

# LISTEN LEARN ACT

*an anti-hate community summit*

May 18, 19 & 20, 2021



# REPORT

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# Territorial Acknowledgement

The City of Hamilton is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the crown and Mississaugas of the Credit First Nation.

Today, the City of Hamilton is home to many Indigenous people from across Turtle Island (North America) and we recognize that we must do more to learn about the rich history of this land so that we can better understand our role as residents, neighbours, partners, and caretakers.

We stand in solidarity with murdered and missing Indigenous women, girls, transgender, and Two-Spirit people.



# Mission, Purpose, Values



## Mission

- No Hate in the Hammer is a coalition of individuals and organizations working together to be an effective tool for social change through education, collaboration, knowledge sharing, and advocacy

## Purpose

- To make Hamilton an inclusive city where everyone is free from all forms of hate

## Values

- No Hate in the Hammer will foster relationships built on trust with communities, institutions and government agencies. NHH will facilitate conversations, promote diversity, equity, and inclusion, and nurture relationships and allyships. NHH values transparency and a culture of non-blaming/non-shaming

<https://nohateinthehammer.ca>



## A Message from NHH Team

The organizers of this important Community Summit were thrilled by the number of registrants and participants and their insightful contributions to addressing hate in Hamilton. We believe the event lived up to its title, namely that we listened, learned and committed to taking action. Thank you for your involvement, to the funders who made it possible and to the many volunteers who worked tirelessly to bring us together.

We were horrified along with the rest of the country by the murder of four members of a Muslim family in London just after the Summit. We continue to see reports locally of hate incidents and crimes. Hate has a history as old as this country, as heartbreakingly exposed by the “discovery” of hundreds of unmarked graves at the sites of former Indian Residential Schools across Canada. It has to stop!

And we know that this can only be accomplished by working together. We must break down silos and collaborate across sectors in a broad coalition of individuals, organizations, institutions and government. As noted by a speaker during the Summit, wherever there is fear, hate is organizing. This is a call to action--a call to organize!

It is critical that we develop a coordinated response to hate to make our community safe and inclusive for all. This is the goal of community discussions that will continue this fall with a new speaker series. No Hate in the Hammer is committed to facilitating learning, dialogue and the development of a blueprint to combat hate in Hamilton. Please join this community-wide effort to ensure everyone can live free from intimidation and violence and truly experience belonging.

Sandi Bell  
Chair, Steering Committee  
No Hate in the Hammer





# LISTEN LEARN ACT

*an anti-hate community summit*

## MAY 19 AND 20, 2021

Registration Required

Open to All

### Wednesday May 19th

#### United We Stand Against Hate

keynote by Varsha Naik

#### What Hate Is and Where It Comes From

panel discussion with Ralph Benmergui

#### How to Have Tough Conversations With Your Close Circles

workshop with Kim Katrin

#### Courageous Conversations in Your Broader Networks

facilitated discussion on confronting hate in healthcare, education, workplaces, and faith communities

### Thursday May 20th

#### The Threat of Organized Hate in Canada and the U.S.

with the Canadian Anti-Hate Network and the Southern Poverty Law Center

#### Hamilton's Community Response to Hate

with the Western States Center

#### Acting Out in the Hammer!

How do we connect to work already happening?

#### How Will We Act Out Together?

Planning the next steps of a community response to hate.

### Hate in Hamilton's Francophone Community

Tuesday, May 18th, 6:00pm-7:30pm

How personal and collective action to fight hate in Hamilton looks in Hamilton's Francophone community.

*French-language program.*

### Children's Program on Kindness

Wednesday, May 19th, 4:00pm-5:15pm

Explore the importance of kindness with Vandana Verma and her puppet troupe after the close of the summit's first day. Suitable for the whole family.

### The Future is Now!

Wednesday, May 19th, 6:00pm-7:30pm

An evening of inspiration led by a panel of youth activists. This session hopes to encourage participants towards action. Admission is open to all.

