

UNITED FOR ALL

Together we can overcome
hate and violence

BUILDING STRONGER AND RESILIENT COMMUNITIES

UNITED FOR ALL REGIONAL ACTION PLAN TO ADDRESS HATE, RACISM AND VIOLENCE



Introduction

Police across Canada reported a 7-per-cent rise in hate crimes in 2019, according to new Statistics Canada data showing the pre-pandemic uptick was driven by more incidents targeting people over their race and sexual orientation.

The East Ontario region is not immune to systemic racism, inequity, polarization and hate-motivated incidents and crimes.¹ As of February 21, 2021, the Ottawa Police Service's Hate & Bias Crime Unit reported a 57% increase in hate crimes between 2019 and 2020, from 116 to 182 incidents.² This includes a 600% increase (from 2 to 14) of crimes perpetrated against the East and Southeast Asian community. Some of the narrative around the origin of the COVID-19 pandemic is a likely contributor. This data barely scratches the surface, as most hate crimes and hate incidents are not reported to the police. Hateful speech is often voiced in public settings, and very few cases of intolerance against women are reported as hate crimes.

Similarly, evidence suggests that the simmering hate is leading many to join fringe groups determined to use violence as a tool to express their grievances and frustrations.

All over the world, hate mongering is leading to extremist ideologies and violent extremism. Hate-motivated incidents and movements tied to far-right ideology are on the rise globally, which signals a disturbing trend.

Communities of hate can grow very rapidly, particularly online. More violence occurs when large amounts of hate are shared on social media and responses are under-resourced, uncoordinated, or too late to limit the damage. It is therefore critical that we identify and adopt proactive strategies to safeguard our communities.

The United for All Regional Plan outlines positive approach to targeting and reducing hate, inequity and violence through a two-pronged strategy of prevention and intervention (law enforcement). These preventative programs and activities will allow United for All partners to respond efficiently, confidently and proactively to the current reality and future challenges. The Action Plan to Address Hate and Violence will refocus our collective energy to build community resilience and prioritize awareness, education and social support.



AWARENESS



EDUCATION



SUPPORT



RESILIENCE

HATE: THE STARTING POINT

Hate can take on many forms, such as micro-aggression, mischief and other violent acts that lead to psychological distress, fear and anxiety. Acts motivated by hate and social polarization can also increase the likelihood of progression to violence, leading to vicious circles of intolerance and violence.

Hate incidents and crimes have a negative impact on our multicultural society and deeply affect the level of trust in public institutions.



**In 2018,
Ottawa had the
third highest
crime rate (9.8
hate crimes
per 100,000
population).**

Individual communities need tools to address and report hate incidents or crimes. This Action Plan provides the tools to address hate/bias speech and incidents.

JOIN US: We Are Stronger Together

Your skills, lived experience and expertise are vitally important to preventing and addressing hate and violence. By joining United for All, you can help build resilience and promote inclusion in our community.

ADOPTING A COLLECTIVE APPROACH

In late 2016, Ottawa witnessed an increase in hate-based incidents, including racist graffiti on private properties and several places of worship. This trend continued in 2017 across Canada with a shooting at the Islamic Cultural Centre in Quebec City and other racist incidents in Ontario. These events prompted community leaders (including the mayor) to approach United Way East Ontario to lead and engage the community and acknowledge that several grassroots responses were already happening in reaction to individual incidents as well systemic racism and discrimination. However, there were some questions to be addressed, such as: could we build on or support efforts aimed at strengthening and maintaining long-term, collective social cohesion in Ottawa? Did we need to create and nurture a common entity that promotes pro-social behavior, diversity and inclusion across a broad set of themes/issues?

Led by United Way East Ontario, Assunnah Muslims Association, Crime Prevention Ottawa, Ottawa Local Immigration Partnership, City for All Women Initiative, Ottawa Police Service (OPS) community development department and many other organizations came together to work towards overcoming hate and violence in our community. The group launched city-wide discussions and conducted a mapping exercise to identify the main root causes and potential solutions to develop a collective approach and address the rise of hate and intolerance in Ottawa.

