



PSB REC. May 16, 2023
LOG NO. 29-23
FILE CLASS: P01

REPORT
Police Services Board

For Information

File Class: 1-02-02-01

Cross-Reference File Class: _____

DATE: April 14, 2023

SUBJECT: **DIVERSITY, EQUITY & INCLUSION - 2022 ANNUAL HATE-MOTIVATED CRIME REPORT**

FROM: Mark Dapat, Deputy Chief, Corporate Services Command

RECOMMENDATION

That the Chief's Management Group receive the 2022 Annual Hate-Motivated Crime Report as information.

And further,

That a copy of this report be forwarded to the Police Services Board in accordance with the annual reporting requirements.

REPORT HIGHLIGHTS

- The total number of Criminal Code offences reported to Peel Regional Police in 2022 was 42,832. Of those, 123 have been identified as hate-motivated crimes. The increase of 8 hate-motivated crimes signals a 6.95% increase in the Region of Peel, which is significantly lower than the National increase of 27% in 2021. (Statistics Canada – Police reported crime statistics in Canada, 2022).
- Of the 123 reported hate-motivated crimes, 37 (30%) resulted in charges.
- Incidents involving violence or threats of violence rose from 47 in 2021 to 64 in 2022, marking a 36% increase. Among these violent incidents and threats, majority were verbal threats with 31 instances (48%), followed by 24 (38%) which were physical assaults, and 7 (11%) involved assault with a weapon. Of all the categorized violent occurrences, 11 incidents led to minor injuries.
- In 2022, officers from Diversity, Equity and Inclusion Bureau continued to promote awareness and educate the community via virtual and in-person seminars on hate-motivated crimes and incidents. Through education, awareness and connecting with the community by way of our reassurance protocol, we have observed a slight increase in the number of reported incidents of hate-motivated crime.
- In 2022, the Diversity, Equity and Inclusion Bureau continued to promote and advance our Safe Place Program, Reassurance Protocol, Run-Hide- Defend program, and Police

Response Emergency Plan for Places of Worship program as well as various training programs to build our organizational capacity as it relates to hate-motivated crimes and incidents.

DISCUSSION

1. Background

The Peel Regional Police (PRP) Diversity, Equity & Inclusion Bureau (DEI) is tasked with educating employees and members of the community about hate-motivated crimes, incidents, and propaganda. Ongoing efforts to commence and maintain open and direct dialogue with all members of our diverse community include various initiatives developed and operationalized in recent years, some of which are discussed in this report.

DEI's primary responsibilities are to monitor and analyze data on hate-motivated incidents and crimes along with identifying and addressing related trends within the Region of Peel. This information complies with the PRP directive for "Hate Motivated Crime" found below.

Directive 1-B-130(F) "Hate-Motivated Crime" provides guidelines to PRP employees on how to accurately identify, record and investigate hate crimes.

A hate-motivated crime is defined as:

- (a) *"hate-motivated crime" – means a criminal offence committed against a person or property, which is motivated solely or in part, by the offender's hate, bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or similar factor.*

A hate-motivated incident is defined as:

- (b) *"hate-motivated incident" – means incidents which involve behaviours that, though motivated by hate or bias against a victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability or sexual orientation, gender identity, gender expression, or similar factor, are not criminal acts. (For example, disrespectful/discriminatory or hostile speech).*

There are two types of hate-motivated crimes, as described in sections 318 and 319 of the Criminal Code.

- The first includes the offences of advocating genocide, public incitement of hatred, and willful promotion of hatred against an identifiable group; these are characterized as hate propaganda offences under the Criminal Code. The Attorney General's consent is required to initiate a prosecution for the offence of willful promotion of hatred and the offence of advocating genocide.
- The second refers to all other criminal offences where evidence establishes that bias, prejudice, or hate was a motivating factor in the commission of the offence.

Upon conviction of a crime where hate, bias, or prejudice is established as a motivating factor, the Crown is entitled to argue that such factor(s) are aggravating element(s) in consideration of penalty.

The investigation of all hate-motivated incidents and crimes in the Region of Peel is the responsibility of the respective divisional Criminal Investigation Bureau or other investigative units (i.e., Homicide, Robbery, etc.).

