

ERADICATE HATE

Police Training Repository: Hate Crimes and Incidents

Prepared and submitted by the Police Training Subcommittee of
the Law Enforcement Working Group

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The purpose of this report is to identify and curate information on police training and existing hate crime police trainings on hate crimes and incidents.



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Background

Hate crime legislation and policy have emerged organically across the Global North, taking diverse paths to reflect local and international efforts to safeguard the most vulnerable segments of society. The equitable protection of universal human rights is widely regarded as a cornerstone of a thriving democracy, and the protection of minority or vulnerable groups serves as a compelling demonstration of a state's commitment to this ideal.

In recent decades, societal transformations, increased mobility, and the advent of global communications have challenged states and heightened their focus on hate crime. The responses have varied in pace and nature; some states have developed policies in response to specific tragedies, while others have been compelled to act due to failures to uphold human rights or to comply with international governmental commitments.

Hate crime is not a standalone issue but is intrinsically linked to atrocities such as genocide and war crimes, as well as often having connections to terrorism, violent extremism and other criminal activities.

One notable variation in global hate crime responses has been the categorization of protected characteristics covered by law; most jurisdictions include the recording of some or all of the following protected characteristics:

- **Race**, including skin color, nationality, language, or immigration status;
- **Religion and faith**, encompassing individuals without faith and protecting the rights of those to hold and practice religious views, while refraining from protecting the tenets of any specific religion;
- **Disability, encompassing** physical, mental, intellectual, cognitive, learning, communication or sensory impairments – or functional limitations – that hinder a person’s full and equal participation in society;
- **Sexual orientation**; and/or
- **Gender identity**, which includes how a person identifies or expresses themselves.

Some jurisdictions may also include hostility towards other characteristics such as national/ethnic origin, sex, age or language. Most adopt a core principle that hate crime protections are embedded in fundamental human rights, ensuring their application to all members of society equitably.

Examples of high-profile hate crimes:

Listed here are examples of some extremely tragic hate crimes, some will have fell into other categories too, but all have the essential elements of hate fueled crime against protected characteristics:

Hate Crime Training

As hate crime policy has evolved, so has the training offered to support police officers and other law enforcement officials who are positioned to respond. During this review, the subcommittee discovered a dearth of training programs - many/most have not been subject to evaluation, which is critical to developing a robust evidence base and for ensuring that law enforcement officers receive quality training that is backed by an empirical record.

Some agencies have incorporated hate crime into basic induction training for new recruits, others offer stand-alone training as an alternative or to supplement the basics, and still others have yet to develop and deliver any hate crime training to their membership.

Where hate crime is firmly embedded in law enforcement policy, hate crime scenarios are frequently used in specialist training. Examples of the latter include advanced investigative courses that utilize hate crime scenarios to expose some of the complexities hate crimes can entail. Other examples include using violent racist disorder as case studies for training public order commanders.

The comprehensive and international range of trainings reviewed and subsequently selected for inclusion in this report encompass an array of pedagogical and methodological approaches, topics, learning objectives and activities. These include:

- **Traditional classroom-based learning**, is among the more common approaches for acquiring essential knowledge, such as relevant legislation, organizational policies, and victim care standards.
- **Embedding a focus on hate crimes and incidents into existing core and specialist police training**, appears to be occurring more frequently, likely due to a “felt need” by police services of jurisdiction in a broader context that has seen marked increases in hate crimes and incidents.
- **Computer-based training (synchronous/asynchronous online training, webinars and workshops, etc.)** is frequently a cost-effective option favored by organizations as it requires less abstraction from front-line duties. However, it is important to note that this type of training may not always be well-received by student officers and necessitates the adoption of imaginative and interactive approaches to maintain engagement.¹
- **Awareness-raising events** that aim to foster connections between law enforcement professionals and affected communities. Bringing the voices of victims into these events is particularly effective in building officer empathy, which can be invaluable in future interactions.

Regardless of the approach adopted, the subcommittee recommends that certain key outcomes be the primary objectives of law enforcement training on hate crime. These outcomes include:

- **Enhancing professional knowledge:** It is crucial that frontline law enforcement possess a comprehensive understanding of the criminal law, their policy responsibilities, and the legal duties that necessitate their support for victims. A working knowledge of how other agencies and civil society partners can assist victims and communities will enable officers to perform their duties more effectively.
- **Recognize and Address Barriers to Reporting:** International research consistently demonstrates that a significant majority of victims choose not to report hate crimes to police. Recognizing and working to overcome barriers to reporting can empower victims, facilitate investigations, hold offenders accountable and increase the likelihood that victims are connected to services and support for addressing their complex needs. The implementation of third-party reporting services may also encourage greater victim reporting.
- **Cultural awareness/competency and anti-bias training:** A fundamental understanding of issues related to cultural awareness, difference and bias can enhance the quality of interaction between law enforcement and the diverse communities they serve.
- **Cultivating victim empathy** is paramount to delivering services. Recognizing the significance of ‘signal crimes’ – i.e. the idea that hate crimes are intended to signal to victims and their broader communities that they are not wanted - can assist officers to respond appropriately.
- **Leadership** is a pivotal factor in determining whether and how hate crime training is delivered, and for generating interest in and support for this training among the rank and file.

