

It Starts with Me: Building Community Resiliency

While Tempe strives to be a welcoming, inclusive community, we are not exempt from experiences of hate and hate crimes. Together, we can eliminate hate in our community.



tempe.gov/diversity



What is a hate crime?

Bias is a human condition, and each of us has witnessed or heard stories of prejudice against groups and individuals because of their race, religion, disability, sexual orientation, or other characteristics. As a country, we have made a lot of progress, but stereotyping and unequal treatment persist.

When bias motivates an unlawful act, it is considered a hate crime. Hate crime laws cover crimes committed on the basis of the victim's perceived or actual race, color, religion, national origin, sexual orientation, gender, gender identity, or disability. Most often, the crimes in this category are violent, such as assault, murder, arson, vandalism, or threats to commit such crimes.

Hate crimes reported in the United States increased nearly 12% in 2021 over the previous year. Close to 65% of victims were reportedly targeted because of their race or ethnicity, 15.9% were targeted for their sexual orientation, and 14.1% were targeted because of their religion.

Prejudice and discrimination are typically the foundation of hate-based violence. This type of violence can take the form of verbal violence, harassment, humiliation, and threats which may lead to bullying, sexual violence, maiming, murder and genocide.

The effects of hate

When a hate crime occurs or a hate group rallies, good people often feel helpless. Even the use of hateful language against others in online platforms and in media can have devastating consequences to people, and torment communities. When someone uses threatening graffiti targeting Asian Americans, for example, everyone in the community may feel frightened and unsafe, as may members of other ethnic or racial groups. The Southern Poverty Law Center, encourages community members to act, for the following reasons:

Hate is an open attack on tolerance and acceptance. It must be countered with act of goodness...Apathy will be interpreted as acceptance – by the perpetrators, the public, and – worse – those who have been victimized.

Hate is an attack on a community's health. Hate tears society along racial, ethnic, gender, and religious lines, and creates deep divides. It also can affect the health of community members and can lead to a wide range of mental health issues, including increased rates depression, anxiety, suicidal ideation, post-traumatic stress disorder, and substance use.

Hate escalates. Take seriously the smallest hint of hate – even what appears to be simple name calling. Remember, slurs can often escalate to harassment, harassment to threats, and threats to physical violence. Don't wait to address hate.

What YOU can do

Educate yourself and others. Like language, prejudice is learned over time. Babies notice physical differences, including skin color, from as early as 6 months. Studies have shown that by age 5, children can show signs of racial bias, such as treating people from one racial group more favorably than the other. However, practicing acceptance undermines prejudice. Here are some ways you can model welcoming and inclusive behaviors for family and friends.

- Utilize books, films, and workshops to learn about the lived experiences of other cultures and different social justice movements – the civil rights movement, the Chicano movement, and the fight for LGBT rights for example.
- Be open to questions of all kinds.
- Talk about racism as unfair and unacceptable and point out examples to your children, family, and friends.
- Bring together people from different backgrounds and belief systems and provide them with a safe space to share thoughts and get to know each other.
- Create a social media page or an online community discussion board celebrating diversity and inclusion.

Do something. In the face of hatred, apathy will be interpreted as acceptance.

- Pick up the phone. Call friends and colleagues. Host a neighborhood or community meeting. Speak up in your place of worship or fellowship. Suggest some action.
- Attend a vigil.
- Repair acts of hate-fueled vandalism, as a neighborhood or a community.
- Call on local law enforcement officials because they can track early warning signs of hate brewing in a community, allowing for a rapid response.

Know the signs of isolated radicalization. Discrimination is harmful itself. Radicalization is one step further. Radicalization is the process by which people come to support terrorism and extremism and, in some cases, to participate in mass violence. People who feel isolated or are victims of bullying or discrimination may be at risk of radicalization, as are those who grow up in families with extremist views. Check in with your children, family, or friends if you see any of these signs:

- Are they becoming isolated from family and friends?
- Are they becoming intolerant of other people's views?
- Are they becoming increasingly angry about issues or events they feel are unfair or unjust?

There may be other reasons for their behavior, but you could both benefit from knowing what they are experiencing.

What to do

Talking to your children and young adults is the most important action you can take to prevent radicalism. Here are some helpful tactics.

Listen without judgment. Ridicule and scolding have actually been shown to strengthen problematic belief systems. Instead, suggest that the people spreading these messages may have their own motives besides the truth and a child's well-being.

Ask open-ended questions, like "What values do you stand for?" or "What kind of person do you want to be?" Asking questions that show genuine interest in a child's activities and hobbies may open up new lines of communication. Talking while driving in the car, folding laundry, or taking a walk can reduce the pressure.

Suggest trustworthy news sources. Read articles together. Listen to a credible current events podcast together. Help direct them toward reliable news sources.

Educate them on the ways that propaganda and misinformation are used to manipulate people. Talk to them about both the styles and strategies of extremist propaganda (such as scapegoating or offering simple solutions to complex problems).

