



**OFFICE OF
Community
& Civic Life**

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REPORT TO COUNCIL

DATE: January 16, 2019

TO: City Council

FROM: Suk Rhee, Director

SUBJECT: Accept report from Portland United Against Hate Coalition on outcomes of 2017/18 Special Appropriations Grants.

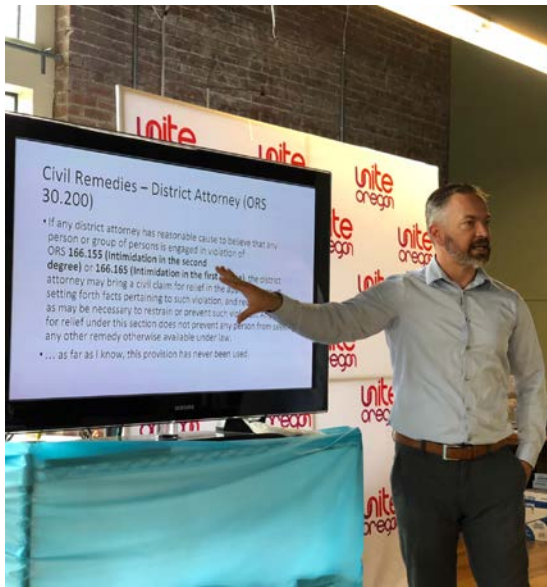
I am pleased to present the summary report from the Portland United Against Hate (PUAH) Coalition about the outcomes and recommendations from fiscal year 2017-18 Special Appropriations Grants.

The Special Appropriations Grants supported community capacity building, training, and a test-version of an online hate incident tracking system. As instances of hate continue to threaten the safety of many Portland community members, the PUAH Coalition is making space for figuring out solutions, establishing support networks, and building infrastructure for safe communities.

This report will present the outcomes of the grantees, information on the development of the hate incident tracking tool, stories from community members, and recommendations for moving forward the work of Portland United Against Hate.

Please see attached Report and exhibits.

Portland United Against Hate



2017-18 Special Appropriations
Grant Report
Portland United Against Hate Coalition



JANUARY 2019

Grant Report

FY2017-18 Special Appropriations Grants for the
Portland United Against Hate Coalition

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Overview

In the FY2017-18 budget City Council set aside \$350,000 in Special Appropriations funding for competitive grants to do capacity building, training, and pilot a proof-of-concept data tracking tool to support the work of the Portland United Against Hate Coalition.

Portland United Against Hate [PUAH] is a 64-member coalition of community organizations, neighborhood groups, and the City of Portland's Office of Community & Civic Life with a mission to track, respond to, and prevent acts of hate, while providing the support that communities needs.

During the 2017-18 fiscal year, thirteen grant partners were selected and they collectively exceeded the goals of the grant projects.

General outcomes of the grants include:

1. Pilot of a hate incident tracking tool: The tool called ReportHatePdx launched as a proof-of-concept to demonstrate the feasibility of a community-led hate incident tracking tool with wrap around support resources built in to the platform;
2. Creation of tools and resources to combat hate
3. Increased capacity within communities to respond to, interrupt, and be prepared for hate incidents.



Grant Outcomes

1. The launch of a hate incident tracking tool: ReportHatePdx

In June 2017, if you were the target of a hate incident there was nowhere to record your experience, be heard, or a database of resources for you to access. By November 2018, the PUAH Coalition had created ReportHatePdx to document community experiences, build a database of incidents to use for policy and informed decision making, and provide resources to those in need.

The ReportHatePdx tool is designed to contribute to a comprehensive understanding of the effects of hate violence in Portland so that PUAH community partners may provide better support for communities. The tool records voluntarily reported acts of hate in the City of Portland and offers support and resources to those targeted by hate violence. Community members can access resources such as legal, advocacy, and counseling support.

The PUAH Coalition piloted the tool from September – November 2018. Key partners – City staff and coalition partners – were invited to use the ReportHatePdx system during this pilot phase as a resource for members who are impacted by hate incidents.



Jan 2019 – PUAH Grant Report

Preliminary Findings

Through community points of contact and the ReportHatePdx website, 138 hate incidents were reported to PUAH Coalition partners during the grant period of July 2017 – November 2018. The ReportHatePdx project was a successful demonstration that a community tool with trusted partners could be effective at collecting information and providing support to communities targeted by hate violence.

ReportHatePdx website was active from September – November 2018. Due to the short timeframe, the PUAH Coalition did not publicize the reporting tool widely. This created a very limited initial data set, but preliminary analysis of data from the grant period shows the following:

- 54% of reported hate incidents perpetrated against Latinx community members;
- 13.4% of reported hate incidents perpetrated against Black or African community members;
- 26% of reported hate incidents were perpetrated by individuals;
- 32% of reported hate incidents document a perceived motivation for the incident
 - 12% reported targeted because of race and ethnicity,
 - 7% reported targeted because of nationality or immigration status,
 - 6% reported targeted because of sexual orientation,
 - 5% reported targeted because of religion,
 - 4% reported targeted because of a disability,
 - 4% reported targeted because of gender identity.

The Coalition of Communities of Color is the grant partner leading the hate incident tracking project, the data collection, and analysis. See Addendum A for their preliminary report.



Jan 2019 – PUAH Grant Report

Lessons

Lessons learned from the proof-of-concept data tracking project:

- A hate incident reporting tool is useful to communities as a resource and to government for data collection, but any online tool must have a trusted organizational interface for people who require more support, need language access, or do not have access to technology.
- New tools take time to integrate into communities, especially communities that have reason not to trust information collection. The pilot project needs more time to fully launch into community to see a full spectrum of use.
- Hate incidents are so common place that many people targeted no longer respond. The tracking tool requires community education about what is a hate incident and why tracking the incident is important. Combining the tool with education and outreach not only increases use of the tool but also validates experiences of harm.
- The power of this tool is in the broad definition of ‘hate incident’ and a target-centered approach to recording the incident. Concerned communities from the PUAH 2017 Pilot Project defined hate as any incident of intolerance, discrimination, harassment, hate, prejudice, bigotry, injustice, favoritism, homophobia, xenophobia, racism, ageism, marginalization, retaliation, bullying, stereotyping, or microaggressions that targets an individual/group based on their age, color, religion, disability (physical or mental), race, ethnicity, national origin, sex, gender, gender identity, or sexual orientation. The perpetrator of the incident can be an individual, group, organization, or agency.

Next Steps

In November 2018, City Council approved extending PUAH Coalition funding through the FY2018-19 Fall BMP allowing more time for grant partners to use, promote, and improve the tool. There is a plan to do a public launch of the pilot tool in late January 2019. The additional project timeline will allow grant partners to upgrade the tool to make it more mobile friendly and add multi-lingual capability.