In parallel with this local initiative, the Government of Canada launched the National Strategy on Countering Radicalization to Violence in 2018 to support non-governmental organizations and communities in their efforts to address violent extremism. The plan is based on a national consultation and designed as a policy guide for the Canada Centre for Community Engagement and Prevention of Violence. The OPS MERIT initiative received funding for a counter extremism initiative. MERIT partnered with United For All and University Ottawa to conduct a literature review, to explore best practices and to conduct community consultations.

Identification of strategy areas for action mentioned in this document are based on the first round of consultations with key stakeholders together with a review of the work achieved by local partners and consultations conducted in Ottawa throughout 2018–2019. United for All's objective was to develop a specific, customized plan that reflects Ottawa's landscape, including its unique experience of hate and polarization, and to support the existing capacity to address the issue on the whole continuum from hate to violence and extremism.

By including hate, systemic racism and polarization in the continuum of issues and not restricting it to one or another area, stakeholders aimed to prepare community members and agencies to react early to hate speech, polarization and intolerance, and curb violent extremism more effectively as a next step.

The terminology of radicalization and violent extremism itself is divisive and targeted. A key lesson from community consultation was that following the tragedy of 9/11, communities began increasing security measures to ease fear

and help people feel safe again. Rather than focusing on pro-social intervention, there was quick movement towards counter-terrorist (CT) approaches. Early CT efforts used surveillance and enforcement to profile potential “extremists.” This approach intensified social polarization and resulted in public discrimination of young Muslims as being dangerous and violent. Any reference to Counter Violent Extremism (CVE) led to the perception that the work was targeting Muslims.

For a comprehensive, whole society approach, the United for All efforts are centered on preventing hate and countering ALL manifestations of extremism. The plan adopts a broader, more proactive, non-discriminatory and comprehensive approach, addressing all manifestations of hate and forms of extremist ideologies, spanning from extreme right-wing movements like white supremacy to extreme left-wing movements and ethno-nationalist and religious extremism and related violence. United for All’s approach seeks to prevent and address the risk factors associated developing and promoting hatred and translating that into extreme violent actions.

Even the most well-intentioned and best thought-out efforts and interventions can fail if they are not holistic and supported by local community champions who can leverage their own credibility and encourage others to contribute to community health and resilience.





Be part of the solution

Be assured that the community organizations set the common agenda for United for All. If you are an individual, start by taking a close look at your own beliefs and prejudices.

UNITED FOR ALL

United for All is a multi-partner coalition of community organizations, policymakers, faith-based organization, human rights groups, health providers and criminal justice professionals who work together to respond to and prevent hate and violence in Ottawa. United for All has been instrumental in refining key priorities identified during the broad consultation process. Through joint planning and coordination, United for All is proactively working to support community-level action and pave the way to addressing system-wide problems.

The regional action plan introduces mutually reinforcing activities that individual programs cannot achieve alone. United for All allows various programs to share ownership, build skills and avoid duplication.

Besides the pro-active, strategic work, our Rapid Response Committee does react to the issue of hate and violence in the City. When a hate-related incident occurs in Ottawa, United for All calls upon the Rapid Response Team, which is composed of willing Coalition partners who have particular expertise on the topic at hands, such as anti-Semitism, Islamophobia or anti-Black racism.

The team quickly assesses and responds to hate-related incidents in consultation with the Coalition partners. Because it is flexible and focuses on partners' unique expertise or perspective, the team allows partners to mutually reinforce each other's work and develop a more holistic, compassionate approach for dealing with the situation at hand.

United for All has been instrumental in refining key priorities identified during the two broad consultation processes for identification of strategy areas and collaborative opportunities for action within those areas. Through joint planning and coordination, United for All is also working to address system-wide problems.