Annex - Links to training programs

Criminal Justice Agencies offer a wide range of trainings for professionals which range from initial training on entry, to specialist training through professional service. Products include computer-based training responding to specific policy changes to national conferences to raise awareness of trends, provide leadership and build relationships with communities and partners such as those listed below.

Select Hate Crime Training Programs: Europe:

- **European Commission’s High-Level Group on combating racism, xenophobia and other forms of intolerance** - Hate Crime Training for Law Enforcement and Criminal Justice Authorities:

10 Key Guiding Principles

- **Facing Facts - A Brussels Based CSO offering a comprehensive range of online and physical hate crime training courses across Europe:** (Part funded by the EU Covering Hate Crime and Hate Speech)
- **Council of Europe** - The Council of Europe is an international political institution of 46 member states - Provides advice and training to professionals and communities.
including the HELP Program for Legal Professionals
- **CEPOL** European Union Agency for Law Enforcement Training - Course on Hate crimes:
- **The EU Fundamental Rights Agency:** (Includes manuals for police trainers)
- **Safe To Be:** (Course to raise awareness of Anti-LGBT+ Hate Crime)
- **EU Radicalizations Awareness Network** - https://home-affairs.ec.europa.eu/networks/radicalisation-awareness-network-ran/topics-and-working-groups_en
- **The Organization for Security and Co-operation in Europe (OSCE):** Training programs to counter hate crime: <https://www.osce.org/odhr/445168>
- **International Centre for Study of Violent Extremism - European Union Agency for Law Enforcement Training** - <https://www.cepol.europa.eu/training-education>

Select Hate Crime Training Programs – UK:

- **Dimensions:** (Supporting Victims of Learning Disability and Autism Hate Crime Police Training, open access online course for public and professionals)
- **Protection Approaches:** (A CSO providing options for training include Hate Crime, Identity-based Violence & Atrocity Prevention, Active Bystander, and Community Builder training;)
- **Sophie Lancaster Foundation:** (training for professionals using a tragic murder as a basis for combatting hate crime)
- **Stop Hate UK:** (A CSO providing a comprehensive range of options for training for law enforcement, other professionals and community groups)
- **University of Leicester Centre for Hate Studies:** University-based hate studies providing a range of training courses
- **The Community Security Trust:** A CSO providing a range of training for law enforcement, security professional and volunteers to counter threats to the UK Jewish and other communities
CST Products include
 - **Streetwise** (Schools Program with partners Maccabi GB)
 - **Stand Up!** (An interfaith initiative with Maccabi GB and Tell MAMA)
- **Tell MAMA:** A CSO providing a range of training for law enforcement, security professional and volunteers to counter threats to the UK Muslim and other communities.

Select Hate Crime Training Programs - North America:

United States:

- **POST (California)** - Overarching strategy document with detailed information on policies and legislation to encourage local delivery - Aimed at managers but could be used to frame training.
- **San Jose PD (California)** - Overarching strategy document with detailed information on policies and legislation to encourage local delivery - Aimed at managers but could be used to frame training.
- **The Emmett Till Cold Case Guidance** - A broad program of initiatives including a working document on hate crime cold case investigations.

- **Foundations of Targeted Violence Prevention** – dhs.gov
- **Washington Institute** - <https://www.washingtoninstitute.org/>
- **McCain Institute** - <https://www.mccaininstitute.org/the-sedona-forum/>
- **Symbol Intelligence Group** – www.symbolintelligence.com
- **The Justice Clearing House: What Justice Professionals Need to Know about Hate Crime** - <https://www.justiceclearinghouse.com/resource/what-justice-professionals-need-to-know-about-hate-crime-2/>
- **MAGLOCLEN** - <https://www.riss.net/centers/magloclen/>
- **Key North Group** – keynorthgroup.com
- **The Accelerationism Research Consortium** - <https://www.accresearch.org/>
- **The Southern Poverty Law Center** - <https://www.splcenter.org/>

Canada:

- **Canadian Police Knowledge Network (CPKN)** -Training on Hate Crimes and Incidents for Frontline Police Officers in Canada - Online Hate Crime Courses CPKNi - <https://www.cpkn.ca/en/>
- **Canadian Race Relations Foundation (CRRF): Building Bridges Workshops for Law Enforcement**– <https://crrf-fcrr.ca>
- **Federal Policing** – Strategic Engagement & Awareness (FP-SEA) – mirza.karimullah@rcmp-grc.gc.ca & mary.odonnell@rcmp-grc.gc.ca
- **Ontario Police College:** Advanced Investigator Training on Hate Crimes and Incidents



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