair	Name Phone Number
Sheriff or Police Chief's Office	Name Phone Number
Michigan Senator and Representative	Name Phone Number Name Phone Number
LLEAD Contacts	<p>Local Crisis Response Team Name Email Address</p> <p>Name Email Address</p> <p>Name Email Address</p> <p>Local LLEAD President Name Email Address</p> <p>State Crisis Response Team Name Phone Number Email Address</p> <p>LLEAD State President Name Email Address</p> <p style="text-align: right;">Alberto Flores alflo2@outlook.com</p>

Local Latina/o Organizations	Name Phone Number Name Phone Number Name Phone Number
Local Advocacy Organizations	Name Phone Number Name Phone Number Name Phone Number Name Phone Number
Religious Institutions	Name Phone Number Name Phone Number Name Phone Number
Local Media	Name: Theresa Rosado Email: art@theresarosado.com Name Phone Number Name Phone Number
Local Immigration and ICE Advocates	Name Phone Number
Local Mental Health Agency	Name Phone Number

Additional Local Contacts	
	Name Title Phone Number

MONITORING AND FOLLOW-UP

It is crucial that local Crisis Response Teams not only respond to the initial incident, but continue to stay involved throughout the process and after the dust settles. This ensures that the victim's long-term needs are met, that perpetrators or institutions are held accountable, and that short- and long-term projects are initiated to raise awareness and help prevent future incidents in the community.

Consider the following suggestions for monitoring and follow-up:

Long-Term Victim Support

- Contact victim to follow-up with long-term needs such as medical care, local and accessible religious and/or psychological counseling, financial assistance, long-term safety plans, or other services
- Ensure that victims have not been revictimized by repeated targeting, whether through continued threats, harassment, or attacks to themselves or their loved ones
- Monitor perpetrator's judicial outcome, if relevant

Action Plan for Accountability and Remediation

- Assess whether those in charge of investigating the incident have taken it seriously. Be it by law enforcement, school principals, business owners, or any other local leader, has the matter been investigated fully?
- Is sufficient action being taken to prevent this from happening again? If not, consider agitating for policy change.
- In partnership with your local allies, consider whether the problem has been fully dealt with. If not, your next steps may include soliciting letters of support, writing petitions, issuing press releases, holding a press conference, or hosting a community forum. *No te dejes! Don't let them walk over you!*

Raising Awareness in the Community:

- Host community forums about how to prevent this from happening again
- Put on activities that generally address the problem of anti-Latino hate and intolerance, such as movie nights on Latinx history, panels on anti-Latina/o racism, or reading groups
- Organize multiracial forums for community leaders to meet and discuss commonalities, differences, and collective strategies

Advocating for Long-Term Solutions and Policy Changes:

- Look to long-term solutions such as advocating for policy changes within schools, cities, and law enforcement
 - Communicate your demands and ideas with local leaders, city officials, state legislatures, the Hispanic/Latino Commission, and more
-

APPENDICES

Appendix A: If the Crisis is ICE

This section provides an overview of Immigrations and Custom Enforcement (ICE)- and immigration-related issues, as well as a working list of resources for those in crisis. Immigration is an issue driven by federal laws, which can change quickly. Therefore, it behooves all to stay abreast of the policy issues in order to provide up to date information to families whose members may be arrested by ICE.

1. First Response: Locating Someone Arrested by ICE

If someone you know is detained by ICE, you can locate them through the Online Detainer Locator System through the U.S. Immigrations and Customs Enforcement website. Please visit <http://www.immigrationdetention.org/wiki/find-person-ice-detention/> for detailed instructions on how to use the system effectively.

2. Legal Aid and Representation

MIRC and the ACLU have partnered through the Immigration Accountability Project to train pro-bono attorneys to document ICE raids and arrests, provide basic advice to detained individuals and their families regarding their rights in detention and provide referral information to immigration attorneys and legal services.

All information collected will remain confidential. **If you are in contact with someone who has been detained in an ICE raid, or their family, and they are interested in a follow up please email crisis@michiganimmigrant.org and/or call their intake line 734-239-6863, with:**

- any details you have about the incident (where and when)
- detained person's full name (date of birth, "DOB", Country of Origin and A number, if possible)
- where is the person
- primary family contact (name and phone number)

3. Preparation: Power of Attorney

Before any run-ins with ICE, consider writing a power of attorney to protect the children, money and property of someone who may face deportation. With a power of attorney, you can delegate

parental authority and transfer vehicle titles, leases, and more in case of arrest. Please seek legal advice from a professional such as those at MIRC (734-239-6863) for how to do this.