Expose extremist tactics. Demonstrate how extremists prey on a young person's sense of vulnerability and identity and how these messages might even be appealing in some ways, like using flattery or humor.



If you need outside assistance

The Southern Poverty Law Center offers a tremendous volume of resources on how to talk to your children complete with a list of organizations that can offer counseling services.



Standing together

Vulnerability is attractive to bullies and hate groups. We must stand strong and together with people who are most at risk. The Tempe Police Department provides advice to create safe environments and a presence during events and holiday celebrations that could be targeted for hate. Reach out to them for help in creating safe spaces.

Report discrimination

Hate crimes start with discrimination. Tempe's Anti-Discrimination Ordinance states that it is unlawful to discriminate based on race, color, religion, gender, gender identity, familial status, age, national origin, disability, sexual orientation, U.S. military veteran status or hairstyle.

Tempe's Diversity Office investigates complaints of discrimination in employment, public accommodations, and housing.

Learn more about the ordinance and the complaint process at tempe.gov/diversity.

Report hate

Hate prospers when no one stands up to it. Report any hate crimes you see or experience.

If you believe you are a witness to a hate crime:

- ✓ Contact the Tempe Police Department to report the incident
- ✓ Provide up-to-date contact information so an officer may contact you if you have left the area
- ✓ Inform police if you have retained any evidence such as video, photographs, or audio files so they may provide instructions on how to upload the information to the Tempe Police Department's online evidence retention database.

If you are a victim of a hate crime:



Find a safe location and contact the Tempe Police Department to report the incident. Call Tempe Police Department either through the non-emergency number at 480-350-8311 or in case of an emergency, call 9-1-1.

Inform dispatch/officer if you have retained any evidence such as video, photographs, audio files so they may provide instructions on how to upload the information to the Tempe Police Department's online evidence retention database.

You can also file an online report. <https://www.tempe.gov/government/police/file-an-online-police-report>

City of Tempe Resources

Hate is traumatic. It is painful. Getting help to recover from the effects of hate is important. Below is a list of agencies that can refer you to resources for reporting crimes, pursuing legal action, obtaining financial assistance or support for physical and mental health needs. Find these resources at tempe.gov/NoHate

CARE 7

tempe.gov/CARE7

The CARE 7 Crisis Response Team is a group of dedicated and professionally trained staff and community volunteers who provide 24-hour, on-scene, crisis intervention services in Tempe. The Team provides immediate high-quality crisis intervention, support and referral. The partnership links Fire and Police with Social Services to provide on-scene emotional support and follow-up to community members who have been faced with trauma.

Tempe Counseling Services

tempe.gov/counseling

Professional, confidential, low-cost counseling services are available to the Tempe community through our team of licensed, expert clinicians. We use evidenced-based and culturally responsive therapeutic treatments to support people experiencing general mental health challenges. Services are offered in English and Spanish. Interpreter services are available. Through Counseling Services, we strive to promote the health, equity and resiliency of our community.

City of Tempe Office of Diversity, Equity and Inclusion

tempe.gov/diversity

This office works to promote equity and inclusion for all people through policies, education, services, programs and events. It also takes reports of anti-discrimination ordinance violations.

Tempe Family Advocacy Center

tempe.gov/FamilyAdvocacyCenter

Tempe's Family Advocacy Center serves all victims of crime in a centralized, confidential location with a wide range of services that address both immediate and long-term needs. The Family Advocacy Center, opened in partnership with Arizona State University, offers comprehensive victim services and advocacy to the entire community. Students, residents and visitors of all ages can meet with victim advocates to access resources in a safe and healing environment. In addition to victim advocacy services, the Trauma Healing program offers group support, art, mindfulness, and trauma-informed yoga classes.

National Resources

Find these resources at tempe.gov/NoHate

The Victim Connect Resource Center victimconnect.org

“Stop AAPI Hate”

Reporting Center from the Asian Pacific Policy and Planning Council

www.asianpacificpolicyandplanningcouncil.org

Asian Americans Advancing Justice www.advancingjustice-aaajc.org

Anti-Defamation League’s Bias and Discrimination Incident Reporting Site

<https://www.adl.org/>

The Trevor Project: Supporting Black LGBTQ Mental Health

<https://www.thetrevorproject.org/>

National Center for Transgender Equality <https://transequality.org/>

Investing in Native Communities Funding Map

<https://nativephilanthropy.org/>

Center for Native American Youth www.cnay.org

Survivors’ Agenda <https://survivorsagenda.org/>

The Trevor Project: Supporting Black LGBTQ Mental Health

<https://www.thetrevorproject.org/blog/supporting-black-lgbtq-youth-mental-health/>

SPLC Southern Poverty Law Center

www.splcenter.org

Victim Connect Resource Center

victimconnect.org/learn/types-of-crime/hate-crimes/

or call 1-855-4-VICTIM



tempe.gov/diversity