WHOLE OF SOCIETY APPROACH

The range of issues stemming from hate and leading to extremist violence affect every aspect of our society, from national governance to communities and individuals. As hate and polarization leading to violence involves social, emotional, political and economic factors, United for All's response also needs to be integrated, flexible and adaptable to reflect individual vulnerabilities and personal needs. Focusing on a single solution to a complex and multifaceted problem could reinforce existing grievances and root causes. The solution requires a whole of society, multi-pronged approach.

United for All was designed to collaboratively prevent and address all incidents of hate, root cause of systemic discrimination and racism and extremism in our community to help build a compassionate, welcoming and resilient city that safeguards human rights to prevent violence and put an end to the hate, division and polarization. Education, training, research and mobilization will enable more effective local responses to the challenges posed by hate incidents and acts of violent extremism. United for All has the capacity to mobilize resources to address a hate-related incident using a holistic approach.

The whole of society approach adopted by the Coalition, a group of community partners, and its focus on prevention, also target biased attitudes through the education system and continuously engage policymakers to address systemic racism and other forms of discrimination within our system. Existing assets among partners also make it possible to respond to bias-motivated violence by supporting victims and intervening to reduce harm and risks.

Key definitions

Anti-Black racism

Prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement.²

Anti-Semitism

Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews.³

Hate crime

A criminal offense against a person or property motivated in whole or in part by a bias against a race, religion, disability, sexual orientation, ethnicity, gender or gender identity.⁴

Hate incident

A non-criminal act that could affect a person or identifiable group's sense of safety for reasons of race, national or ethnic origin, language, colour, religion, sex, age, sexual orientation, gender identity and gender expression, or inability, among others.⁵

Hate speech

Any kind of communication in speech, writing or behaviour that attacks or uses pejorative or discriminatory language with reference to a person or a group on the basis of who they are, in other words, based on their religion, ethnicity, nationality, race, colour, descent, gender or other identity factor.⁶

Islamophobia

Includes racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general.⁷

Racism

Ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another.⁸

Radicalization leading to violence

The process by which an individual adopts a belief system that supports and justifies the use of violence to support and advance a cause.⁹

Systemic racism

The conscious or unconscious policies, procedures and practices that exclude, marginalize and disadvantage racialized communities. Systemic racism is supported by institutional power and by powerful, often unexamined ideas which make racism look normal and justified.¹⁰

Violent extremism

The beliefs and actions of people who support or use violence to achieve extreme ideological, religious or political goals.¹¹



STRUCTURE

UNITED WAY EAST ONTARIO

United Way plays an integral leadership role as the backbone for United for All, convening the network, coordinating meetings, identifying research and grant opportunities, and providing leadership on anti-racism and anti-hate activities. United Way is responsible for mobilizing the Rapid Response Team to address emerging issues and supporting the Table of Champions.

RAPID RESPONSE TEAM

The Rapid Response Team quickly brings together Coalition partners on a case-by-case basis to address acts of bias and discrimination in their early stages. This allows the Coalition members to develop a customized, whole of society approach to address an incident from many angles.

TABLE OF CHAMPIONS

The Table of Champions supports the Coalition's work, advocates for common causes, and serves as a voice and a mechanism to convene when common issues and incidents arise where hate, violence and extremism are at question in our community.

THE COALITION

Community partners have existing expertise and skills to deal with risk factors and vulnerabilities associated with all types of inequity, systemic racism, anti-social behaviours, including hate, extremism and violence.

There are currently over 100 partners represented by more than 46 representatives in the Coalition.

Each partner brings a rich blend of multi-sectored expertise, including:

- anti-Black racism
- addressing inequity
- journalism
- security
- discrimination
- gender-based violence
- mental health
- settlement
- diversity
- health
- prevention of violence
- education
- research
- psychology

Depending on the situation and their unique expertise, members contribute to the Rapid Response Team and other working groups within the Coalition.



Be part of the solution

If you are an educator, encourage your students to critically review and discuss what they are seeing online.

The Regional Action Plan

The Action Plan is owned and driven by community partners and serves as a strategic plan for action by the Coalition. It supports the application of a public health framework that aims to strengthen community resilience against hate and violence. It strongly supports the notion that collective impact is key and that strengthening existing assets and synergies between partners will allow our community to prevent hate, extremism and violence.

