



The Perils of Hate Understanding Bias and Building Community Capacity Friday April 23rd 2010

For all the details go to: www.trentu.ca/understandingbias

The Perils of Hate: Understanding Bias and Building Community Capacity conference 2010 is an opportunity to bring justice professionals and community together to learn about the impact that hate bias has on individuals and community.

Participants will have access to information that will facilitate ongoing discussions and assist in developing strategies that support proactive efforts to provide safe, respectful and inclusive communities.

The conference has been designed to provide front line officers, police supervisors and community agencies with an opportunity to strengthen partnerships through this networking and joint education initiative.

The Perils of Hate: Understanding Bias and Building Community Capacity is a free conference being put on by the Peterborough and Lakefield Community Police Service in partnership with Trent University as part of the 5th annual National Victims of Crime Awareness Week.

Conference Schedule

Friday April 23, 2010

- Keynote Speaker: Katherine Hensel
"Hatred and First Nations People in Canada"
- Lecture: Dr. Barbara Perry
"Making Sense of Hate Crime: Causes and Consequence"
- Two Panel Presentations:
 - Voices of Experience
 - Legal Issues: Civil Law - Anthony Anirud (Human Rights Advisor, Trent University) & Freedom of Speech and Competing Rights (Canadian Civil Liberties Association)
- Concurrent Workshops: 2 sessions of workshops
Building Community Capacity: Next Steps
- Opening and Closing: Aboriginal Elder Shirley Williams

Lunch will be provided. There is no cost for this event.

Why this initiative is important to our changing community:

Our community is becoming more diverse and we need to work together to support proactive efforts to provide safe, respectful and inclusive communities. In 2009, individuals and organizations in the Peterborough community came together to form a Partnership Council on Immigrant Integration. The purpose of this Council is to help enhance the existing working relationships between the public, private, social service, and third sector partners in our area in order to foster an integration of immigrants into the community. With the help of community partners this community has begun the preliminary process of developing a strategy on immigrant integration.

Undertaking a community consultation is the first step to developing a community plan for change and providing strategic direction to the Partnership Council on Immigrant Integration. The Peterborough Social Planning Council in partnership with the Trent Centre for Community Based Education commenced a consultation process in December, 2009 and completed it in February, 2010. The intent of this consultation was to identify issues facing newcomers to our community as they strive to integrate. Further, the information from the consultation can be used by the community to assist with change.

"You have to leave your own building to understand a little more about the rest of the world and how it works..." (Quote from "The Faces of Our Future: Planning for a Diverse Community)

Note: to view the entire report go to the PSPC website: www.pspc.on.ca

Did you know?

The majority of immigrants living in Peterborough are not visible minorities. Peterborough (City and County) is home to 12,450 immigrants of this only 3,210 or 25.1% are visible minorities. Peterborough has fewer first generation immigrants proportionately than the Provincial average. In Peterborough 11.5% of the population are first generation immigrants compared to the Provincial average of 34%.

Immigrants and visible minorities in Peterborough experience a lower incidence of unemployment than the average population (6.3%, 7.1%, and 8.1% respectively). New immigrants (those who immigrated 2001 – 2004) however, experience higher incidence of unemployment (18.2%) than their established counterparts.

Comments from other sources about the need to address biases:

Two years ago, former Trent students Andres Salazar and Linzy Bonham, released a report titled, Spaces of Racism II. Their research documents the extremity of racism and sexism on Trent's campus and in Peterborough's downtown.

According to the 2008 report, there were 2500 incidents of racism, of which 403 involved cases of physical assault and harassment. In response, the report stated that, "The daily ongoing acts of racism and sexism must be acknowledged and taken seriously by both Trent University and the greater Peterborough community." "So hate bias incidents are now reportable," Staff Sgt. John Lyons told the Peterborough Examiner. "Incidents aren't necessarily a crime, but they are derogatory, insulting and hateful." (Brockest, Evan, Peterborough Examiner, City police to respond to "hate bias incidents" , September 14, 2009)

The major themes were developed from the focus group consultation.

- Broad System Change is needed
- Empathy for Immigrant Integration and a desire to support meaningful change in our community
- Value the role of immigrants today and in the past: develop a profile of who we will be in the future and celebrate our history of immigration from our past
- Supports needed to assist with integration

Here are some of the comments that came from the consultation process:

- Continued public education is needed to promote the positive impact of different cultures and what they bring to Peterborough.
- Professionals (for example, teachers, police, and social service workers) require training on how to deal with people from different cultures.
- A public education campaign is needed to promote what is happening globally, who is coming to Canada and what skills and competencies they bring to our country. This will help alleviate the 'us and them' feeling that exists.
- One of the best ways to help newcomers integrate is to help them get involved in the community and be part of the society/community.
- Immigrants who have experienced oppression can find it challenging to deal with systems, structures and authority. Further, many new Canadians come from a hierarchical society and find it difficult to relate to the unfamiliar structures used in Canadian employment models.
- We have a work culture that depends on writing/reading. Not all adults learn in the same way and may find it difficult to be trained/ re-educated using traditional pedagogy methods.
- We need to develop a vision/ civic strategy about how the community will need to change to address the expectations of immigrants moving here. Reports developed by the Peterborough Social Planning Council can help prepare our community for change regarding different expectations for housing, transportation.

The conference **Perils of Hate: Understanding Bias and Building Community Capacity** is an initiative which will help build a community that is ready for change.

To register go to: www.trentu.ca/understandingbias

For more information about our InfoNotes contact Dawn Berry Merriam at 705-743-5915 or email dawnbm@pspc.on.ca.