4. Deferred Action for Childhood Arrivals (DACA)

The DACA program is no longer available and the government is no longer accepting DACA initial and renewal applications. However, this announcement does not automatically end DACA for anyone. Current DACA documents are valid until the expiration date. The Department of Homeland Security (DHS) will phase out DACA by March 5, 2018, but approved requests and corresponding work permits will remain valid until they expire. Due to quickly shifting policy, the information in this document could change, so always stay up to date.

Current DACA Recipients – Stay Calm and Stay Out of Trouble

DACA should continue to provide you the same benefits—protection from deportation, work authorization and more. However, even if you have DACA, immigration authorities may detain you and terminate your DACA if you are:

- arrested or convicted for any criminal offense,
- admit to any criminal offense,
- determined to pose a threat to public safety or national security,
- admit to fraud in connection with a government agency (such as use of a false social security number), or
- admit to gang affiliation

If you failed to disclose any criminal history in your application or experience new criminal issues *after* receiving DACA, you should speak to an attorney as you may be at risk.

5. Other Resources

Michigan Immigrant Rights Center (MIRC) Library of Resources:

<https://michiganimmigrant.org/resources/library> (734) 239-6863

MSU Immigration Law Clinic: <http://www.law.msu.edu/clinics/immigration.html> 517 432-6880

Farmworker Legal Services: <http://www.farmworkerlaw.org/> (269) 492-7190

Migrant Legal Aid: <http://migrantlegalaid.com/> (616) 454-5055

Washtenaw Interfaith Coalition for Immigrant Rights (WICIR): <http://wicir.com/>

United We Dream (national non-profit): <https://unitedwedream.org/>

Appendix B: State and Federal Hate Crime Laws

ETHNIC INTIMIDATION ACT

The Ethnic Intimidation Act (MCL 750.147b) is **Michigan's hate crime law**. This law, makes it a felony to harm, or threaten to harm, a person, or the property of a person, "with specific intent to intimidate or harass" that person "because of that person's race, color, religion, gender, or national origin." The crime is a felony, punishable by up to two years in prison and/or up to \$5,000.00 in fines.

MATTHEW SHEPARD AND JAMES BYRD JR., HATE CRIME PREVENTION ACT

The Matthew Shepard and James Byrd Jr., Hate Crime Prevention Act (18 United States Code Section 249) is **the federal law that is used to prosecute hate crime**. The FBI is required to investigate potential violations of these statutes; it also works cooperatively with local law enforcement and can provide assistance and resources. Criminal acts of bias are prosecutable under the federal civil rights statutes where the crime motivated by bias is against a person or their property based on the race, color, religion, ethnicity/national origin, gender, sexual orientation, gender identity, or disability of the victim.

ELLIOT-LARSON CIVIL RIGHTS ACT

The Elliot-Larson Civil Rights Act (453 or 1976) is **Michigan's law that prohibits discriminatory practices**, policies, and customs in the exercise of those rights based upon religion, race, color, national origin, age, sex, height, weight, familial status, or marital status; to preserve the confidentiality of records regarding arrest, detention, or other disposition in which a conviction does not result; to prescribe the powers and duties of the civil rights commission and the department of civil rights; to provide remedies and penalties; to provide for fees; and to repeal certain acts and parts of acts.

MATT EPLING SAFE SCHOOL LAW

The Matt Epling Safe School Law (Section 380.1310b of The Revised School Code "Excerpt" Act 451 of 1976) is the **state's anti-bullying law**. This policy prohibits bullying and discusses the law's adoption and implementation; public hearing; submission of policy to department; contents of policy; annual report of incidents of bullying; form and procedure; school employee, school volunteer, pupil; or parent or guardian reporting act of bullying to school official; modified policy; and definitions. The board of a school district or intermediate school district or board of directors of a public academy must adopt and implement a policy prohibiting bullying at school, as defined in this law.

Appendix C: Expanded Definitions: List of Possible Hate Crimes and Bias Incidents

A crisis response is defined as the practice of proactive intervention into situations of tension and unrest. LLEAD uses the following definitions to give examples of situations that LLEAD Crisis Response Teams may encounter.