The Action Plan was created based on a consultation process that included 25 focus groups conducted with local schools and school boards, practitioners, health and resource centres, hospitals and paramedic services, child and youth services, parole and law enforcement, municipal services, community development organizations, equity and inclusion organizations, faith communities, racialized communities and community members. The consultation process was designed to empower community members and local stakeholders and provide them with an opportunity to voice their concerns and present solutions for achieving United for All Goals.

MAIN OBJECTIVES

- Find a comprehensive solution to the root cause of hate, systemic discrimination and extremism
- Challenge hate and racism by addressing their root causes
- Change the narrative around violence and hate to promote resilience and build community using inclusive, welcoming language
- Focus on prevention and early intervention activities that prioritize individual and collective needs over risk detection
- Promote intercultural understanding
- Build community resiliency and trust

This plan is a blueprint for fostering collaboration and encouraging a sharing of resources, knowledge, research and experience across sectors, preparing them to mobilize together to support victims and address issues more holistically. It guides collaboration efforts, placing an emphasis on alternatives to securitized responses to hate and violence in the community.



Be part of the solution

If you are a faith leader, create safe spaces to have interfaith discussions on hate.

The Action Plan incorporates a dual-pronged approach to prevention and intervention, as follows:

Community/population based: United for All Coalition is made up of community organizations engaged in frontline work. Each is responsive to incidents of hate and violence alongside community members when they occur. Coalition partners will be designing collaborative, community-based programs and activities to promote tolerance and understanding.

Individual-based: Some partners with a mandate to interact with individual clients will focus on addressing vulnerabilities to and risk of adopting extremist tendencies and following a slippery slope to violence with a focus on secondary school aged youth and other at-risk individuals. The work will include developing and providing training for frontline workers, police agencies and the human services sector. This strategy will be further enhanced by one-on-one support for people who have already gone to the extremes.

OPS is the lead on the **intervention strategy** and acts as an interface with other provincial and national law-enforcement and security agencies.

The dual-pronged approach and collective impact of the Coalition contributes to overall awareness and education about the issues and their root causes. The approach is creative, collaborative and grounded in building a resilient community. There is enormous potential for creativity in educational activities, youth programs, interfaith dialogues because of the level of engagement in multiple sectors and system level change.



Resilience in action

Youth Ottawa – AMPLIFY works directly with marginalized youth to co-develop support programs and curriculum based on a for youth, by youth model to combat issues of hate and bias in the school setting. They are facilitating and creating safe spaces to discuss difficult issues, including hate, Islamophobia, racism and misogyny.

Identifying vulnerabilities

Vulnerabilities to polarization and extremism are similar to other anti-social behaviours, such as gang involvement or human trafficking. United for All seeks to leverage its multi-sectored team to proactively support, validate and reorient people who are at risk or vulnerable to racism, hate, extremist ideologies or recruitment by extremist groups.

Building capacity of United for All Partner

Local organizations have the expertise and practical knowledge required to address many of the factors that contribute to the process from hate to extremist violence, but they lack the language, confidence, tools and collective approach to address it. By building capacity of partner organizations agencies, the Action Plan seeks to provide training and tools to address gaps and to build social cohesion and resilience to counter all manifestations of hate and extremism.



Resilience in action

The Ottawa Local Immigration Partnership (OLIP) co-created a multi-sectoral partnership called Equity Ottawa to help organizations build capacity for equity among immigrants and racialized people. The organization has created a roadmap to monitor progress towards ending institutional and systemic racism in Ottawa.

Building a public health approach to primary prevention

The Action Plan incorporates a public health/primary prevention approach that targets the entire population to address existing vulnerabilities in the community and society. The Action Plan includes broad education and awareness campaigns to address myths and misconceptions about systemic racism, hate and extremism. It also works to reduce existing vulnerabilities such as systemic bias, outright racism and inequity by providing tools to reveal and proactively address the patterns of misinformation and propaganda put forward by extremist organizations.