Grant Outcomes

2. Tool and resources to combat hate

The PUAH Coalition led by the grant partners created a set of tools and resources that will be useful beyond the grant timeline and are available on the PUAH website. Tools and resources include:

- Rapid Response Toolkit - A resource developed by APANO for the PUAH Coalition to use when incidents occur;
- No Hate in Our Neighborhood – A guide developed by the PUAH Coalition’s place-based partners for community members to respond to hate in their neighborhoods;
- Interrupting Hate Action Cards – A pocket guide available in six languages for what to do when hate happens in public based on the As the Spirit Moves Us Interrupting Hate in Public Spaces training that is;
- Culturally and language-specific printed materials - Information about hate incidents, access to resources, and educational materials in seven languages;
- Youth-led, peer-to-peer video – A documentary video created by POIC + Rosemary Anderson High School makes the connections between hate, violence, and bullying.



Grant Outcomes

3. Increased capacity within communities to respond to, interrupt, and be prepared for hate incidents

Trainings, events, and community organizing led to increased capacity to respond to, interrupt, and be prepared for hate incidents. Being prepared, responsive, and clearly anti-hate is most effective when it is a community-wide effort.

Together, the PUAH grant partners:

- Held **152 trainings for 2,667 people** to respond, interrupt, track, understand, and promote solutions to hate violence;
- Provided **outreach and engagement to 9,429 people in 11 languages**;
- **Supported 38 youth** in leading anti-hate programming, including creation of a video.

“This workshop series has had an incredible impact on me and through me, in my workplace and community. I’m so grateful for the grant that was provided to make these trainings available – it has been one of the highest impact programs I’ve participated in and I’m excited to see it continue and expand!”

-- feedback from Friend, Neighbor, Ally: Community Response and Supportive Engagement with those Targeted by Hate & Bias

“This should receive core support so it can flourish. We need this! How do we get this in front of HR departments as a mandatory training?”

-- feedback from Interrupting Hate in Public Spaces training

Addendum C offers details on the outcomes from each grant partner.



Coalition Partnership

Strategic Directions & Collective Outcomes

The work of the grant partners is situated within and cannot be separated from the broader PUAH Coalition. The original grant mandates in the call for applications was directed by the needs and goals of the PUAH Coalition. As the climate of hate, fear, and violence continues to be felt in the Portland community, the PUAH Coalition hosted a strategic planning retreat in September 2018, anchored by the grant partners, to evaluate the Coalition's work and set strategic directions for the future to contribute to a safe and livable Portland.

While it might not be possible to prevent all feelings of hate between people, the PUAH Coalition is committed to mitigating the impact, supporting those affected, and being prepared. The PUAH Coalition will continue to advocate for the prioritization of resources that support communities in building resilience.

The strategies for the Coalition in 2019-2020 to combat hate violence are:

Community Capacity Building

Rapid Response

Policy and Data

Addendum D offers more information on the strategic directions for the coalition.



Next Steps

Grant Extension, FY2018-19

The grants were responsive to the needs of the community and allowed for the development of critical tools and opportunities. The grants have been extended by City Council through the Fall BMP to continue funding the thirteen grant partners through June 30, 2019.

In this next phase we anticipate:

- Public launch of ReportHatePdx including an upgrade of the tool to make it more mobile friendly and to add multi-lingual capability;
- Expansion of capacity building through 60 trainings with 910 people and outreach to an additional 1,808 about a variety of topics and skills related to hate violence;
- Deeper community engagement work, including 20 specially trained leaders doing de-escalation work on public transit, advocacy for 38 people targeted by hate violence, three faith leader meetings to map out upstream approaches to addressing hate, and leadership development of more than 40 youth in the African immigrant communities.

This unique public-community partnership will continue to grow and expand to meet the needs of the community that we serve.





Data About Us, By Us

Helping Portland heal from, respond to and track hate activity

Powered by Coalition of Communities of Color
and
Portland United Against Hate



The Coalition of Communities of Color (CCC) as a member of Portland United Against Hate piloted a system to document hate/bias incidents in the city through the platform www.reporthathepdx.com from September to December 31, 2018. CCC internally titled this project “Data About Us, By Us”.

The agreed upon goals by the CCC and PUAH coalition for the platform were as follows: -

- Raise awareness to general public about what going on with hate in Portland.
- Raise awareness among communities affected by hate to report and get support.
- Advocate for legislation around hate violence.
- Advocate for policies that dismantle racism and white supremacy the targets the roots of hate, gang prevention, mental health, policing alternatives.
- Advocate with systems and institutions that can use this policy to change their practices such as schools, mental health services, law enforcement.
- Advocate for additional policies or actions that indirectly affect hate actions in our communities.

This platform built on the findings and implemented community recommendations of the Fall 2017 study that the CCC along with our partners conducted with communities most likely to be impacted by hate violence in the City of Portland.

- The platform included a community-vetted survey that recognized that communities most likely to be impacted by hate violence define and experience hate in ways beyond what legal frameworks and dominant understandings of hate/bias recognize. The survey instrument allows community members to report various types of incidents. This is because we know from communities participating in focus groups that they experience hate violence in complex ways—it was both systemic and interpersonal.
- Our study also found that community members have experienced hate/bias motivated violence from different types of perpetrators—individuals, groups and people and



institutions with power such as law enforcement and teachers. The survey instrument allowed reporting community members to be able to identify perpetrators rather than assuming that hate violence is only interpersonal.

Communities participating in the Fall 2017 study had also identified recommendations for what a hate violence/incidence documentation system ought to look like in order to be trustworthy and accessible. The very communities most likely to be targets of hate violence are also the least likely to report their experiences to law enforcement. Undercounting of hate crimes can therefore create the impression that all is well. The platform took those recommendations seriously.

- It created multiple avenues to report hate crimes and incidents to help people be able to engage with the reporting process—community members could either report directly to the platform or through the numerous organizations that were funded as points of contact by the City of Portland.
- We appreciate the City of Portland paying heed to community members saying that they they would be most comfortable and feel most safe reporting hate crimes and incidents to community-facing organization.
- Centering community recommendations be action-oriented and recognizing that communities feel unsupported when hate incidents happen to them, the platform included a resource guide indexed by type of services and by geography.

The CCC and PUAH coalition agreed to heavily curate the publicity of the platform due to uncertainty of funding and duration of the platform at that time. It was strongly felt that the platform should not be disseminated as a public good when its future wasn't certain. The platform was piloted from September to December 2018 through PUAH funded organizations. 138 incidents were documented through the platform spanning incidents taking place in 2018 (only two incidents were reported as occurring in 2017).

