

## Hate Crime

A hate crime is any criminal act that is motivated by hatred toward the ground that an individual belongs to.

- Verbal assault
- Break and enter
- Sexual assault
- Graffiti
- Harassment
- Homicide
- Genocide
- Violence
- Increased sentencing
- Uttering threats
- Can escalate
- Rarely reported
- Criminal
- Retaliation
- Workplace discrimination
- Illegal
- Ignored
- Hate materials
- Vandalism
- Public promotion of hatred

### What should I do if I experience a hate crime?

- Report to Police - 911

\*\* note: you have a right to ask for interpretation support. Edmonton Police Service can support.

### For Additional Supports

Victims Supports

- EPS Victims Support Unit at 780 391 4078

Agencies that can provide support

- Alberta Hate Crimes Committee [www.albertahatecrimes.org](http://www.albertahatecrimes.org)
- AMPAC [www.ampac.ca](http://www.ampac.ca)
- B'Nai Brith <https://www.bnaibrith.ca/>
- SACE - Sexual Assault Centre of Edmonton <https://www.sace.ca/>
- Coalition for Justice and Human Rights [www.coalition4jhr.org](http://www.coalition4jhr.org)
- Organization for Prevention of Violence <https://preventviolence.ca/>
- Voices of Albertans with Disability <https://vadsociety.ca/>
- Self Advocacy Federation [www.selfadvocacyfederation.ca/](http://www.selfadvocacyfederation.ca/)
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**Commented [1]:** Do a follow up with all agencies listed to ask if they do have the capacity to take calls and are ok with being listed.

**Commented [2]:** We need to provide connect point - website, email or phone number depending on their preference.

## Hate Incident

A hate incident is a non-criminal act motivated by hatred towards the group that an individual belongs to and/identifies with.

- Guilt
- Anger
- Trauma
- Fear
- Shock
- Discriminatory jokes
- Negative words
- Name-calling
- Bullying
- Slurs
- Not criminal
- Rarely reported
- Victim blaming
- Retaliation
- May lead to hate crimes
- Bias
- Hate materials
- Ignored
- Microaggressions
- Online harassment

### What should I do if I experience or witness a hate incident?

- Report to:
  - Law Enforcement
    - Edmonton Police Service
      - 911
      - Non-emergency line: 780-423-4567
  - Alberta Hate Crime Committee
    - Online [www.StopHateAB.ca](http://www.StopHateAB.ca)
    - Email [ahcc@albertahatecrimes.org](mailto:ahcc@albertahatecrimes.org)
  - Alberta Muslim Public Affairs Council (AMPAC)
    - online <https://ampac.ca/report-islamophobia/>
    - email [report@ampac.ca](mailto:report@ampac.ca)
  - B’Nai Brith

Commented [3]: 211 - where does it fit?

Commented [4]: again put appropriate contact.

\*\* note: Report to where you feel most comfortable. These organizations are committed to working together to ensure people are supported. Reporting to these organizations does not mean that the police are aware of the incident. However these agencies can help individuals if they would like to file an incident with the police.

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\*\* note: You have a right to interpretation support. [Edmonton Police Service can support.](#)

Commented [5]: how to ask

- If you need support, reach out to a community advocate:
  - Canadian Jewish Federation
  - Pride Centre of Edmonton
  - Coalition for Justice and Human Rights
  - Organization for the Prevention of Violence: Evolve Program
  - Sexual Assault Centre of Edmonton
  - Voices of Albertans with Disability
  - Self Advocacy Federation

## Individual Discrimination

Treatment, consideration or making a distinction in favour or against a person based on a category to which that person belongs rather than on individual merit

- Slut-shaming
- Bullying
- “Smile more”
- Discriminatory comments
- Exclusion
- Discriminatory jokes
- Negative words
- Name-calling
- Cat-calling
- Touching without permission
- Having to cover body art
- Claiming an individual looks like a person of a shared group
- Colonization
- Taking of traditional clothing/headgear/etc. For acceptance
- “You’re too young/old”
- Claiming an individual is not like others or better than a person of a shared group
- Internalized oppression and racism
- Bias
- Microaggressions
- “Look how far you’ve come”

### How can we respond to individual discrimination?

- Document the incident(s) of discrimination
- Speak to someone safe about the incident or seek a community advocate to help with your complaint:
  - Coalition for Justice and Human Rights [www.coalition4jhr.org](http://www.coalition4jhr.org)
  - Student Legal Services
  - Edmonton Community Legal Clinic
- File a Human Rights Complaint

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- Provincial - Alberta Human Rights Commission
- Federal - Canadian Human Rights Commission
- Community organizations you can contact for support:
  - Native Counselling Services of Alberta
  - RARICA Now
  - Shades of Colour
  - Rainbow Alliance of Youth in Edmonton
  - National Coalition of Sexual Freedom
  - Sexual Assault Centre of Edmonton
  - Alberta Sex Positive Education and Community Centre
  - The Family Centre Drop in Counselling
  - SAGE Seniors Association
  - The Pride Centre
  - End Poverty Edmonton
  - Canadian Native Friendship Centre
  - Bent Arrow - New in Town
  - Voices of Albertans with Disability
  - Self Advocacy Federation
  - Caregivers Alberta <http://www.caregiversalberta.ca/>
  - Kids Help Phone <https://kidshelpphone.ca/>
  - S.A.G.E. Clan <http://sageclan.ca/>
  - Edmonton Seniors Coordinating Council <https://www.seniorscouncil.net/>
- Be an active witness
- Contact labour boards, unions, employers, boards of directors, offices of safe disclosure, the media
- Address bystander responses
- Make it awkward
- Educate and advocate on social media

## Systemic Discrimination

Systemic discrimination occurs when the realities of discrimination are manifested in each of society's major parts.

- Ageism
- Racism
- Transphobia
- Homophobia
- Sexism
- Societal complacency
- Housing denial
- Hiring denial
- Discriminatory policies

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- Inaccessible buildings
- Privilege
- Xenophobia
- Burden of proof
- Criminalization
- Colonization
- Lack of legal support
- Lack of engagement and voice
- Inequity in wages
- Barriers to accessing services and support
- Assumed guilt based on race

#### **How can we respond to systemic discrimination?**

- Join or develop a coalition to advocate for changes to policies, laws or practices
  - Coalition for Justice and Human Rights [www.coalition4jhr.org](http://www.coalition4jhr.org)
  - John Humphrey Centre for Peace and Human Rights [info@jhcentre.org](mailto:info@jhcentre.org)
  - Multicultural Health-brokers?
- Seek restorative justice through dialogue
- Everyone, including those who benefit from systemic discrimination, work together to take responsibility and dismantle those systems.
- Policing alternatives (i.e. community dialogues, indigenous organizations, community-led initiatives, etc.)
- Collectively address transportation and housing as major barriers to address racism and exclusion