To ensure communication flow and effective support, each of the five divisions has a hate-motivated crime coordinator to act as a resource for their division in such investigations. DEI meets with the Divisional Coordinators quarterly to discuss investigations and ensure proper reporting practices.

All reports that are submitted by front line officers and investigators are forwarded to the DEI Regional Hate-Motivated Crime Coordinator for review and to ensure that support and specialized knowledge are provided to the investigating unit. The Regional Coordinator is also responsible for liaising with the local Assistant Crown Attorneys assigned to the hate-motivated crime portfolio.

Divisional investigators are also supported by PRP Intelligence Services who provide context based on information shared amongst police services and governmental agencies on hate-motivated crime and extremism.

2. Findings

The information contained in this report is based on reported occurrences with an acknowledgement that some incidents are not reported to police. There are a number of factors that operate on their own or in combination to shape the decision not to report. These include confusion/lack of knowledge about what hate motivated crime is; fear of escalation and/or retaliation; embarrassment; a lack of trust in police (a sentiment that may also be present in some newcomer communities, wherein negative experiences with police in the country of origin shape perceptions of police in this country); a belief that if identified and charged, the accused person(s) would not be convicted or adequately punished; dealing with the incident in another way, and; concerns that a given incident may not be serious enough to report (which is often the case with hate/bias motivated incidents that do not meet the threshold for laying a criminal charge).

Given these considerations and in order to reduce victim reluctance to report, DEI undertakes proactive outreach programs on behalf of the organization to build relationships and trust in our diverse community, to educate community members about what constitutes a hate-motivated crime, and to spread awareness of the initiatives our service has implemented to support victims while also working to prevent and control hate/bias motivated crime and incidents.

3. Proposed Direction

Promoting the timely reporting of hate-motivated incidents to police remains a priority. To that end, the DEI bureau has created additional resources in recent years for PRP members and the community, including:

- Hate-Motivated Crime Information Fact Cards available on the PRP website, at police divisions, community stations, and from officers. The fact cards outline the various

elements of hate-motivated crimes and incidents, along with instructions on how to report such matters to the police.

- A Hate-Motivated Crimes Guidebook that serves as a resource tool for officers and provides investigative tips and guidelines when dealing with such matters.
- A Religious and Cultural Awareness Guidebook that provides guidance and information related to specific nuances associated with the most prominent cultural and religious communities within our region. This guidebook also identifies important information related to significant days, dates and times, as well as other topics such as gender-specific considerations; search/detention/arrest considerations; and death and funeral-related matters. This resource helps to ensure that members further their understanding and awareness related to differing beliefs and that interactions with our diverse community members are culturally appropriate and effective.
- A Hate-Motivated Crimes Educational Video was made publicly available via YouTube. This video provides information related to hate-motivated crimes while encouraging victims of such incidents to report their matters to police promptly (hyperlink reference: <https://www.youtube.com/watch?v=8ZEEifrN5nl>)

Initiative – Reassurance Protocol

Hate-motivated crimes and incidents impact our community members in several negative ways. The residual impact of such crimes and incidents often results in feelings of fear, marginalization, and alienation. To ensure that victims of hate-motivated crimes and incidents receive the necessary support and reassurance from PRP, and to help mitigate and minimize the above-noted concerns, the DEI Bureau has formally implemented PRP's 'Reassurance Protocol'.

In response to any hate-motivated crime or incident, the following steps are taken by DEI officers:

- The Regional Hate-Motivated Crime Coordinator or designate ensures that they follow up with the victim/complainant of all hate-motivated crime and hate incidents;
- Follow-ups with the victims/complainants are done in a timely manner. Given that public/personal safety is a crucial aspect of our service delivery, appropriate follow-ups and the provision of supports are imperative. During the follow-up process, Victim Services and any other relevant social support services are offered to affected community members;
- The DEI Bureau officer that conducts the follow up also ensures that a supplementary narrative is added to the original occurrence report.

This protocol has been well received by the members of the community impacted by hate-motivated crimes and incidents. The empathetic and supportive nature of this practice has resulted in victims feeling an additional layer of safety and support. PRPs reassurance protocol may also have essential deterrent effects insofar as it publicly denounces hate-motivated crimes/incidents and communicates to potential offenders that such occurrences will be rigorously investigated. This protocol has been shared with other law enforcement agencies that are interested in creating a similar program.