Description of Incidents Tracked by the PUAH platform during the grant period (Time period that the system was live: September-December 31, 2018)

- Total Number of Incidents recorded by the PUAH platform through online reporting and through points of contacts = 138.
- Incidents were reported as occurring between August 2017 to December 2018. 98% of reported incidents took place in 2018.
- 54% of incidents documented in the system were perpetrated against Latinx community members.
- 13% of incidents occurred targeting Black, African, African American, Gambian and Somali community members.
- Asian, Middle Eastern, Eastern European, Jewish, Vietnamese and Burmese community members' experiences are documented by this platform.
- 12% of documented incidents were reported as being targeted at females; 3% of incidents were targeted at transgendered individuals especially transgendered females. 7% of reported incidents were targeted at male-identifying individuals.
- Although 60% of reported incidents do not track where in Portland the incident took place, we know that 4 incidents were reported in North Portland (west of I-5), 4 incidents occurred Northeast Portland (east of I-205), 4 incidents were reported in Northeast Portland (west of I-205), 3 incidents in Northwest Portland (outside of I-405 loop); 8 incidents Southeast Portland (west of I-205); 3 incidents in Southeast Portland (east of I-205); 10 incidents in Southwest outside of I-405 loop; 3 incidents inside the I-405 loop. 9 incidents only specified Portland as the location of incident.
- The platform tracks a wide range of community's experiences with hate violence. 49% of incidents identified the type of incident that occurred. Several incidents involved different types and degrees of violence.¹ Out of the 67 incidents that identified the incident²: -

¹ Each type of incident was coded and analyzed separately. For instance, if one incident involved both verbal harassment and physical assault, it was included in the % calculation for both verbal harassment and physical assault. The percentages of types of incidents therefore do not total up to a 100%.

- 30% of incidents involved “negative and insulting comments” and some form of verbal harassment.
- 33% of incidents involved “discrimination”, “unfair treatment”, and “actions or speech that made me feel unwelcome” such as being spit on and sexual harassment.
- 16% of incidents relate to physical assault or intimidation or threat of physical assault.
- 6% of reported incidents involve racist and Islamophobic flyers and there are three separate incidents reported of vandalism through Swastikas.
- 22% of incidents used the word “harassment” to describe the incident. This includes verbal harassment and descriptions of being harassed motivated by race, sexual orientation, place of origin or disability.
- 32% of incidents document perceived motivation for the incident taking place. According to the reports, 4% of incidents were motivated by the target’s disability; 4% of incidents were motivated by gender identity; 6% of incidents were motivated by the target’s sexual orientation; 12% were motivated by the target’s race/ethnicity; 7% of incidents recorded nationality and/or immigration status as the motivator of hate; 5% of incidents recorded religion as the perceived motivator of violence. 2 incidents were recorded with the person’s housing status being the primary motivator.
- 68% of incidents did not identify a perpetrator. 26% of reported incidents were perpetrated by individuals including neighbors, property managers, landlords, supervisors and the general public. One incident recorded a deportation incident perpetrated by ICE.
- 21% of incidents had the targeted community member’s race/ethnicity identification missing and 59% of incidents did not track the targeted person’s gender identity. Our documentation approaches have to improve comfort of a community member sharing their self-identification.

² 14 incidents didn’t identify the type of incident in the question that asked “the incident involved ___ activity” but described the incident in the “additional information” section. The CCC Researcher coded the type of incident for those 14 incidents based on incident description.



Frequently Asked Questions About the platform reportthatpdx.com

What is the tool?

This tool records voluntarily reported acts of hate in the City of Portland. The tool also offers support and resources to those targeted by hate violence. This tool intends to track all hate incidents regardless of criminality.

CCC's Fall 2017 focus groups with communities most likely to be targeted by hate violence had found that community members are most likely to report to a documentation system that is through organizations and networks they trust, and is a system that directs them to resources and action. Moreover, they sought a system with trauma-informed approaches of tracking hate violence.

The piloted platform has a secure database for tracking hate activity (launched by, reported to and supported by PUAH-funded community partners) and storing information about available community-based resources. It enables community members that are reporting their experiences to find available resources by location, communities served and service type (for example, safe space, mental health, legal aid.)

Key features include:

As a Community Member:

- Report incident anonymously or non-anonymously in separate web forms.
- Provide contact information to specific organization.
- View a list of all available resources gathered by PUAH

As a PUAH Grantee:

- Enter report information gathered in person.
- Add and edit resources and organizations that will be made available to reporters.
- See de-identified report data gathered by other grantees.



- Edit details in reports that they have special access to.
- Create custom summary reports of data.

What can community members report?

Concerned communities define and experience hate as any incident that targets an individual/group based on their age, color, religion, disability (physical or mental), race, ethnicity, national origin, sex, gender, gender identity, sexual orientation and so on. The perpetrator of the incident can be an individual, organization, government agency etc.

Examples of incidents include: -

- A person is verbally harassed for being presumed to be from another country.
- A poster is displayed that singles out a racial or ethnic group to intimidate.
- A person shouts an offensive name at you while you're walking down the street.
- A teacher intentionally ridicules another person for the pronouns that person uses.
- A wall is de-faced with anti-Semitic messaging or Islamophobic flyers.

This list is not all encompassing. If a targeted community member believe they have experienced or witnessed a hate/bias incident they can report it to www.reporthatpdx.com

Who can report hate incidents?

The target, a witness, or a third party (seen on news, social media, for example).

How can one report hate incidents through this tool?

The target, a witness, or a third party could report/document through one of the point of contact organizations with Portland United Against Hate. The organizations are Latino Network, Asian Pacific American Network of Oregon, Unite Oregon, African Youth and Community Organization, Lewis and Clark Community Counseling Center, POIC+RAHS, Q Center, Lutheran Community Services Northwest, Fair Housing Council of Oregon, OPAL



Environmental Justice, As The Spirit Moves Us, and IRCO Africa House. Their contact information can be found on the resources page of reportthatpdx.com

Who sees the data collected through the platform?

Only the point of contact organization has personally identifiable information if the community member has shared it. The CCC can see deidentified data. Outside of these organizations, only analyzed aggregate data will be shared publicly. This was in keeping with concern among communities about their anonymity if report forms were to be shared with city or other government organizations, and their preference for autonomy around deciding how much identifying information would be included in reports.