Laura Babcock • Evan Balgord • Terri Bedminster • Ralph Benmergui • Mohamad Bsar • Dr. Richard Douglass-Chin  
Layla El-Dakhakhni • Lyndon George • Novelette Gordon • Koubra Hagggar • Nona Houshiyarkhah • Rev. Victoria Ingram  
Pauline Kajiura • Kim Katrin • Farheen Khan • Caleb Kieffer • Robin Lacambra • Mayumi Lashbrook • Celeste Licorish  
Rabbi Hillel Lavery-Yisraeli • Yonah Lavery-Yisraeli • Shanika Maria • Jocelyn Mattka • Varsha Naik  
Never Gonna Stop • Jyssika Russell • Lindsay Schubiner • Chyler Sewell • Dr. Priya Sharda  
Dr. Pamela Swett • Vandana Verma • Syrus Marcus Ware • Gary Warner • Rev'd Garfield Wu

## REGISTER: NO-HATE.CA/SUMMIT

Listen Learn Act was made possible by:



Hamilton Community Legal Clinic  
Clinique juridique communautaire de Hamilton



Volunteer and Organizational  
Members of No Hate in the Hammer

The background of the slide is a dense, overlapping pattern of circular buttons. Each button is white with a red border and features a grey hammer icon. The text "NO HATE IN THE HAMMER" is printed in a circular arrangement around the hammer icon. The buttons are slightly offset from each other, creating a textured, three-dimensional effect.

# **Key Themes, Takeaways & Action Items**

# Theme #1

## Conversation/Allyship

### KEY TAKEAWAYS:

- Normalize learning and speaking up about racism
- Learning/educating ourselves isn't enough, solidarity means taking action
- The ability to have honest conversation is sometimes a matter of health/life and death

### ACTION ITEMS:

- Keep grounded, interact with diverse communities, and learn together
- Continue conversations, only what is acknowledged can be fixed
- Consider speaking up for others who don't feel safe, with their consent
- While conversing, share your biases and lead with humility, be hard on issues and soft on the person
- Being an ally isn't identifying as one but a process
- Allyship means making sure all communities are included



## Theme #2

# Collaboration

### KEY TAKEAWAYS:

- Create a culture of courageous conversations where people are “called in” where the focus is on learning and education
- Faith leaders have a responsibility to use platforms to promote conversations on structural racism
- It is important for faith leaders to have support outside their congregation/faith community

### ACTION ITEMS:

- Engage the vast middle (between activists and haters)- the people that are typically complacent or lack awareness, get them engaged in conversation
- Focus on reaching out to and supporting youth
- Building a culture of learning requires commitment from all levels of an organization (leadership, management, staff, volunteers)
- If it is not possible to stop far-right organizing, organize your own event to change the narrative and take away their space
- Develop rapid response capability through investing in partnerships and research
- Don't work in silos- build partnerships- document and have data that will push for systemic change

## Theme #3

# Combating Hate

### KEY TAKEAWAYS:

- Hate is organized, therefore anti-hate movements also need to be organized
- Hate needs to be addressed in institutions, education, policing, justice sector, families, faith communities, and politics
- The belief that power is a limited resource results in unhealthy competition
- Hate stems from a misrepresentation that other people/marginalized groups are gaining power and surpassing their own group's level of power
- Canada is not on a positive trajectory as the COVID-19 pandemic has emboldened racists and white supremacist movements
- Online conspiracies and isolation during the pandemic are radicalizing people
- The narrative should shift from “free speech” to an authoritarian movement taking over power with violence
- Wherever there is fear, there is hate being organized

### ACTION ITEMS:

- Dan Millman: The secret of change is to focus our energy not on fighting the old but building the new
- Groups and individuals belonging to the racist right-wing need to be removed (“de-platformed”) from social media



## Theme #4

# Self Growth/Self Care

### KEY TAKEAWAYS:

- Good people can be harmful, learn to hold space for others
- Find ways to restore yourself- rest, draw boundaries, engage in self-care, and curate social media to avoid triggers
- Organize things in your mind (compartmentalize) and focus on one thing at a time so that it is easier to manage
- Know your personal limits regarding news consumption and take breaks when necessary

### ACTION ITEMS:

- Get out of your comfort zone, change can occur through the discomfort
- Challenge yourself to do one percent better a day
- Prior to speaking, ensure your safety- seek support from allies
- Learn from your mistakes so they are not repeated again

## Theme #5

# Law Reform

### KEY TAKEAWAYS:

- Legislation is needed to require individuals to act responsibly on social media
- Legislation must ensure that media and social media companies are following their own guidelines

### ACTION ITEMS:

- Online Harm Bill: support it when introduced and lobby MPs to comment on it, especially on the issue of removal of harmful content



# Organizations Combating Hate in Hamilton





SACHA is a feminist, non-profit, community-based organization that provides supports to people who have experienced sexualized violence at any point in their lives. We work to end violence and oppression through education, advocacy, outreach, coalition building, community partnerships, and activism.



