

## **Hate Crime - Race hate Workshop**

Each workshop was split into four areas starting with an overview question on recent media reports on Prince Charles and Carole Thatcher we asked groups to discuss each case and say whether you believe either was a racist incident and reasons why. The intention was to start discussion and allow the groups the chance to test overall understanding.

### **Second section:**

How does your organisation deal with incidents, what processes would you need to go through to report a racist incident? Are people comfortable with using these processes?

#### **AM Comments:**

Report to line manager ....and then what?  
Lack of consistency taken across some organisations  
Some very definite, (well defined), processes.  
Some response is beneficial  
Lack of time/resources to deal with issues effectively  
Greater awareness has encouraged a victim centred approach

#### **PM Comments:**

Organisational structures tend to have good processes  
Policies, processes and structure in place  
Formal structure, layers of red tape make reporting difficult

### **Third Section**

How would you improve the current systems used for reporting hate incidents in you organisation?

#### **AM Comments:**

Mediation  
Restorative  
Link with other agencies  
Statutory duty to report  
Raising awareness training in all aspects of equality & diversity  
Don't know  
Want more education – people become frightened because they don't know what is and what isn't acceptable.  
Clearer definition of hate crime  
Policies to protect 'both' sides.  
More work/time needed to embed the victim centred approach across all agencies  
More training needed in victim centred/empathetic approach  
Grow confidence in being able to report  
Debate is good

#### **PM Comment**

More individual choice  
More debate  
Systems should encourage change

Consistency for all in how processes are used  
Open processes that allow negotiation with the victim  
'Hate' is an ambiguous term  
More awareness of what it is like to be the victim

#### **Fourth Section**

What one thing would you like to see happen as a result of today?

##### **AM Comments:**

Clearer definition of hate crime  
Being part of the solution – promote the positive aspect of reporting  
Re-enforcing appropriate behaviour  
Restorative justice  
Better definition of hate crime  
Better reporting – shared systems for agencies dealing with the issues  
Use work happening locally to inform the national agenda  
Raise awareness – use case studies  
Recognise the variety of experience across the county.  
Explore the reason for hate incidents – is there history  
Raise awareness of hidden discrimination

##### **PM Comment**

Action should be in proportion to the incident  
Reassurance for those not directly involved through better communication  
Consequences made clear  
Mediation  
Restorative justice  
More education  
Information  
More public events  
More events within organisations, raising awareness sessions  
Use school – start educating early  
Recognition that policies are good as guidelines  
Increase agency reporting  
More individuals challenging behaviours in own organisations  
Understanding what is reportable  
Better use of current tools and resources