Grantee Organization	Grant Project Title	Summary	Outcomes and Outputs	Languages other than English	Grant Amount
African Youth Community Organization	Strengthening Communities and Intercultural Relationship: Standing together against Hate	Stem the impact of hate and intolerance through workshops with East African community, many of whom are Muslim, about immigrant rights, information exchange between immigrants/refugees and public service providers, community healing workshops, Community Chai and Dialogue groups, and youth leadership development groups.	10 community dialogues and trainings with 20 East African community members at each. Creation of an East African coordination team with Africa House and LCSNW. 2 workshops on trauma and healing with 40 participants. 1 workshop on housing discrimination and rights. 4 information sessions with 70 public service providers. 18 youth advocacy meetings with 15 participants, act as a point of contact for ReportHatePdx for African community.	Somali	\$30,000
As the Spirit Moves Us	Interrupting Hate in Public Spaces: Training Active Bystanders	Twelve trainings on Interrupting Hate with 4 community organizations (Latino Network, NAACP, YWCA, Q Center) representing communities color and others most impacted by hateful acts to learn and practice tactics and strategies for intervention. Three workshops sessions with a cohort of apprentice trainers to build their capacity to offer Interrupting Hate workshops and carry the material forward beyond the grant.	9 trainings with 165 people, outreach to 500 people at the Max murder anniversary event, 5 organizations received train-the-trainer specialization to carry on the workshops beyond the grant timeline.	Spanish	\$17,085
Asian Pacific American Network of Oregon	Asian Pacific American Communities United Against Hate	Report and respond to hate incidents in the Asian Pacific Islander communities, hold trainings to prevent and understand the impact of hate against API communities, develop rapid response communications network to communicate to most affected communities when incidents occur.	Developed rapid response communication and planning document, 3 trainings with 30 people each, act as a point of contact for ReportHatePdx for the API community.		\$33,000
Coalition of Communities of Color	Data About Us By Us: Communities Track Hate	Design and implement a data collection tool to track hate incidents in partnership with other PUAH grantees. Train organizations as points of contact for reporting hate incidents and using the tool.	Developed ReportHatePdx, created user packet and messaging, trained coalition and City staff on use of tool, led analysis of data gathered and recommendations.		\$35,000
Fair Housing Council of Oregon	Hate Has No Place in Housing	Focus on hate and harassment in housing through education, outreach, and enforcement; conduct direct culturally-appropriate outreach to impacted communities about their rights and to housing providers about their responsibilities under Fair Housing laws and other laws that address hate incidents; expand housing discrimination hotline and advocacy around hate incidents.	28 trainings with 526 people, outreach to 3,069 people about hate and discrimination in housing, successfully advocated with Multifamily NW, Portland's largest association of professional property managers, to include language on hate and harassment in housing in their standard lease agreement.	Spanish, Vietnamese, Somali	\$34,480
Immigrant Refugee Community Organization, Africa House	Portland United Against Hate Partner	Will provide the African community consistent bilingual points of contact and community engagement; utilize PUAH Coalition tools to track and respond to hate incidents in the community; provide resources and referrals to victims of hate; culturally specific education and outreach; train staff on how to respond to hate incidents.	10 trainings and events with 142 people (including 15 youth), outreach to 75 people about hate incidents and resources, offered case management support to 9 targets of hate violence, acted as point of contact for ReportHatePdx for the African community.	French, Amharic, Arabic	\$17,500
Latino Network	Portland United Against Hate	Conduct culturally specific community outreach to the Latino communities, collect data as a point of contact for hate incidents, and respond to hate incidents as they occur. Proactively plan and prepare communities and families for hateful policies, raids and detentions.	13 trainings with 268 people, outreach to 367 people about hate and immigration issues, 58 instances of case management to for hate incidents, act as point of contact for ReportHatePdx for Latino communities,	Spanish	\$30,435
Lewis & Clark Graduate School of Education and Counseling	Friend, Neighbor, Ally: Community Response and Supportive Engagement with those Targeted by	Fifteen trainings for the public on understanding, responding to, and preventing hate incidents, and an online hate response toolkit. Act as a point of contact for victims of hate activity, including culturally appropriate support services, referrals, and low/no cost counseling. Train counselors, staff, and therapists on topics of hate and bias to provide appropriate and sensitive services.	15 trainings with 340 people, act as a point of contact for ReportHatePdx to provide services.		\$35,000

Addendum B - Grants Summary

Lutheran Community Services Northwest	Culturally and Community Specific Hate Crime Victim Advocacy Services	Point of contact to report and offer services to immigrant and refugee victims of hate; offer crisis intervention services and advocacy for those impacted by hateful incidents; do outreach and education to 300 members of refugee communities about hate incidents and how to report. Deliver three bystander intervention trainings.	12 trainings with 182 people, outreach to 1304 community members about hate violence and resources, act as a point of contact for ReportHatePdx for immigrant and refugee communities.	Arabic, Burmese, Somali, Kirundi, French, Russian, Spanish, Vietnamese, Swahili	\$35,000
OPAL Environmental Justice Oregon	Bus Riders Unite Against Hate: Trained Experts in De-escalation (TEDs) on Portland's Transit System	Build a safety system for targets of white supremacist violence outside of the transit police department by building a cohort of 30 trained transit rider ambassadors (Trained Experts in De-escalation: TEDs). Organize transit riders to advocate for public funding for an on-going rider advocate program.	Outreach to 240 people about transit safety, recruited and trained cohort of 7 transit rider de-escalators, successfully advocated to win Trimet's commitment to renewing the Rider Advocate program.		\$17,500
Portland Opportunities Industrialization Center + Rosemary Anderson High School	Hate Crime Education and Response	Train staff to identify, report, respond to hate incidents, and to serve as first point of contact for those experiencing hate incidents. African American youth led peer-to-peer outreach program to understand, report, and prevent hateful incidents. Conduct outreach to school communities around community standards against hate, know your rights, and other tolerance practices.	9 trainings with 409 people (260 youth, 149 adults), 4 youth interns conducting peer-to-peer outreach, 1 video about hate violence, act as point of contact for ReportHatePdx for African American community.		\$17,500
Q Center	Hate Crime Response and Supportive Services Training Initiative	Point of contact and response coordinator for hate incidents directed at LGBTQ+ communities; expand the information and referral program for those affected by hate. Organize trainings for all PUAH community partners on queer and trans competency, hate reporting, serving youth, and a training for youth to report and respond to hate incidents.	Acted as point of contact for ReportHatePdx for LGBTQ+ communities, led rapid response for 2 high profile hate violence incidents, 2 trainings with 16 people, outreach to 300 people about tracking tool and resources. <i>Carrying over 2 remaining training deliverables to 2018-19 contract extension.</i>		\$17,500
Unite Oregon	Hayaan Project	Hayaan Project embodies a strategy, led by immigrants and refugees, to train the Portland community on rapid response to hate incidents, provide direct legal assistance and community support to victims of hate, collect and report hate incident data, and mobilize impacted communities and allies to push back against policy attacks.	13 trainings with 227 people, outreach to 3165 about hate and immigration, tracked more than 100 cases of hate incidents.	5 languages	\$30,000
					\$350,000



Strengthening Communities and Intercultural Relationships

Community engagement/ Community Chai meetings to address the community issues:

10

Ayco hosted 10 community Chai meetings

20

Average of 20 participants each meeting

200

Total number of participants

We hosted total of 10 community meetings. We had about 20 participants each meeting from the East African community. The purpose of these meetings is to give the Somali/East African community a chance to understand their rights, advocate for safety and understanding justice, and to strengthen voices through community organizing. It also increases understanding and relationship between communities. In these meetings we introduced PUAH goals, and discussed community interests and needs. AYCO did youth leadership classes to teach advocacy and independency for the youth. AYCO is available for their staff as point of contact when hate incidents happen.





