

Anti-Hate Advisory Committee Meeting Agenda

Tuesday October 8, 2024

4:15PM-5:15PM

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

1. Call to Order Time:
2. Land Acknowledgement
I acknowledge, with respect, that we are in Robinson-Huron Treaty territory, that the land on which we are gathered is the traditional territory of the Anishinaabe and known as Bawating. Bawating is the home of Garden River First Nation, Batchewana First Nation, the Historic Sault Ste. Marie Metis Council.
3. Approval of Meeting Minutes
Mover:
Second:
All in favour: Carried
4. Approval of Agenda
Mover:
Second:
All in favour: Carried
5. Old Business

5.1. Finalized Community Outreach Survey
6. New Business
7. Next Meeting
Tuesday December 10, 2024 4:15PM
8. Adjournment Time:
Mover:
Second:
All in favour: Carried



Anti-Hate Advisory Committee Meeting

Thursday, September 12, 2024

12:00PM – 1:00PM

Committee Members Present

| | | | |
|-----|-------------|-----|---------------|
| YES | T. Ibiyemi | NO | A. Caputo |
| YES | G. Singh | NO | C. Gardi |
| YES | J. Arbus | YES | A. Zuke |
| YES | P. Carter | NO | B. Sutherland |
| NO | S. Alkilani | YES | R. Bedi |
| YES | D. Mornix | NO | A. Smith |

Staff Resources Present

| | | | |
|-----|------------|-----|-------------|
| YES | S. Islam | YES | T. Anderson |
| YES | N. Dapilos | | |

Guests

Call to Order - 12:17

1. Land Acknowledgement

2. Introduction to new LIP Coordinator

Syed Islam was hired for the position of Local Immigration Partnership Coordinator

3. Approval of Agenda

Mover: J. Arbus

Seconder: A. Zuke

All in favour, Carried.

4. Community Outreach Survey

A copy of the drafted community outreach survey was attached to the agenda.

Initial feedback from Committee members:

- Add a question on income
- Add a question on how community members would like to be more included
- Add a glossary
- Incentivizing the survey

Committee members shall review the drafted survey and provide additional feedback directly to LIP staff. The survey will be finalized before the next meeting.

The finalized survey will be distributed through LIP channels, social media, press releases, and through Committee members' own channels.

The survey can be made available in public spaces such as Sault Community Career Centre and Sault Ste. Marie Public Library.

5. Committee meeting dates

Be it resolved that the Committee will meet Tuesday October 8, 2024 from 4:15pm to 5:15pm, and thereafter every second Tuesday of every second month from 4:15pm to 5:15pm.

Mover: G. Singh
Seconder: P. Carter
All in favour, Carried.

6. Roundtable Discussion

New business items deferred to next meeting

7. Adjournment - 1:03

Mover: J. Arbus
Seconder: D. Mornix
All in favour, Carried.

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.

Glossary

Anti-hate - Opposing or countering hate.

Disability – An umbrella term that covers a broad range and degree of conditions:

1. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
2. a condition of mental impairment or a developmental disability,
3. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
4. a mental disorder, or
5. an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act 1997*

Discrimination - An action or a decision that treats a person or a group badly for reasons such as their race, age or disability, or other category protected in Human Rights legislation, either through deliberate intention or unintentionally through its impact.

Ethnic origin - The culture, tradition, language, history, etc. of the group of people to which someone's family belongs; the ethnic or cultural origins of a person's ancestors

Gender expression - Refers to how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

Gender identity - Refers to each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.

Harassment – Engaging in a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome.

Hate Crime - 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.

Marital Status - the status of being married, single, widowed, divorced or separated and includes the status of living with a person in a conjugal relationship outside marriage

Sexual orientation - A person's physical, romantic and/or emotional attraction to, and/or intimate relations with, individuals of a different gender, the same gender, no gender, or more than one gender. A person's understanding of their sexual orientation may change.

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 identify?
7. Disability – do you identify as a person living with a disability?

If you wish to describe the disability please provide.

8. Marital Status
9. Family Status – do you have dependents/children?
10. What is your annual household income?
 - Under \$25,000
 - \$25,000 to \$50,000
 - \$50,000 to \$75,000
 - \$75,000 to \$100,000
 - Over \$100,000
 - Prefer not to say
11. What is the highest level of education you've received?
12. Gender Identity, Gender Expression. How do you identify?

13. Sexual Orientation – How do you define your sexual orientation?

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

Section 2: Perceptions and Attitudes

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

- Daily
- Weekly
- Monthly
- Rarely
- Never

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

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

Section 3: Personal Experiences

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

- Yes
- No (skip to question 24)

18. If yes, what form did it take? (Select all that apply)

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

19. 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

20. 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

21. Did you report the incident(s)?

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

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

- Yes
- No
- Prefer not to answer

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

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

24. 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

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

- Yes
- No (skip to question 29)

26. If yes, what form did it take? (Select all that apply)

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

27. 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

28. 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

29. How would you rate the effectiveness of local authorities in dealing with hate and discrimination?

- Very effective
- Somewhat effective
- Neutral
- Somewhat ineffective
- Very ineffective

30. 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

31. What types of resources or support do you believe are needed to combat hate and discrimination in the community? (Select all that apply)

- Educational programs
- Support groups
- Increased law enforcement presence
- Community outreach programs
- Other (please specify)

32. How would you rate the overall level of hate and discrimination in Sault Ste Marie?

- Extremely high
- High
- Moderate
- Low
- Extremely low

33. What types of support, initiatives, or events, etc. would make you feel more included in the Sault, or would foster inclusivity in the community?

34. 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.

DRAFT