- 1) Bias Incident:** Any act as defined in the definition of a hate crime that does not rise to the level of a crime; also an overt condition, such as the presence or activities by gangs and/or groups motivated (influenced) by a bias.
 - 2) Bomb Threats:** Threat(s) (verbal or non-verbal) to detonate an explosive device.
 - 3) Extremist and/or Racist Speakers:** Individual(s) who seek to exploit an environment (academic or otherwise) to further doctrines of separatism and hatred.
 - 4) Civil Disturbance Related to Race:** A disturbance in protest of governmental unit policies or actions that have a negative effect on an ethnic or cultural group.
 - 5) Build The Wall – Xenophobia:** Acts of aggression and intimidation towards Latinos which invoke the building of a wall at the U.S./Mexico border to “keep illegals out.” Often accompanied with the chanting of racial slurs and/or calls for Latinos to “move back” to Mexico or their country of origin.
 - 6) Cross Burning:** Burning a cross-shaped object on the property of an individual or institution.
 - 7) Ethnic Intimidation:** A felony crime of malicious and specific intent to intimidate or harass another person because of that person’s race, color, religion, gender, or national origin.
 - 8) Ethnicity/National Origin Bias:** A preformed negative opinion or attitude toward a group of persons of the same race, ethnicity, or national origin who share common or similar traits, languages, customs, and traditions.
 - 9) Gender Bias:** A preformed negative opinion or attitude toward a group of persons of the same biological category.
 - 10) Hate Crime:** Any act of intimidation, harassment, physical force, or threat of physical force, whether or not performed under color of law, directed against any person or persons, their family, property or advocate, motivated in whole or in part by hostility because of that person’s or family’s real or perceived race, color, ethnic background, national origin, religion, gender, sexual orientation, or disability, with the intention of causing fear or intimidation, or of deterring the free exercise or enjoyment of any rights or privileges secured by the Constitution or laws of
-

the United States or the State of Michigan.

11) ICE Community Relations Racial Tension: Racial tension following action by Immigrations and Customs Enforcement or ICE officials against or involving a member(s) of a racial, ethnic and/or cultural population, i.e. raids on homes and workplaces, arrests, deportations, excessive force, profiling, harassment

12) Institutional Vandalism: Knowingly vandalizing, defacing or otherwise damaging:

- A church, synagogue or other building, structure or place used for worship or other religious purpose;
- A cemetery, mortuary or other facility used for burial or memorializing the dead;
- A school, educational facility or community center;
- The grounds adjacent to, and owned or rented by, any institution, facility, building, structure or place described in 1, 2 or 3 above; or
- Any personal property contained in any institution, facility, building, structure, or place described in 1, 2, or 3 above.

13) Internet Threats and Harassment Incidents: The transmitting of hate electronically, anti-ethnic propaganda, or threats directed to a specific person. These messages are deliberately directed to a particular person in an effort to intimidate. These messages may be received through electronic mail, a chat room, or sent via an instant-messaging program and are considered harassment.

14) Hate-Related Literature/Leafletting: Literature distributed in a community containing messages of hate that target a person or population because of race, color, religion, ethnic or national origin, sexual orientation, gender, or disability.

15) Intimidation: Acts of intimidation, harassment, and vandalism where persons or groups are victimized based on their actual or perceived membership in a protected class.

16) Intra-cultural Ethnic Tensions: Disputes between ethnic groups because of their cultural differences, i.e. Mexican American vs. Puerto Rican American, Shiite Muslims vs. Sunni Muslims, Serbian Americans vs. Croatian Americans, etc.

17) Neighborhood Disputes: Disagreements or hostility demonstrated between neighbors because of race, color, religion, ethnic or national origin, sexual orientation, gender, or disability and/or cultural difference.

18) Organized Hate Group Gatherings: An organization whose primary purpose is to promote animosity, hostility, and malice against and cause suffering to persons belonging to a group. (e.g.

hate group rally, supremacist music festival, etc.). See appendix D for information on hate groups.

19) Police Community Relations Racial Tension: Racial tension following action by law enforcement officials against or involving a member(s) of a racial, ethnic and/or cultural population, i.e. excessive force, profiling, harassment, etc.

20) Racial Graffiti: Unlike cartoons or gang graffiti, racial graffiti targets specific racial or ethnic groups.

21) Racially Derogatory Remarks on Radio/Television: Negative or derogatory comments aired on radio or television that target racial or ethnic group(s).

22) Religious Bias: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jewish, Protestants, Muslims, Atheists, etc.).

23) Sexual Orientation Bias: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals, etc.).

24) “Speak English” threats: Threatening or harassing speech demanding that somebody who is speaking in any language but English in a public place stop and “speak English” instead. Often includes related xenophobic speech such as “Go back to where you came from,” “You don’t belong here,” or “You’re in America now, you have to speak English.”