Interrupting Hate in Public Spaces

Oregonians report more hate and bias crime per capita than any other state in the USA since the November 2016 election. Portland is no exception. The murders on the Max are an extreme example, but Nazi graffiti and verbal abuse against LGBTQ people, those with disabilities, Muslims, those appearing to be Mexican, Black people and Jews have gone up significantly.

Portland is also filled with well meaning people who want to help and don't know how.

170 participants who attended 8 Interrupting Hate workshops hosted by the NAACP, Q Center, YWCA and Latino Network left confident of their ability to support and empower targets by:

- Identifying and tapping into skills, experiences and values they already have
- Identifying and overcoming what inhibits them from supporting targets
- Learning and practicing specific tactics for interrupting verbal hate in public, centering the experience of the target and empowering the target to create safety for themselves
- Understanding the risks inherent in any hostile situation
- Discerning what NOT to do to escalate the situation

One workshop was conducted in Spanish and eight trainers from the NAACP, Latino Network, YWCA and Lutheran Family and Community Services completed the Train the Trainer, standing ready to deliver the workshop to their communities.

Sample participant feedback:

One of the best I have taken/deeply moving/great/fantastic/loved it/really really well done/wonderful and inspiring

The funder should fund another round-actually, many rounds. This should receive core support so it can flourish. We need this!

Get buttons! "I'm trained in interrupting hate in public places"

If everyone who wants hate-free public space had the training everyone could feel safe



503-396-9191

RabbiDebra@AsTheSpiritMovesUs.com

- **Hired a Field Organizer to assist with PUAH's hate/bias incident data tracking and story collection.**
- **Developed a hate/bias incident tracking form - with four incidents collected since January 2018.**
- **Held two AAPI specific discussions/trainings, with over 30 self-identified AAPI's in attendance.**
- **Completed a communications strategy and framework to collectively respond to hate/bias incidents.**

“AAPI Resistance: Interrupting White Supremacy, White Nationalism, and Hate, with Scot Nakagawa”



Picture of Scot Nakagawa presenting/training at APANO's August 2018 member meeting.



HATE HAS NO PLACE IN HOUSING



FAIR HOUSING LAWS PROTECT IMMIGRANTS, REFUGEES & PEOPLE OF ALL RELIGIONS AGAINST HATE & HARASSMENT WHERE THEY LIVE

There has been an increase in acts of hate and harassment, targeting people because they are from another country, because of the color of their skin or because of their religion. Over a third of these incidents occur where people live.

It is illegal for landlords or any of their employees to harass or intimidate their renters. It is also illegal for neighbors to harass or intimidate.

You have the legal right to feel safe in your home. Federal and state fair housing laws protect all of us, regardless of immigration status. This flyer will help you know your rights and what to do if you are a victim of hate where you live.

If your landlord or another tenant commits any of these hateful acts, it may be a violation of fair housing law:

- Calls you names based on your race, the country you are from or your religion;
- Tells you to "go back where you came from";
- Threatens to contact ICE and have you deported;
- Paints graffiti on your home or car;
- Leaves threatening letters on or under your door;
- Threatens you through social media.

If you think you have been a victim of hate and harassment in housing or you have been a victim of housing discrimination, call the Fair Housing Council of Oregon at 503-223-8197, ext.2, or email us at information@fhco.org — *We can help!*

We have a hotline with staff trained to help people in these situations. If you don't speak English well, we will access translation. The help we give you is confidential, and we will not share any information you give us without your permission. Our services are free.

Hate and Harassment in Housing is Illegal.

It is Also Illegal for Landlords to Discriminate Against You:

- Refusing to rent to you because you are an immigrant or refugee, because of your race or because of your religious faith;
- Refusing to rent to you because you or some of your family members don't speak English;
- Charging you more rent or a higher security deposit because of where you are from or because of your religion;
- Requiring you to get a co-signer because you are an immigrant or refugee;
- Telling you that you must speak only English when outside of your apartment;
- Forcing you to choose an apartment near other people who are from the same country, speak the same language as you, or are of the same religion as you;
- Enforcing rules against you or your family because you are an immigrant or refugee or because of your religion, but not enforcing the same rules against anyone else;
- Asking you to remove your head scarf, hijab, burka, habit, keffiyeh, kippah, cassock, other religious clothing, or other religious symbol;
- Evicting you because of your religion or because you are an immigrant or refugee from a particular country.

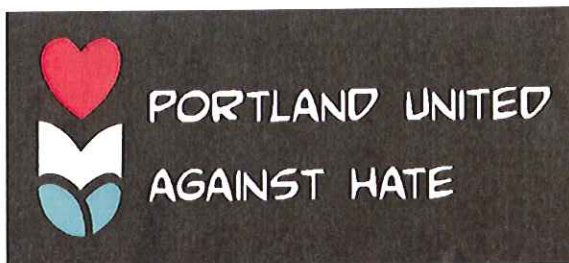


If you think you have been the victim of hate and harassment in housing or of housing discrimination, call the Fair Housing Council of Oregon at 503-223-8197, extension 2, or email us at information@fhco.org

We have a hotline with staff trained to help people in these situations. If you don't speak English well, we will access translation. The help we offer is confidential, and we will not share any information you give us without your permission. Our services are free of charge.

We can help in a variety of ways. We can advocate with your landlord. We can explain to your landlord that they are legally required to protect you from other tenants who harass you. We can help you file a legal complaint or connect you with an attorney. We also can refer you to other organizations that can be of help.

It is important to report acts of hate and harassment, and all types of discrimination in housing-not only for our own safety and wellbeing, but to protect others from experiencing the same incidents in the future.



This project is funded by Portland United Against Hate through the City of Portland's Office of Neighborhood Involvement.

IRCO's Portland United Against Hate (PUAH) Program

IRCO/Africa House's PUAH program provides accessible and trusted point of contacts for Africans who have recently experienced bullying or a hate incidents. Our program also engages community members via a culturally specific and responsive engagement approach with a focus on helping participants feel safe and supported. In 2018, we formed a Community Action Team representing 17 communities. We also provide culturally specific resources translated into Arabic and Somali.



To Find out more please contact Samira Mohamed at samiram@irco.org

Trainings Offered

- ⇒ Understanding equity and bias
- ⇒ Current laws pertaining to hate crime
- ⇒ Identifying housing discrimination
- ⇒ Bystander Intervention

203 community members and staff were served in 2018!