The Disability Justice Network of Ontario (DJNO) aims to build a just and accessible Ontario, wherein people with disabilities:  
Have personal and political agency,  
Can thrive and foster community,  
Build the power, capacity, and skills needed to hold people, communities, and institutions responsible for the spaces they create.



Interval House of Hamilton provides safe shelter to women and children who have experienced violence. A program called mentor action has been launched to prevent gender-based violence. Mentor Action has an online call to action to end gender-based violence.



Hamilton Jewish Family Services serves needs of the Hamilton Jewish community as well as the broader community. Their focus areas include poverty reduction, community gardens, Kosher foodbank, mental health counselling, senior supports.





**Hamilton Community Benefits Network** works on advocacy and implementation of community benefits agreements with a focus on addressing socio-economic inequality. HCBN is a participant in the "Just Recovery for Hamilton" coalition- a coalition exploring what a just recovery from the pandemic looks like for Hamilton.



**roots to justice**

Connecting community in  
the pursuit of food justice.

**Roots to Justice** connects the community in the pursuit of food justice. It prioritizes sustainable access to locally-grown food for Black and Indigenous, racialized, and disabled communities.



**Sisters in Spirit Hamilton** works to combat hatred directed to Indigenous women, girls, trans and Two-Spirit people through education. Their community engagement activities include vigils and traditional ceremonies.



**Hamilton Trans Coalition** is a non-profit coalition of health care providers, advocates, and community members working to increase the capacity of health systems in Hamilton to meet the needs of trans, gender-diverse, and non-binary people.





The **Queer**  
**Justice**  
Project  
Le projet de  
**justice queer**

The Queer Justice Project combats hate in Hamilton, especially hate against queer communities. They host Trans ID clinic services and provides free training to community organizations in Hamilton on two-spirit history as well as two-spirit and LGBTQ2IA positive space.

# KEEPING SIX HAMILTON

Keeping Six Hamilton defends the rights, dignity, and humanity of people who use drugs. It arose out of the need to create an organized voice of those who use substances, so they can be included at stakeholder tables attempting to manage the drug epidemic in Hamilton.



*Open Homes Hamilton*

Open Homes Hamilton pairs refugee claimants with folks who have extra space in their homes. They have staff trained in immigration and can help with technical aspects of the immigration process. They are looking to connect with interpreters and translators.



# Analysis of Survey Results





# How Were Attendees Affected by the Summit

Survey respondents were affected by the summit in various ways:

- By the presence of the police at the summit
- Some respondents were taken aback by the levels of undocumented hate
- Many respondents were affected by specific speakers, whose presentations stuck with them after the summit
- Other respondents were affected by the fact that they were able to learn about the organizations in Hamilton which are working to combat hate



# Individual Action Post-Summit

Respondents indicated they would carefully call out, and speak out about hate when they see it in their everyday lives. Respondents said they would also be more aware of the organizations combatting hate in and around Hamilton.





# Community Action Post-Summit

Survey respondents were interested in distinct/new community-based responses to hate in Hamilton:

- Collaboration throughout various sectors across the city
- Police accountability
- Ways to combat hate demonstrations
- Different and or better city leadership

Respondents also indicated the individuals who need to be apart of Hamilton's community response to hate:

- Indigenous voices
- Voices of sexual assault survivors
- Transgender and gender non-binary activists
- Teachers, educators, and administrators
- Elected leaders/officials
- Those with lived experiences of hate
- Those without housing
- Those who use drugs
- Newcomers
- Young people
- Students
- Faith leaders