PREVENTING HATE, RACISM & VIOLENCE IN OUR COMMUNITY

10 STRATEGY AREAS FOR COLLECTIVE ACTION



1. Challenge stigmatizing language and stereotypes

- Change the conversation from criminal justice to community building
- Use language that builds trust and engagement (instead of fear-based language)
- Develop a local approach for a powerful counter narrative of abundance, collaboration and meeting needs rather than hate

2. Address the root causes/systemic issues linked to various manifestation of hate, extremism and violence

- Provide support to address a range of underlying vulnerabilities
- Challenge latent racism, misogyny and common, low-level hatred in community
- Promote respectful, meaningful dialogue and social action to address complaints in non-violent ways
- Build an equitable and anti-racist recovery economy that strengthens community.



3. Build community connections

- Nurture interfaith partnerships to prevent the polarization of ideas. Host open houses, guided tours, public iftars, Q and A forums, and interfaith dialogue with local schools, neighbourhoods and communities
- Promote intercultural understanding through city-wide partnerships
- Increase feelings of trust and openness

4. Create safe spaces to discuss hate incidents and confront stigmatization and racism, particularly for women

- Identify safe spaces for women to confront stigmatization and racism, as they are more at risk of being victimized through hate
- Provide a safe way to talk about difficult topics



5. Harness the power of youth as community leaders and allies

- Create peer-to-peer programs for youth aimed at supporting their sense of belonging and building their identity
- Identify role models that demonstrate a positive identity
- Engage youth through inclusive, empowering programming that increases involvement in their community
- Mobilize youth to be leaders
- Build belonging, identity, community engagement, empathy and communication



6. Offer support for victims of hate and violent extremism

- Create safe spaces for women and vulnerable groups to discuss racism and misogyny
- Improve reporting and handling of hate and related violence
- Design mental health programs to support victims of hate and extremism, such as trauma-informed counselling



7. Adopt an education-based approach

- Promote respectful and meaningful dialogue and social action that allow complaints to be addressed in non-violent ways
- Encourage openness to difference and diversity
- Teach critical thinking and civic literacy skills to help youth understand and question “false news” or controversial statements in the media
- Promote intercultural understanding and create interfaith partnerships to improve community resilience and prevent violent extremism and hate
- Encourage respectful and meaningful conversations about social action that allow complaints to be addressed in non-violent ways



8. Implement training to promote inclusion and increase awareness of violent extremism, hate and existing systemic biases

- Train youth in how to gather and have difficult conversations about racism, islamophobia and misogyny
- Engage and empower parents, peers and role models to contribute to solutions
- Provide awareness and inclusion training in workplaces, including universities, college schools, community health and resource centres, hospitals and police services

9. Use a multi-agency approach to address hate and extremism in our communities

- Provide support to agencies to plan prosocial interventions that challenge racism, misogyny and hate
- Address vulnerabilities to violent extremism rather than specifically focusing on risk factors
- Screen and conduct intervention strategies based on a multi-sector, consent-based enhanced hub model
- Keep clients connected to social services
- Be transparent and accountable



10. Research partnerships

- Engage with research on lived experience
- Connect community experience with academic research
- Collect and use data to support decisions and inform strategies
- Develop best practices and guidelines based on recent, local evidence
- Create tools and mechanisms to track hate crimes and hate incidents in Ottawa

HOW UNITED FOR ALL WORKS

UWEO plays the backbone role to support the coalition in convening, research and evaluation, constant communication and developing a common agenda. The Champions Table provides guidance, lifts the work, paves the way for system-level changes and supports the coalition in leveraging resources.

The Rapid Response team has a dual role: 1) **Pro-active engagement** of the partners, facilitating consultations and developing an action plan, and 2) **a rapid response** role. For example, when a hate-related incident occurs in Ottawa, United for All will call upon the Rapid Response Team, which is composed of willing Coalition partners who have particular expertise on the topic at hand, such as anti-Semitism, Islamophobia, anti-Black racism, homophobia, and misogyny. The team forms quickly to assess and respond to hate-related incidents in consultation with the Coalition partners. Because it is flexible and focuses on partners' unique expertise or perspective, the team allows partners to mutually reinforce each other's work and develop a more holistic, compassionate approach for dealing with the situation at hand.

