

## Anti-Hate Advisory Committee Meeting Agenda

September 12, 2024 12:00pm – 1:00pm

Thompson Room, Level 3, Civic Centre, 99 Foster Drive, Sault Ste. Marie

1. Land Acknowledgement
2. Approval of Agenda
3. Community Outreach Survey (See appendix)
4. Committee meeting dates
5. Roundtable Discussion

## APPENDIX

### Anti-Hate Advisory Committee Community Survey (Draft)

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#### **Why is the City of Sault Ste Marie conducting a survey?**

The City of Sault Ste. Marie in partnership with the Anti-Hate Advisory Committee is conducting a survey to understand the prevalence and impact of hate and discrimination in our community.

A **Hate Crime** is defined as a criminal violation motivated by hate, based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or gender identity or expression, or any other similar factor.

Discrimination can also result in such violations, but fall short of rising to the level of a “criminal violation” although impacting the individual as severely.

-This survey aims to identify the groups most affected, raise awareness about the issue, and foster a community dialogue around inclusion, diversity, and tolerance. By collecting this data, the City aims to develop informed policies and programs, and resources to effectively address and prevent hate incidents, ensuring a safer and more inclusive environment for all. Completion of this survey is anonymous and voluntary. We hope that you will be willing to respond to it.

#### **What will the survey results be used for?**

The survey results will be used for:

1. **Policy Development:** Informing the development of policies and programs aimed at preventing hate incidents and supporting victims.
2. **Raise awareness:** Increase community awareness about the prevalence and impact of hate incidents, fostering a more inclusive and tolerant community
3. **Effectiveness Evaluation:** Evaluating the effectiveness of existing anti-hate initiatives and identifying areas for improvement.
4. **Targeted Interventions:** We will identify specific groups within the community and create and deliver tailored support to address their needs or create opportunities for improvement.
5. **Community Engagement:** Building trust between community members and local authorities or organizations by showing a commitment to addressing hate incidents.

Overall, the survey results will be used to guide the City in creating a safer, more supportive, and inclusive community environment.

The City of Sault Ste. Marie and the Anti-Hate Advisory Committee is committed to understanding and addressing issues of hate and discrimination in our community. Your input is invaluable in helping us create a safer and more inclusive environment for everyone. This survey should take about 10-15 minutes to complete. All responses are anonymous.

### **Section 1: Demographics, who you are.**

1. Age - Which age group do you belong to?
  - Under 18
  - 18-24
  - 25-34
  - 35-44
  - 55-64
  - 65 and over
2. Ancestry, colour, race. How do you identify?
3. Citizenship – Your current citizenship is?
4. Ethnic Origin
5. Place of Origin
6. Religion or Creed – how would you
7. Disability – do you identify as a person living with a disability?  
  
If you wish to describe the disability please provide.
8. Family Status
9. Marital Status
10. Gender Identity, Gender Expression. How do you identify?
11. Sexual Orientation – How do you define your sexual orientation?

12. How long have you lived in Sault Ste. Marie?

## **Section 2: Perceptions and Attitudes**

13. How often do you hear about incidents of hate or discrimination in Sault Ste Marie?

- Daily
- Weekly
- Monthly
- Rarely
- Never

14. To what extent do you feel safe in Sault Ste Marie?

- Extremely safe
- Somewhat safe
- Neutral
- Unsafe
- Extremely unsafe

## **Section 3: Personal Experiences**

15. Have you personally experienced hate or discrimination in Sault Ste Marie?

- Yes
- No (skip to question 22)

16. If yes, what form did it take? (Check all that apply)

- Verbal harassment
- Physical assault
- Discrimination at work or school or in the community
- Other (please specify)

17. In Sault Ste. Marie, I have experienced hate or discrimination on the basis of the following:  
(Select all that apply)

- Race/Ethnicity
- Indigenous identity
- Gender identity
- Sexual orientation
- Religion
- Age
- Ability/Disability
- Mental health
- Substance use

- Education
- Income level
- Other, please specify:
- Prefer not to answer
- Unknown

18. In which areas or environments have you experienced hate or discrimination? (Select all that apply)

- Police
- Health Care
- Education/school
- Government Services (including Social Services)
- Housing
- Employment/workplace
- Law/court system
- Interpersonal (between individuals)
- Neighbourhood
- Religious institutions
- Businesses (stores, banks, or other)
- Social media/online
- Public spaces (parks, sidewalk, or other)
- Recreation facilities
- Transit
- Other, please specify:
- Prefer not to answer

19. Did you report the incident(s)?

- Yes
- No
- If comfortable, please specify where and who you reported to
- Prefer not to answer

20. If you reported the incident, were you satisfied with the outcome?

- Yes
- No
- Prefer not to answer

21. If you did not report the incident, why not? (Check all that apply)

- Fear of retaliation
- Belief that nothing would be done
- Did not know how to report
- Other (please specify)

22. Are you aware of existing procedures for reporting incidents of discrimination or harassment in Sault Ste. Marie?

- Yes

- No
- Unsure
- Prefer not to answer

#### Section 4: Observations

23. Have you witnessed others experiencing hate or discrimination in the community?

- Yes
- No (skip to question 27)

24. If yes, what form did it take? (Check all that apply)

- Verbal harassment
- Physical assault
- Online harassment
- Discrimination at work or school
- Other (please specify)

25. In Sault Ste. Marie, I have witnessed discrimination on the basis of: (Select all that apply)

- Race
- Ethnicity
- Indigenous identity
- Gender identity
- Sexual orientation
- Religion
- Age
- Ability/Disability
- Mental health
- Substance use
- Education
- Income level
- Other, please specify:
- Prefer not to answer

26. In which areas or environments have you witnessed hate or discrimination? (select all that apply)

- Police
- Health Care
- Education/school
- Government Services (including Social Services)
- Housing
- Employment/workplace
- Law/court system
- Interpersonal (between individuals)
- Neighbourhood
- Religious institutions
- Businesses (stores, banks, or other)
- Social media/online
- Public spaces (parks, sidewalk, or other)

- Recreation facilities
- Transit
- Other, please specify:
- Prefer not to answer

## **Section 5: Community and Support**

27. How would you rate the effectiveness of local authorities in dealing with hate and discrimination?
- Very effective
  - Somewhat effective
  - Neutral
  - Somewhat ineffective
  - Very ineffective
28. How would you rate the effectiveness of municipal/city government in combatting hate and discrimination in the community?
- Very effective
  - Somewhat effective
  - Neutral
  - Somewhat ineffective
  - Very ineffective
29. What types of resources or support do you believe are needed to combat hate and discrimination in the community? (Check all that apply)
- Educational programs
  - Support groups
  - Increased law enforcement presence
  - Community outreach programs
  - Other (please specify)
30. How would you rate the overall level of hate and discrimination in Sault Ste Marie?
- Extremely high
  - High
  - Moderate
  - Low
  - Very low
31. Is there anything else you would like to share about your experiences or thoughts on hate and discrimination in the community?

## Conclusion:

Thank you for taking the time to complete this survey. Your responses will help us better understand and address the issues of hate and discrimination in our community. If you would like to be involved further or have additional comments, please contact us at [discoverthesault@cityssm.on.ca](mailto:discoverthesault@cityssm.on.ca).