

Community United Against Hate Recommendations Presented to the Boulder Human Relations Commission September 19, 2005

The Community United Against Hate (CUAH) committee met bi-weekly, sometimes weekly, between July 4 and September 6 to develop a set short- and longer-term of recommendations for action that can be taken by the City of Boulder to assure rapid response to acts of discrimination, ethnic or racial intimidation, harassment and violence and to assure ongoing effective engagement with community groups.

At its September 6 meeting, CUAH reached consensus on recommending four items for consideration by the Boulder Human Relations Commission (HRC). These recommendations represent both short and longer term responses to hate in our community. The committee would like to stress that: (1) much more than \$10,000 is needed to make significant progress against hate; (2) that real progress against hate entails a multi-faceted approach, with all components working together; (3) that responsibility for financing of programs to address hate does not lie solely with the city of Boulder; and that (4) all members of the community need to be involved in anti-hate efforts if true progress is to be made, beginning with the recognition that we all share in the responsibility for making Boulder a better place.

The cost for the following four recommendations is far beyond the \$10,000 allocated by the HRC in 2005 for this effort. The committee chose to recommend what is needed in the community, not what can be afforded by a \$10,000 price tag. CUAH presents these recommendations to the HRC, without assigning dollar values to each. CUAH believes that the HRC should decide what it can spend on each, and should request additional funding from the City Council if needed.

Shorter Term Recommendations

Hotline

The top priority of the CUAH is to develop a pilot program for an anti-hate telephone hotline. Several of the groups represented on the CUAH have been working to create a confidential, bi-lingual hotline for victims and witnesses of hate motivated incidents. The purpose of such a hotline would be to (1) providing support, advocacy and referral for appropriate follow-through for victims or witnesses; (2) creating documentation of the types of incidents that occur; and (3) working on policy changes that may be indicated by the incidents that are reported. CUAH submits to HRC the attached hotline proposal from Rocky Mountain Peace and Justice Center, Shoulder 2 Shoulder and Moving to End Sexual Assault (MESA).

Implementation of Hate Crimes Policies for a Safe Community

CUAH believes that the city of Boulder's policy against hate motivated actions should be strengthened and more coordinated among various departments in the city as well as other governmental agencies. CUAH submits to the HRC the attached proposed policy — "Hate Crimes Policy for a Safe Community"— and asks for HRC's endorsement of these policies and their further submission to City Council or the City Manager, as appropriate, for consideration. Policies proposed in this document include those relating to the criminal justice system, exploring a hate crimes ordinance, victim assistance and protection, and a greater coordinated effort among involved agencies.

Longer Term Recommendations

Legal Advocacy Fund

CUAH recommends that funding be provided to set up a legal advocacy fund to hire legal representation or legal advice for victims of hate motivated incidents when no other legal venues are available to the victim.

Continuation of CUAH

The founding of the Community United Against Hate represents the first time that so many of the organizations that have been working against racism, homophobia, anti-Semitism, violence against women and anti-immigrant actions have come together to form a joint effort against hate motivated incidents. The charge of the committee has been to develop recommendations for HRC consideration at its September 19 meeting. In its discussions, however, CUAH believes that more can be accomplished in the community than the committee was able to do in two months.

Therefore, CUAH requests some portion of the \$10,000 available to be able to continue meeting for the remainder of the year. Among the items the CUAH wishes to consider in greater detail are:

- Institutional Racism; and
- Community Dialogues on Race.

A majority of the CUAH believes that racism impacts everyone in the community and that some form of community dialogues on racism would be beneficial in allowing for greater understanding of overt and covert racism, institutional racism, and promoting better respect, inclusion and friendship among various groups. Working out exactly how these dialogues should be formed, how participants should be recruited, who would run sessions and other organizational questions will take more time than CUAH has been provided by its mission.