



Civil Rights
Department
STATE OF CALIFORNIA

Earning Trust and Combating Hate: California vs. Hate Resource Line and Network

Supporting Local Leaders Combating Hate
Pinole City Council Meeting

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California Civil Rights Department
CA vs. Hate
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■ California's Civil Rights Agency



CRD Disclaimer

This guidance is for informational purposes only, does not establish substantive policy or rights, and does not constitute legal advice. The opinions expressed by the presenters do not necessarily reflect the opinions of CRD.

Mission

The Civil Rights Department (CRD) is California's civil rights agency. The mission of CRD is to protect the people of California from unlawful discrimination in employment, housing, and public accommodations, and from hate violence and human trafficking.

Effective July 1, 2022, we are now known as the Civil Rights Department, formerly known as the Department of Fair Employment and Housing. This name change better encompasses our full scope of responsibilities.

CA vs. Hate: Earning Trust and Connecting Communities with Resources

- I. California's Comprehensive Approach to Combating Hate and Advancing Civil Rights
- II. California vs. Hate Resource Line and Network: There's Support When You Report
- III. CA vs Hate Resources for Partners to Support People Targeted for Hate

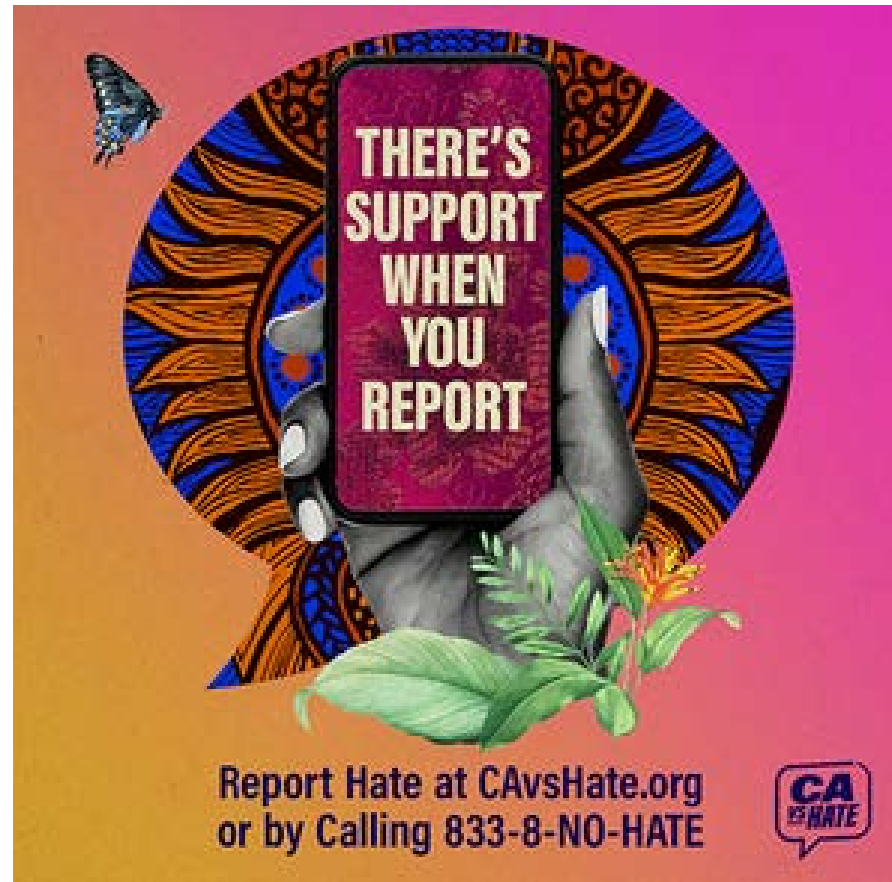
CRD's Comprehensive Approach to Combating Hate



Civil Rights Laws Enforced by CRD

- Unruh Civil Rights Act – Public Accommodations
- Fair Employment and Housing Act
- Equal Pay Act and Pay Data Reporting
- Disabled Person's Act
- Human Trafficking – Civil Claims for Damages and Injunctive Relief
- Recipients of State Funding / Section 11135– protects individuals from discrimination by recipients of state funding or state financial assistance
- **Ralph Act – Civil Claims for Hate Violence and Threats**

California vs. Hate Resource Line and Network: There's Support When You Report



California vs. Hate Resource Line and Network (1 of 2)

Community-Centered Approach to Combating Hate & Earning Trust

1. Identify Options and Next Steps for Individuals and Communities Targeted for Hate
2. Connect with Culturally Competent Resources
3. Improve Hate Incident and Crime Reporting and Data to Enhance Hate Crimes Prevention and Response
4. Ongoing training on cultural competence and expansion of network to include more culturally specific organizations.



California vs. Hate Resource Line and Network (2 of 2)

Trauma Informed Services Available in Over 200 Languages

1. Online Portal - CAVsHate.org - Form is currently available in 15 languages
2. 833-8-NO-HATE – Ability to access services in 200 languages
3. 211 Statewide Network of trauma-informed agents and care coordinators



CA vs. Hate Intake Process (1 of 2)

- Phone Calls
 - Short in-language processing for phone calls
 - Longer in-language follow up calls
- On-line (mobile friendly) Intake Portal
 - Shorter in-language portal
 - Longer in-language follow up calls



Accountability: CA vs. Hate Intake Process (2 of 2)

- Explain available options for next steps, including civil or criminal legal action, and other social services support available to all.
- Wherever possible → connect with culturally competent CBOs for follow-up calls and service provision, including organizations with people with lived experiences of discrimination and hate.
- Care coordination services to ensure connection with necessary support.