2019

CCE SURVEY RESULTS

Lewis & Clark
Graduate School
of Education
and Counseling



PORTLAND UNITED
AGAINST HATE

Nearly 300 Individuals attended the Center for Community Engagement's 15 workshops and over 50 people attended more than one workshop. Since our last report, final surveying of CCE workshop participants at 3 months post-workshop is complete. These surveys were intended to gauge how impactful the workshops were over time, especially if participants encountered situations of hate and/or bias.

60%

feel sufficiently or extremely ready to apply the workshop information to intervene in a hate and/or bias incident.

83%

say it is likely or highly likely that they will intervene if they witness an incident of hate and/or bias.

39%

have witnessed an incident of hate and/or bias since attending their workshop(s).

25% of workshop participants responded to the post-workshop survey.

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO ...

Identify instances of oppression, hate and/or bias?

69% **+11** 80%

Interrupt and de-escalate episodes of oppression, hate and/or bias?

20% **+24** 44%

Support victims of oppression, hate and/or bias?

38% **+22** 60%

Increases in percentage of participants that answered "sufficiently or very"

REGARDING INCIDENTS OF OPPRESSION, HATE AND/OR BIAS, I...

Have tools and strategies to engage all parties in sustained, in-depth conversation.

51% **+28** 79%

Know the resources available to support victims.

48% **+22** 70%

Understand the legal aspects of these behaviors.

41% **+10** 51%

Have strategies to avoid, minimize, and/or manage burnout and compassion fatigue.

57% **+3** 60%

Increases in percentage of participants that answered "somewhat agree or agree"

Interrupting ableist and oppressive language.

Holding an educator and administration accountable.

HERE ARE A FEW THINGS FOLKS TOLD US ABOUT THEIR SUCCESSFUL USE OF SPECIFIC INTERVENTIONS LEARNED IN THE WORKSHOP(S)...

It was good to have specific things to say that I'd practiced earlier. It's difficult in the situation not to either freeze or let yourself lead with anger.

It has given me tools to recognize hurtfulness in things I used to not see a problem with. I also know how to calmly and rationally talk to someone about hurtful speech.

NEXT STEPS

As part of our regular CCE programming, we are repeating some workshops that were offered in our grant-funded series and adding new workshops in topic areas that participants let us know they would like more information and/or training.

2019 CLINICAL OVERVIEW

Lewis & Clark
Graduate School
of Education
and Counseling



PORTLAND UNITED
AGAINST HATE

TARGETED COUNSELING SERVICES

The Community Counseling Center has been established as a Point of Contact for individuals or families who have been targets of hate and/or bias.

PUAH clients may enter our system in three ways:

Typical Intake process

Seek us out as a point of contact

Referral through the PUAH Rapid Response Process

We screen every client at Intake for experiences of hate and/or bias and have made this a salient clinical topic in our work with clients.

Our counseling services focus on:

Safety and stabilization

Validation and connection

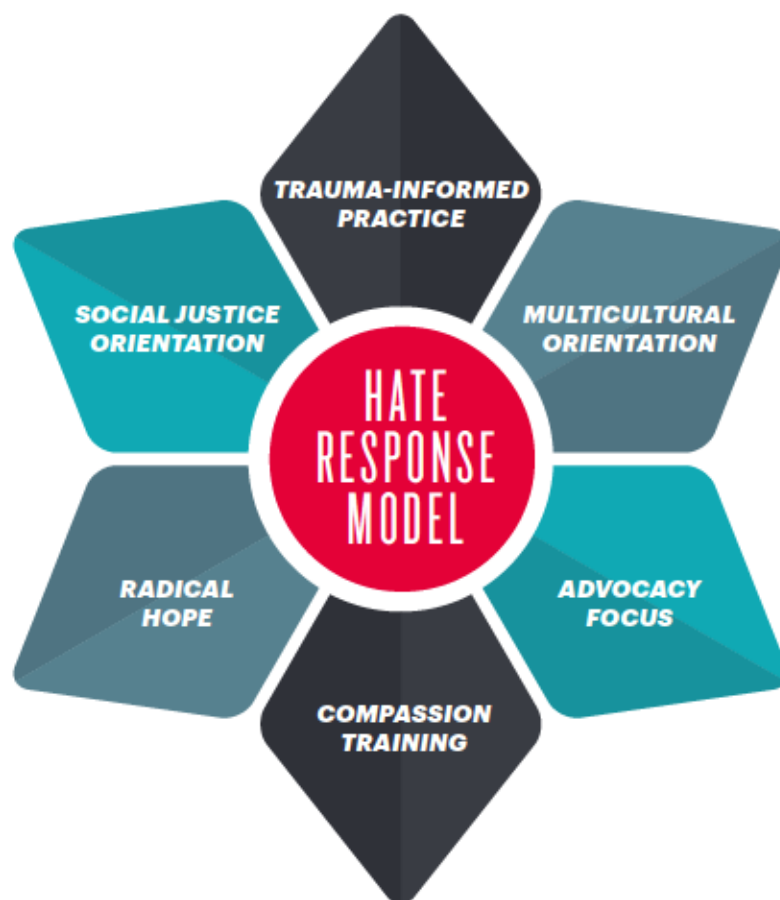
Resource orientation and bridging

NEXT STEPS

The CCC will continue to train our student-trainees in the hate response model as well as continue to be a point of contact for individuals and families who have been the targets of hate.

CLINICIAN TRAINING

We have developed and continue to refine a Clinical Hate Response Model to train our student-trainees in the fields of mental health counseling, addictions counseling, and marriage and family therapy. We plan to have opportunities for mental health professionals to gain training in this approach in the spring.



PROFESSIONAL OUTREACH

Presentations of Lewis & Clark's collaboration with PUAH have been accepted and given at the Western Association of Counselor Education and Supervision and the American Counseling Association.

LCSNW's

Culturally & Community Specific Hate Crime Victim Advocacy Services

Most refugees and immigrants do not report hate crimes or discrimination related incidents. Our program listens, educates and responds to refugees and immigrants experiencing incidents of hate crimes in the workplace or in their homes and in public spaces; bullying of their children at schools; and verbal and physical attacks in the community.



1,000+

PEOPLE LEARNED ABOUT HOW TO REPORT HATE CRIMES AND WHO TO TURN TO FOR SUPPORT, INCLUDING EDUCATIONAL WORKSHOPS & ACTIVE BYSTANDER TRAININGS

Through workshops, trainings and outreach events, we reached culturally specific community members and services providers including: newcomer refugee families, citizenship classes at SOAR and LCSNW, El Programa, Mission Citizen, New Avenues for Youth, Rosewood Initiative, Humanities in Perspective, Foreign Born Human Trafficking Task Force, Catholic Charities, Portland Police, IRCO, Community Peace Forum, Warner Pacific Resource Fair, Coming Together for Violence Prevention community event, Africa House, LCSNW Refugee Resettlement, East African parents, School Assistance to Refugee Newcomers Program (SAFRN), Pathways to Wellness Refugee Wellness Program, East Portland Action Plan, Midland Library, Refugee Center Online, Somali Lyft and Uber drivers, Asian Family Center and more.

