**Racism**

**Do You Know What to Do to**

**Counter Racism and Hate?**

* Inform yourself about the types of discrimination experienced on the Sunshine Coast
* Learn about the Sunshine Coast Critical Incident Protocol
* Examine your Organizational Policies about racism and prevention
* Make sure your staff knows the policies and how to use it
* When an alleged incident of racism or hate occurs, the **protocol** provides a blueprint for how to proceed

We Invite you to Read and Sign the

CRITICAL INCIDENT PROTOCOL

Embrace BC has funded 32 communities in BC to develop and use protocols for racist incidents.

Key organizations in communities are asked to commit to embedding the protocol in their operations.

Having organizations recognizing and responding effectively to incidents keeps us all safer from discrimination or hate driven behaviours.

**What the Protocol Includes**:

Research on discrimination on the Sunshine Coast

Definitions of racism

Definitions of problems that arise

Pathways of referral for those involved

In incidents

Identification of types of incident – minor to major; and types of useful responses

Lists of those signing

Services available

Links to law statutes

Glossary of anti-racism term

**Racism is:**

a set of mistaken assumptions, opinions and actions resulting from the belief that one group of people categorized by physical characteristics or ancestry is inherently superior to another. Racism can happen one on one, or groups, organizations or institutions may practice it. It can include stereotyping, prejudice, bias and intolerance.

**Hate Activity is** any expression of hate or hostility towards a group or individual, based on things such as race, gender, religion, sexual orientation, or ethnicity.

**Hate Crime** is a criminal offence, motivated by a person’s hate, prejudice or bias against an identifiable group or individual. This includes, for example, people who share a common language, ethnicity, skin colour, gender, age or religion.

Some incidents may be against the law and chargeable offences

We believe that no resident or visitor to the Sunshine Coast ought to suffer from the effects of harassment, intimidation, threat, hateful actions, physical injury, damage to their property, or other forms of violence which are motivated by bias.

Contact April Struthers at 604 885 0651 for more information, or for a copy of the Protocol



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**Ministry of Tourism, Arts and Culture**



Responding to Racism

**CRITICAL INCIDENT PROTOCOL**

***Sunshine Coast Organizing Against Racism and Hate Committee***