CA vs. Hate – There's Support When You Report (1 of 2)

Trauma-Informed Services with Privacy and Confidentiality

- People can report- anonymously or share additional information.
- Whether or not someone reports anonymously, their identity will not be disclosed to anyone without their permission.
 - The only exception to non-disclosure is if a report is made of child abuse, elder abuse, or activities indicating an imminent risk of violence.



CA vs. Hate – There's Support When You Report (2 of 2)

Ongoing Input and Accountability

- Contracts with Community Based Organizations
- Regular community feedback sessions.
- Multilingual outreach and education campaign.
- Network development includes ongoing consultation with social service providers, civil rights organizations, advocates, and law enforcement officials across the state.
- Separate 833-8 Number (not 211) to ensure short wait time.



CA vs. Hate Content Hub

Our partners can find various content in seven languages (currently) for the California vs Hate campaign featured on our hub at cavshate.org, including:



SOCIAL GRAPHICS

Use these graphics on Instagram, Facebook, Twitter or any other channels at your disposal paired with #CAvsHate



POSTERS & FLYERS

Print these posters for display in windows, community spaces, offices or anywhere else you wish to promote safety and solidarity.



CUSTOMIZABLE CONTENT

Add your organizations logo, city name or other message to an existing design through our simple Canva tutorial.

United Against Hate Week (1 of 2)

United Against Hate Week emerged from a United Against Hate poster campaign created by Bay Area Cities in response to white supremacist rallies in Berkeley and San Francisco in 2017.

The original 13 communities were convened in 2018 by *Not In Our Town*, committed to an annual week of action and awareness.

Since inception, United Against Hate Week has spread to over 200+ communities including all of Los Angeles County, faith-based groups, LGBTQ and human rights organizations, and is beginning to takeoff throughout California and in communities across the U.S.



United Against Hate Week (2 of 2)

This year we UAHW will take place from November 12th -18th. Our theme will be centered on creating bonds between communities.

The City Toolkit provides ways to engage, and the Social Media Toolkit provides resources for cities like Pinole that are already engaged. **UnitedAgainstHateWeek.org**

Presented By



California Commission on the State of Hate

Advocates, Legislators & Survivors Advocated for a Commission on the State of Hate

- CRD will support the nine-member statewide commission appointed by the Governor, the Speaker of the Assembly and the Senate Committee on Rules.
- Commission will: (1) Develop a rigorous, comprehensive accounting of hate activity in California; (2) Host community forums on the state of hate in California; and (3) Provide resources and guidance to communities and government officials on how to effectively reduce and respond to hate activity.

Community Conflict Resolution Team

Impartial, Confidential, and Free of Charge

- Assists communities experiencing fear, conflict, or tensions relating to discriminatory practices, hate incidents, or hate crimes.
- Works with parties, communities and/or local and state public bodies to constructively manage or resolve conflict, minimize or eliminate the potential for violence, and help people in conflict realize mutually acceptable outcomes.
- Examples of Engagements: designing and/or facilitating conflict resolution processes, mediation, training and technical assistance.

Thank you!

CA vs. Hate Resource Line and Network

StopHate@CalCivilRights.CA.gov

<https://stophate.calcivilrights.ca.gov>

CAvsHate.org

833-8-NO-HATE

California Civil Rights Department

www.calcivilrights.ca.gov

contact.center@dfeh.ca.gov

accommodations@dfeh.ca.gov

Toll Free: (800) 884-1684

TTY: (800) 700-2320

California Relay Service 711

Supplement/Background Slides: Report Hate Incidents and Hate Crimes (1 of 3)

Hate Incident: A hostile expression or action that may be motivated by bias against another person's actual or perceived identity(ies) and/or because that person is a part of a protected group.

Perpetrators may be motivated by different discriminatory biases, including, but not limited to, bias on the basis of race, color, disability, religion, national origin, sexual orientation, or gender, including gender identity.

There are two main kinds of hate incidents – (1) acts of hate that are not crimes but violate civil rights laws, and (2) acts of hate that may not violate the law but still cause significant harm in a community.

Supplement/Background Slides: Report Hate Incidents and Hate Crimes (2 of 3)

Hate Crime: Under California law, a hate crime is a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: disability, gender, nationality, race or ethnicity, religion, sexual orientation; or because of the person's association with a person or group with one or more of these actual or perceived characteristics.

Supplement/Background Slides: Report Hate Incidents and Hate Crimes (3 of 3)

For a complete list of protected categories under California civil rights law, go to:
<https://civildrights.ca.gov/>

Additional information about criminal civil rights law protections available from the Attorney General's Office at <https://oag.ca.gov/hatecrimes>

Supplement/Background Slides: Who is Protected under the Ralph Civil Rights Act?

All persons have the right to be free from violence or threat of violence committed against their person or property because of:

- Race/color
- Ancestry, national origin
- Religion
- Primary language
- Citizenship, immigration status
- Disability, mental and physical
- Sex, gender (including pregnancy)
- Sexual orientation
- Gender identity, gender expression
- Medical condition
- Genetic information
- Marital status
- Political affiliation
- Position in a labor dispute