25) Speech Which Reflects Bias or Prejudice: Racist, anti-religious, sexist speech is generally protected under the First Amendment, even if it includes use of slurs or epithets (unless incidental to conduct or used when communicating ideas in a threatening, intimidating or coercive manner).

26) Workplace Differences/Violence: Threatening behavior and/or acts of violence that affect the safety of the work environment that may be derived from outside of the workplace or from his/her colleagues, because of their actual or perceived race, color, religion, gender, sexual orientation and/or national origin.

27) Youth/School-Racial Ethnic Tension: Tension between different groups or against individuals within an educational environment involving school bullying that revolves around actual or perceived discrimination/ethnic intimidation because of race, color, religion, gender, sexual orientation and/or national origin.

Appendix D: Hate Groups in Michigan

Hate Groups

The Southern Poverty Law Center (SPLC) has documented an **explosive rise in the number of hate groups since the turn of the century**, driven in part by anger over Latino immigration and demographic projections showing that whites will no longer hold majority status in the country by around 2040. The rise accelerated in 2009, the year President Obama took office, but declined after that, in part because large numbers of extremists were moving to the web and away from on-the-ground activities. In the last two years, in part due to a presidential campaign that flirted heavily with extremist ideas, the hate group count has risen again. To see the full list of active hate groups, please see the SPLC's [Hate Map](#), showing where every hate group in America is stationed in every state.

According to this map, there are 28 hate groups inside Michigan, and 917 total in the country. The groups vary from anti-Muslim to neo-Nazi, white nationalist and KKK groups. To view the names and locations of the 28 hate groups that are in Michigan, please visit the Hate Map and under Sort By All States, select Michigan.

Patriot Groups

The **antigovernment movement** has experienced a resurgence, growing quickly since 2008, when President Obama was elected to office. Factors fueling the antigovernment movement in recent years include changing demographics driven by immigration, the struggling economy and the election of the first African-American president. There were 998 patriot groups in 2015 in the U.S.

Of these groups, 276 were militias and the remainder include "common-law" courts, publishers, ministries, and citizens' groups. Generally, such groups define themselves as opposed to the "New World Order," engage in groundless conspiracy theorizing, or advocate or adhere to extreme antigovernment doctrines.

Not all patriot groups advocate or engage in violence or other criminal activities, or are racist. The list was compiled from field reports, group publications, the Internet, law enforcement sources and news reports by the SPLC. Groups are identified by the city, county or region where they are located and you can visit the SPLC listing by searching "[SPLC antigovernment movement](#)."

10 Ways To Stand Up Against Hate

- 1) Take action: Apathy may be interpreted as acceptance by the perpetrators, the public and victims.
- 2) Join forces: Reach out to allies from churches, schools, clubs, and other civic groups and create a diverse coalition that includes children, police and the media.
- 3) Support victims of hate, who are especially vulnerable. Victims should report every incident — in detail — and ask for help. If you know about hate victims in your community, show support for them and let them know you care, surrounding them in a bubble of comfort and protection.
- 4) Speak up, expose and denounce hate. Help news organizations achieve balance and depth in their coverage and don't debate with hate groups in conflict-driven forums. Instead, speak up in ways that draw attention away from hate and toward unity.
- 5) Educate yourself. An informed campaign improves its effectiveness. Determine if a hate group is involved, and research its symbols and agenda. Understand the difference between a hate crime and a bias incident.
- 6) Don't attend hate rallies. Instead, find another outlet for anger and frustration and for people's desire to do something. Hold a unity rally or parade to draw attention away from hate.
- 7) Pressure elected officials and other community leaders to take a stand. Help them overcome their reluctance and perhaps even their own bias.
- 8) Remain engaged after an initial incident and promote acceptance before another hate crime occurs. Step out of your comfort zone and reach to people outside your own groups.
- 9) Teach acceptance. Bias is learned early, often at home. Schools can offer lessons of tolerance and acceptance; encourage them to host a diversity and inclusion day on campus. Reach out to young people who may be susceptible to hate group propaganda and prejudice.
- 10) Look inside yourself for biases and stereotypes. Commit to disrupting hate and intolerance at home, at school, in the workplace and in faith communities.

NOTE: Many white supremacist, neo-Nazi, and other hate groups use little-known symbols to promote their cause. Arm yourself with knowledge. For a full list of contemporary hate symbols, see the American Defamation League's [Hate Symbol Database](#).

Additional Room for Notes

Additional Room for Notes