16

PEOPLE IMPACTED BY A HATE CRIME ACCESSED 46 HOURS OF DIRECT VICTIM ADVOCACY SUPPORT

When individuals are impacted by a hate crime, we provide advocacy and support including legal and medical advocacy, crisis intervention, mental health support and information and referral.

8

INFORMATION PROVIDED IN 8 LANGUAGES ON HOW TO REPORT HATE CRIMES AND GET SUPPORT

Arabic, Somali, French, Burmese, Kirundi, Russian, Spanish and Vietnamese

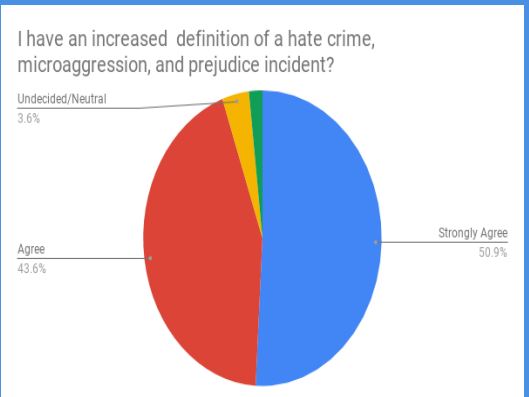
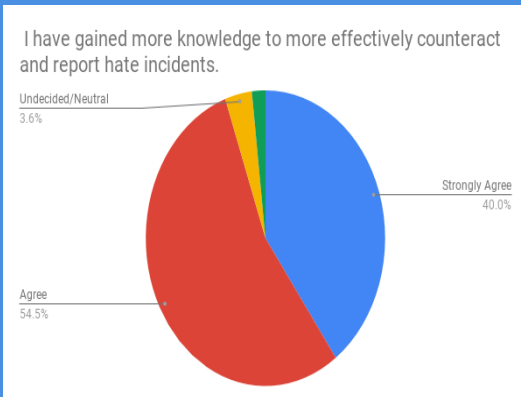
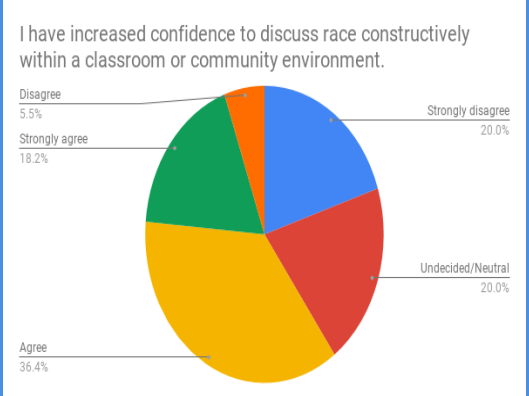
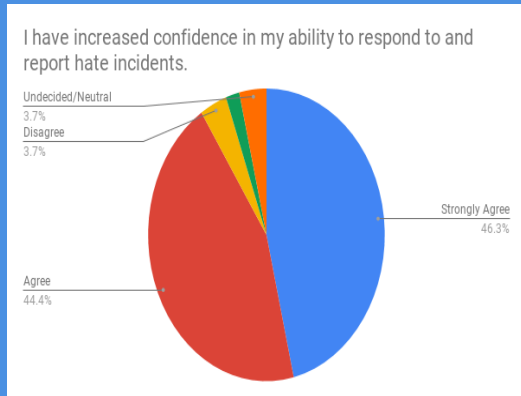
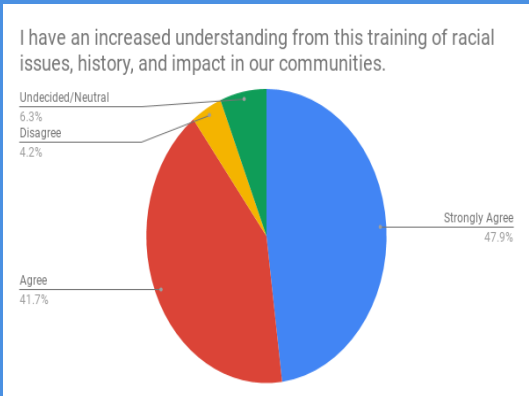
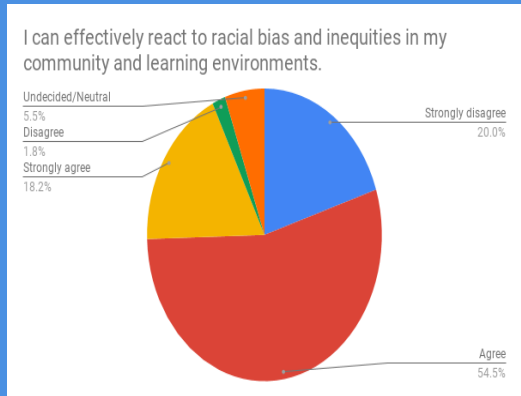
CHALLENGES HAVE INCLUDED:

Systemic oppression and lack of resources to investigate and prove hate incidents—especially when perpetrated by systems like police; a volatile political climate; fear & frustration within immigrant and refugee communities to report; language access across different communities; staff turnover; it takes time to create resources and to figure out the best approach to effectively reaching community.





POIC+ RAHS will engage in hate crime education and outreach within the African American community



SUCCESSES

- **"Know Your Rights" campaign through brochures, website, and social media**
- **Contact cards for students**
- **Dedicated phone line and email through which hate crimes can be reported to POIC**
- **Teaching of identification of hate crime and prejudice through video and presentations**



380 trained
120 staff
260 students



report online at:
www.portlandoic.org/repoorthate
Email: repoorthate@portlandoic.org
Call hotline: 971-352-6822

Annette Majekodunmi
amajekodunmi@portlandoic.org



LGBTQ2SIA+ HATE CRIME AND BIAS INCIDENT EDUCATION

Q Center is the main point of contact for LGBTQ2SIA+ hate crime & bias incident survivors.

ACCOMPLISHMENTS

IN 2018, WE HAD

20,000+
VISITORS AT Q CENTER

100% of bias incidents reported to Q Center were by houseless transgender community members.

- Presented and represented PUAH and rapid response project by Greater Portland Trans Unity at the 2018 Trans March Rally to 300+ trans and non-binary audience sharing information regarding City Office of Community and Civic Life partnership, PUAH coalition goals, rapid response and bias incident reporting.
- Participated in LGBTQ Housing Rights training for 12+ community and coalition members regarding PUAH coalition goals and LGBTQ cultural competency.
- Formation of "Working with Immigrant and Refugee Trans Youth" workgroup of physical and behavioral health, legal, and social service orgs.
- Provided framework to respond to online reports of Proud Boys assault of LGBTQ young adult (community care)
- Lewis and Clark counseling offered as needed to Q Center for survivor of hate crime in park
- News and police have PUAH to defer to, PUAH stands with Q to insist on GLAAD style-guide for reporting on LGBTQ+ community.