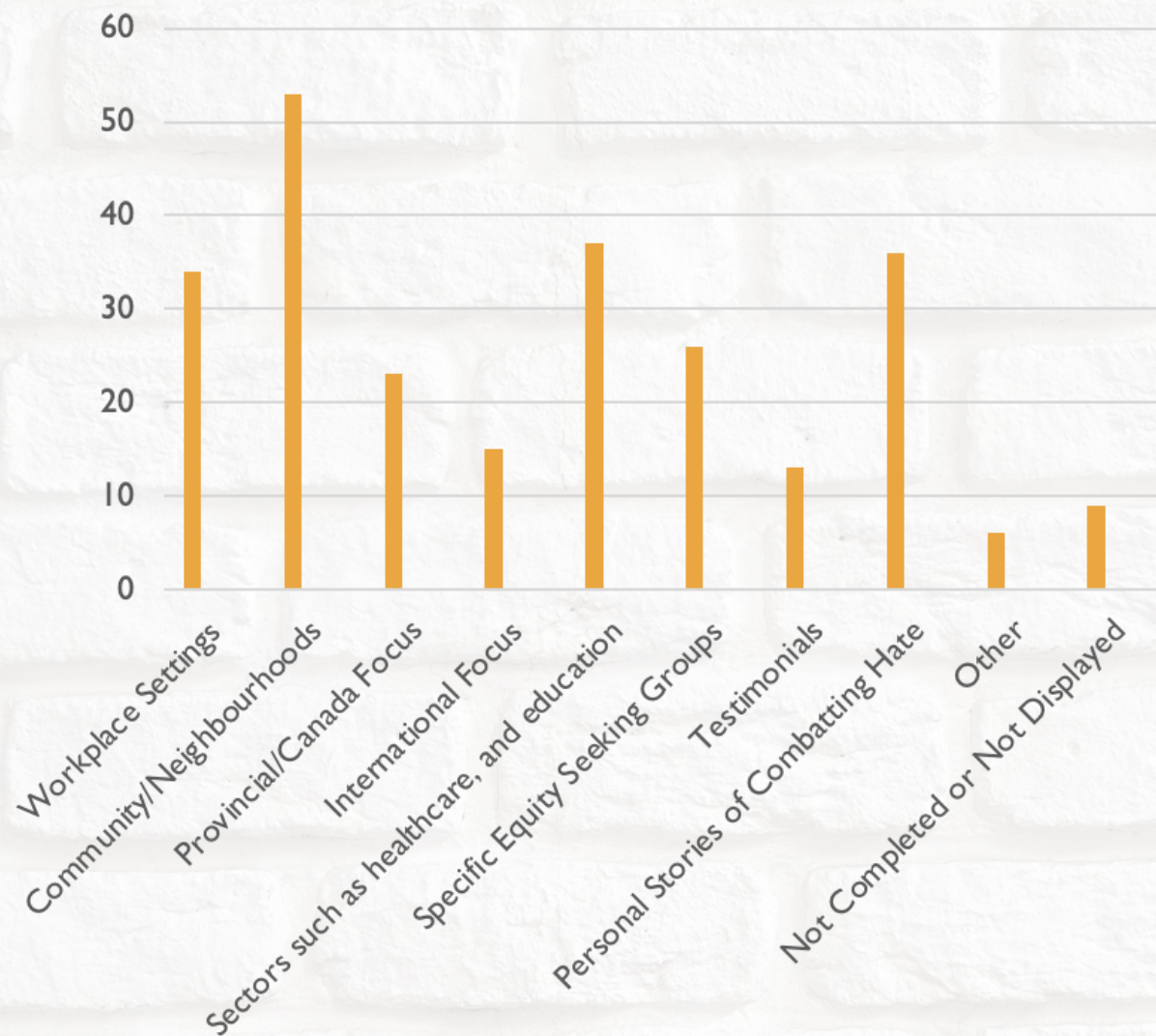


# Further Topics to be Explored





## Which Topics Would You Like Covered at Our Learning Series?



The topics respondents were interested in learning more about were:

- Personal learning and unlearning about hate, racism, and oppression
- The intersections of hate within and around workplaces
- Community and or neighbourhood focus
- Those who use drugs
- How Muslim and Jewish individuals are being supported
- Faith groups and their leaders
- Collaboration in Hamilton across various sectors



# Next Steps from No Hate in the Hammer

No Hate in the Hammer is excited by the collective enthusiasm to address hate in Hamilton. Coalition members, speakers, agencies and participants in the 2020-21 speaker series and this Summit have shared incredible ideas to make Hamilton an inclusive city where everyone is free from all forms of hate.

We are grateful to the Hamilton Community Foundation for funds to hire a part time staff person to support the work of the coalition. An important project will be the creation of an anti-hate toolkit—what we see as a practical guide to tackling hate, both individually and collectively, across all sectors of this community.

This fall we will launch a second Speaker Series supported by the U.S. Embassy's Democracy, Diversity and Human Rights Virtual Grant. We will focus on themes identified in the community discussions to date to support the development of a community response to hate, the ultimate goal of our education and consultation work.

We hope that you will join us on this shared journey and continue to contribute to a blueprint for action. Together, we can make Hamilton safe inclusive, and foster genuine belonging.

# Thank You!

## The 2021 Anti-Hate Summit Was Made Possible By These Funders and Supporters



**Steering Committee**



# Joining the Coalition

Become a member of No Hate in the Hammer by visiting our site and filling out a membership form!

**<https://nohateinthehammer.ca/join/>**

**Follow us on Social Media**



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