Calling on the Rapid Response Team



Achievements and next steps

INITIAL SUCCESSES

The Coalition has already created momentum and yielded results towards addressing hate, systemic racism, inequity and violence in Ottawa. It has:

- Completed the consultation process to develop a strategy and to draft a collective action plan;
- Conducted an equity audit – an assessment of how inequity is the outcome of systemic barriers and discrimination;
- Organized an Anti-racism Forum in partnership with the City of Ottawa;
- Emphasized the importance of adopting a collective solution to address hate and violence;
- Empowered smaller community organizations to lend their voices to collectively highlight the pervasive issues of discrimination, intolerance and hate crimes, and their link to the various manifestations of violence;
- Made community needs a priority and placed a premium on hate and violence prevention work in Ottawa, reinforcing partnerships for wellness above enforcement and riskmanagement;
- Facilitated a connection between agencies and all levels of government to address systemic problems; and
- Established language that allows for identification, confidence and dialogue, and a creative platform for agencies to collectively solve problems.



Resilience in action

In July 2020, the City of Ottawa partnered with the United for All Coalition to co-host a virtual public listening forum to engage the community on issues of racism in Ottawa. The event brought together organizations working with Indigenous, Black and racialized residents to share lived experiences connected to racism and discuss strategies to address racism in Ottawa.

Next steps

Hate is a moving target. To be effective, the Regional Action Plan must be updated and adapted to reflect the changing landscape of hate and extremism. This requires:

- identifying opportunities to point out, address and reduce social polarization locally and regionally;
- increasing education and awareness surrounding hate, systemic and structural racism, and challenges to equity and various shades of extremism;
- creating and using preventive and proactive protocols that address hate and violent extremism to actively reduce incidences of hate or bias motivated incidents in community; and
- strengthening the backbone function of the Coalition, developing a shared measurement system, incorporate regional perspective and priorities and further developing the multi-sector approach to obtain funding from government agencies.

The Action Plan helps reduce hate incidents and decrease the perception of the existence of hate within the community. It could also:

- reduce the number of hate crimes;
- increase multi-sector collaboration for implementing various areas of the strategic plan;
- increase the impact of interventions in programs offered by partners; and
- increase the number of training opportunities provided to frontline workers.

To ensure continued success, the Regional Plan requires

- momentum to recruit partners in the Coalition and engage public authorities in addressing systemic issues;
- funding to strengthen the development of the Coalition, build capacity and develop programming;
- rigorous evaluation with clear metrics to monitor success; and
- ongoing community consultations and periodic reviews to address emerging needs, issues and available resources.

Where do I fit in?

Everyone can contribute to addressing inclusion, diversity, hate, racism and violent extremism in Ottawa. Here's how:

IF YOU ARE	YOU CAN
An individual	<ul style="list-style-type: none"> • Question your preconceived notions • Be intentional in your individual actions and in addressing what you are seeing in your social circles, online or at work • Challenge intolerance, stigmatization and injustice in society
A frontline worker	<ul style="list-style-type: none"> • Participate in training provided by the Coalition and partners • Educate yourself about hate and extremism • Be willing to challenge personal biases associated with the concepts of violent extremism and radicalization
A community organization	<ul style="list-style-type: none"> • Share your experiences with victims, street-involved youth and those oblivious to hate • Reflect on existing biases
A community decision maker	<ul style="list-style-type: none"> • Make hate, racism and extremism a priority • Advocate for increased cooperation between national and local authorities • Improve reporting processes and handling of hate and hate-related violence
A funder or potential funder	<ul style="list-style-type: none"> • Support the implementation of existing programs and local action plans by funding community-based programming • Insist on multi-agency collectives and collective impact in funding agreements
A researcher or academic	<ul style="list-style-type: none"> • Commit to expanding the knowledge base • Commit to using a lens that prioritizes lived experiences in research • Think critically about your role and acknowledge your implicit bias
A school board	<ul style="list-style-type: none"> • Train teachers to recognize early signs of hate and existing vulnerabilities • Empower youth to mentor other youth and to spot the signs of vulnerability • Develop for youth, by youth civic engagement programs • Develop critical thinking and multiculturalism • Identify your youth leaders • Create safe spaces for all, particularly those in vulnerable or marginalized groups • Provide youth with positive role models • Foster an openness to thrive within a culture of difference and diversity • Teach and convey core media literacy skills and civic literacy • Develop moral complexity • Create safe spaces for dissenting opinions • Maintain access to social supports, recess or other perceived freebies • Train youth to convene and hold difficult conversations across differences on issues of racism, Islamophobia and misogyny
A media professional	<ul style="list-style-type: none"> • Challenge biases and systemic discrimination in reporting • Provide access to alternative stories that celebrate and emphasize the importance of lived experience and a voice to the people who are victimized by hate