FOR THE EMPOWERMENT OF LGBTQ2SIA+ PEOPLE IN PORTLAND



**PORTLAND UNITED
AGAINST HATE**

Report online at ReportHatePDX.com

Email: Seemab@uniteoregon.org

Call: (503) 287-4117 x4



Educating Immigrant Communities & Raising Public Awareness on Hate Crimes:

- Implementation of End Profiling Act
- 5 Know Your Rights Trainings
- 4 DACA Trainings
- 20 Workshops on Immigration History & Experience in the U.S.



People:

Trained 51 New Community Leaders, 800 Critically Engaged Over Statewide Candidate Forums, 200 Attended Planning and Workshops, 27k People Reached Across the State, 100's of Volunteers to Canvass and Phone Bank in Opposition to Measure 105, Over 400 Statewide Volunteers, 1300+ New Immigrant Voters Registered

Programming:

16 Large Scale Rallies & Events w/ Community Members & Elected Officials, Multiple Statewide Candidate Forums, Know Your Rights Trainings and Citizenship Training Classes, Lead Organizing on State Measures Against Profiling, 3 radio Shows, 5 News Letters, 3 Op-Eds, and a Press Conference

Trained to Advocate for Hate Crime Victims w/ Dedicated Staff and Phone & Email Support



Portland United Against Hate

2019-2020: Strategic Directions

Portland United Against Hate hosted a strategic planning process in 2018 to evaluate the coalition's work and set our direction for the future. This document is the initial summary of that process; it is a living document.

Forward Together: 2019-2020

As the climate of hate, fear, and violence continues to be felt in the Portland community, Portland United Against Hate is at the intersection of community and the City. This is our outline for how to strategic advance anti-hate work, our roadmap for contributing to a safe and livable community.

While we might not be able to prevent all feelings of hate between people, but we can mitigate the impact, we can support those affected, and we can be prepared. We can prioritize resources that support communities in building resilience.

The strategies that we will focus on for the next two years to combat hate violence:

Capacity Building

Problems: Communities targeted by hate violence are under-supported to mitigate the impacts. Hate incidents have increased dramatically in the last two years and continue to increase by all measures.

We believe: Capacity building in communities most affected by hate violence decreases the impact of hate violence, allows support for those targeted to heal, and promotes prevention. Community embedded groups are often best positioned to respond appropriately and quickly to acts of hate violence. Training and political organizing efforts help organizations do their work and can lead to solutions.

Our work: Jan – Jun 2019 grant partners will conduct 60 trainings with 910 people and outreach to 1808 about a variety of topics and skills related to hate violence. They will also do deeper community engagement work, including 20 on-going transit de-escalators, advocacy for 38 people targeted by hate violence, 3 faith leader meetings to map out upstream approaches to addressing hate, and leadership development of more than 40 youth in the African immigrant communities. Culture shift work team will develop messaging campaigns and use storytelling to promote anti-hate narratives.

Related Tactics: Community grants for capacity building; funding support for wrap around services in partnership with the hate tracking tool; funding and support for cultural/placemaking efforts.

Rapid Response

Problems: Hate violence is not isolated, it ripples through communities undermining the safety of all associated with the targeted identities. Often, police are not trustworthy or appropriate first responders for hate incidents.

We believe: A strong, clear, positive and active response is critical to diffusing hate violence, the threat of hate violence, or the community 'chilling' effect that affects people in an identity group beyond the person targeted. Non-profit organizations can be capable and trustworthy first responders. Police training must be improved to meet the needs of the community.

Our work: We will refine and promote our toolkits and resources for city and community partners. The coalition will be a resource when hate incidents occur and will determine criteria for equitable response led by those targeted. PUAH will coordinate with a City-staff group to respond to City-oriented hate incidents and be a bridge to communities.

Related Tactics: City leadership must issue clear and quick statements that condemn hate incidents and hate groups; community leadership advise on de-escalation police training; fund non-profit partnerships as first responders and culturally-appropriate responses; support social service based first responder options city-wide; develop a 'belonging' lens for city bureaus.

Policy & Data

Problems: Hate violence is complex, both systemic and interpersonal; there is no reasonable data on hate violence to offer insight and understanding on addressing issues that reflect the collective experience.

We believe: Portland needs a permanent documentation system that tracks the broad effects of hate violence in communities, provides analysis for informed policy making, and includes the wrap around services led by community organizations. Hate incidents affect every element of the city, so the City needs a range of focused responses. Community leadership is best positioned to drive the work of articulating community needs to city bureaus, the city must do its part to listen, offer inroads, and engage community, while empowering staff to advance anti-hate work in practice.

Our work: We will complete the pilot for hate incident tracking at ReportHatePdx.com, develop this tool in one language in addition to English, use data collected to report on outcomes, pursue permanent funding and host for the tool; work on policy that addresses hate violence at the local and state level, including a listening session with the Attorney General and a lobby day in Salem; and build partnerships across public agencies.

Related Tactics: Support hate crime expansion in state law; support the enforcement by the authorities of existing law that would decrease hate violence; develop a 'belonging' lens for city bureaus; funding for permanent hate incident tracking tool; development of City staff work group on hate.

Agenda No.
REPORT
 Title

Accept report from Portland United Against Hate Coalition on outcomes of 2017/18 Special Appropriations Grants (Report).

INTRODUCED BY Commissioner/Auditor: Commissioner Eudaly	CLERK USE: DATE FILED <u>JAN 08 2019</u>
COMMISSIONER APPROVAL Mayor—Finance & Administration - Wheeler Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Hardesty Position 4/Safety - Eudaly <i>CPE h. [Signature]</i>	Mary Hull Caballero Auditor of the City of Portland By: <u><i>[Signature]</i></u> Deputy
BUREAU APPROVAL Bureau: Office of Community & Civic Life Bureau Head: Suk Rhee <i>[Signature]</i>	ACTION TAKEN: JAN 16 2019 ACCEPTED
Prepared by: Kari Koch Date Prepared: 12/19/2018	
Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan	
Council Meeting Date 1/16/2019	

AGENDA	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
TIME CERTAIN <input checked="" type="checkbox"/> Start time: 3:00 pm Total amount of time needed: 1 hour (for presentation, testimony and discussion)		YEAS	NAYS
CONSENT <input type="checkbox"/>	1. Fritz	1. Fritz <input checked="" type="checkbox"/>	
REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)	2. Fish	<u> </u>	<u> </u>
	3. Hardesty	<u> </u>	<u> </u>
	4. Eudaly	4. Eudaly <input checked="" type="checkbox"/>	
	Wheeler	Wheeler <input checked="" type="checkbox"/>	