



Speak Up: Renewing Our Covenant – A Statement of Commitment and Action

Saint Mark's Episcopal Cathedral

A "Human Rights Defender" de-escalation training as a response to Hate Crimes, Hate Speech, and Bias Incidents

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**Special thanks to all group and community members who provided feedback on this presentation*

Hate Crime Case: 2013

- Jamie Larson sentenced in a racially motivated assault of a 50-year old Sikh man
- Sentenced to 40 months incarceration, three years of supervised prison release, and financial restitution to the victim

Objectives

- Differentiate hate crime, hate speech, and bias incidents
- Understand the impact
- Explore barriers/triggers to interrupting
- Develop and practice ways to respond

What is a human rights defender?

- A term applied broadly to a person who acts to promote or protect human rights, individually or in concert with others
- Identified, above all, by what they stand for and what they do

What is a Hate Crime?

- Criminal act motivated by bias or prejudice
- Comprises two distinct elements
 - An act that constitutes an offence under criminal law; and
 - In committing the crime, the perpetrator acts on the basis of prejudice or bias

What is Hate Speech?

- Speech or expression that is motivated by bias or prejudice, but does not involve a criminal act

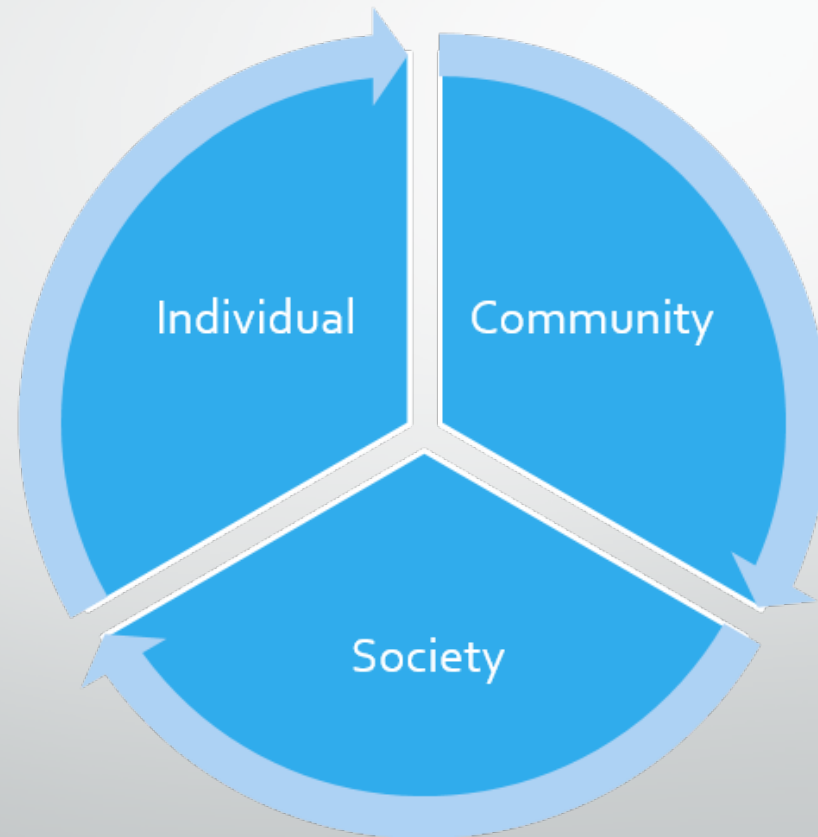
What is a Bias Incident?

- Refers to language and/or actions that demonstrate bias against persons because of, but not limited to, their actual or perceived race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, or status as a military veteran
- No crime has been committed

Learning Activity: Impact

- Write on the index card your personal experience with being a victim or witness to a hate crime, hate speech, or bias incident
- Break into small groups at your table
- Discuss/Prepare:
 - How might this incident affect the people directly involved (i.e., victim, perpetrator, witnesses)?
 - How might this incident affect the health of the community (business, school, family, etc.) where it happened?
 - What are the emotional, social, physical, and economic costs of incidents like these?
 - Be prepared to share a key point from your discussion

Understanding the Impact



Learning Activity: Barriers/Triggers to Responding



A sign shows up in your neighbor's front yard. It states, "God Hates Fags" and cites Romans 9:13.



On a walk, you see a woman of color being attacked by a Caucasian woman as she yells, "America is only for white people."



During a family dinner, a family member tells a politically incorrect joke.

How comfortable are you responding?

Physiological stress cycle: Fight, Flight, or Freeze

Tension Builds
Unmet needs

Decreased
Functioning
"Ears off"

Energy Explosion

Coming Down

What about my own bias?

- Be self-critical
 - Be conscious of how bias affects what you do & what you don't
- Change your behavior
 - Change the course and learn the lesson for good
- Share your experiences
 - Let others hear what you have learned

Six Steps to responding

1. Be ready
2. Identify the Behavior
3. Appeal to Principles
4. Set Limits
5. Find an Ally/Be an Ally (Human Rights Defender)
6. Be Vigilant

Be Ready

- Stay centered – if you are triggered or in a power struggle, find an ally, call out for help, remain safe and call 911
- Visualize yourself as a human rights defender who will speak up
- Summon your courage
- Know your personal triggers/barriers

Identify the Behavior

- Sometimes, pointing out the behavior candidly helps someone hear what they're really saying
- Use non-punitive (no threat) language

Appeal to Principles

- If you have a relationship with the person, call on their higher principles
 - “I’ve always thought of you as a fair minded person...”
- If the person is not known to you, consider appealing to their better instincts
 - “Is ‘those people’ really a phrase we should use around here?”

Set limits

- Try “when, then” or “if, then” statements
- “If you tell racist jokes in my presence, then I will leave.”
- “When you say hateful remarks about Transgender people, then I am going to report you to my manager and human resources.”

Find an ally/be an ally

- Seek out like-minded people
- Ask for support
- Return the favor. If you aren't the first voice to speak up, be the next voice.
- Do not be a bystander. Silence = Approval
- Film it and report it
- Stick around for the victim

Be Vigilant

- Change happens slowly
- People make small steps, typically, not large ones
- Don't risk silence
- Tackle the culture

Learning Activity: Responding



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During a family dinner, a family member tells a politically incorrect joke.

Apply the six steps for responding

Closing

- As a human right defender, what one thing will you do in the next four weeks?

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