ORGANIZATIONS IN PARTNERSHIP

- AIDS Committee of Ottawa
- AMA Community Centre
- Big Brothers Big Sisters of Ottawa
- Boys and Girls Club
- Capital Pride
- Canadian Anti-Hate Network
- Canadian Somali Mothers Association
- Canadians United Against Hate
- Carleton University
- Centre for Israel and Jewish Affairs
- Centre for Resilience and Social Development
- City for All Women Initiative
- City of Ottawa
- Coalition of the Community Health and Resource Centres of Ottawa
- Crime Prevention Ottawa
- Friends of Simon Wiesenthal Center for Holocaust Studies
- John Howard Society
- Kind Space
- MediaSmarts Canada's Centre for Digital Literacy
- MERIT
- Muslim Link
- National Christian Foundation
- Ottawa Aboriginal Coalition
- Operation Come Home
- Ottawa Child and Youth Initiative
- Ottawa Chinese Community Service Centre
- Ottawa Coalition of Community Houses
- Ottawa Community Housing
- Ottawa Local Immigration Partnership
- Ottawa Muslim Association
- Ottawa Police Service
- Ottawa Senior Pride Network
- Ottawa-Carleton District School Board
- Pinecrest Queensway Community Health Centre
- Somerset West Community Health Centre
- Social Planning Council
- South East Ottawa Community Health Centre
- South Nepean Muslim Centre
- Parkdale United Church
- Refugee 613
- Synapcity
- United Muslim Organizations of Ottawa and Gatineau
- United Way East Ontario
- Uniting for Children and Youth
- Unity Non Profit Housing Corporation Ottawa
- University of Ottawa
- Youth Ottawa

Join us! TOGETHER, WE

- reflect on existing biases refuse to remain silent and nurture
- interfaith partnerships to prevent the polarization of ideas
- participate in building resilience and wellbeing in our community
- challenge hate in all its forms
- refuse latent racism, misogyny and common, low-level hatred

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Champions' Table

Michael Allen, President and CEO,
United Way East Ontario

Rev. Dr. Anthony Bailey, Coordinating Minister,
Parkdale United Church

Rabbi Reuven P. Bulka, Congregation Machzikei
Hadas

Amira Elghawaby, journalist/human rights advocate

Donna Gray, General Manager, City of Ottawa

Rawlson King, Councillor, City of Ottawa

Marc Maracle, Chair, Ottawa Aboriginal Coalition

Alex Munter, President/CEO, Children's Hospital
of Eastern Ontario

Hindia Mohamoud, Director, Ottawa Local
Immigration Partnership

Yasir Naqvi, CEO, Institute for Canadian Citizenship

Peter Sloly, Chief, Ottawa Police Service

Michael Smith, criminal lawyer

Jenna Sudds, Councillor, City of Ottawa

Mark Sutcliffe, broadcaster

Jim Watson, Mayor, City of Ottawa

Nancy Worsfold, Executive Director,
Crime Prevention Ottawa

Endnotes

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Building a stronger, more resilient community



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