Public Safety Canada’s Building Organizational and Community Capacity for Countering Hate and Violent Extremism project

In 2022, Peel Regional Police has applied to the Public Safety Canada’s Building Organizational and Community Capacity for Countering Hate and Violent Extremism grant stream. Peel Regional Police was successful in the application and over the next year (April 2023 to April 2024) Peel Regional Police will co-create community facing information support and training on hate crime and extremist violence.

Our approach will involve the “train the trainer” model, wherein community partners work in collaboration with Peel Regional Police to develop and deliver training and education on these important issues. The ultimate goal is to bolster our collective capacity to identify, prevent and respond to incidents of hate and extremist violence in our region.

Initiative – Safe Place Program

Peel Regional Police launched the Safe Place Program in July 2018, during PRIDE Month. Any local business or public location can volunteer to display the Peel Regional Police Safe Place sticker on their front entrance, window, or door. Doing so signals to members of the 2SLGBTQ+ community that the premises will provide a safe place to call and wait for the police if they are victimized in a hate incident, or are fearful that such victimization may occur.

Businesses that register and subscribe to the program also commit to educating their staff members on a host of issues related to equity, inclusion, empathy, and understanding.

DEI, in collaboration with The Mississauga and Brampton Boards of Trade, has registered 48 businesses with over 205 associated locations and affixed at total of 395 Safe Place stickers at doorways. All City of Brampton properties, including Fire & Emergency Services, now display the sticker.

In 2022, DEI will continue discussions with community partners at local Business Improvement Associations (BIAs), the City of Mississauga, Peel Paramedics, Dufferin-Peel Catholic District School Board and the banking industry to expand the Safe Place Program.

The Safe Place Sticker (image) is presented below:



OPC Advanced Hate Crime Course

A/Inspector Feras Ismail of Peel Regional Police, assisted with the development of the 'Advanced Hate-Motivated Crime and Extremism Investigators Course' that has been endorsed by the Ministry of Community Safety and Correctional Services (MCSCS). This course is offered multiple times a year at the Ontario Police College (OPC) and other host agencies. A/Inspector Ismail co-teaches this 5-day course and regularly participates in curriculum review/updating to maintain information currency. All of our Divisional Coordinators either have or are scheduled to attend this course.

4. Strategic Plan Alignment

Goal: 1. Community Safety and Well-being Together

Priority: 1.1 Crime prevention and response

As indicated above, officers from the DEI Bureau will continue to educate and promote awareness of Hate-Motivated Crimes and Incidents in our region. Officers will continue to provide reassurance to victims of hate and to streamline and simplify the reporting process for members of our community. The DEI Bureau will continue to monitor world events and maintain a lens on the impact that these events have on our local communities. They will continue to establish and maintain positive connections with our affected community members, while striving to create collaborative opportunities focussed on mitigating the risk and harm associated with hate motivated crimes and incidents.

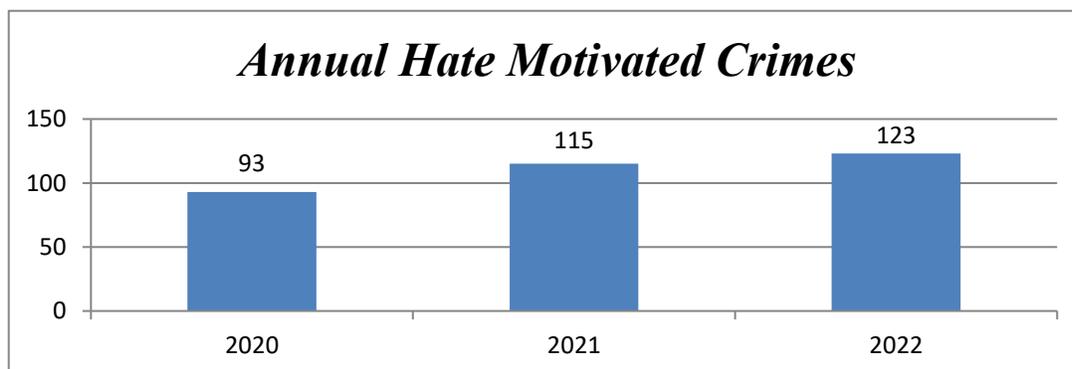
5. 2022 Statistics

Annual Hate-Motivated Crimes

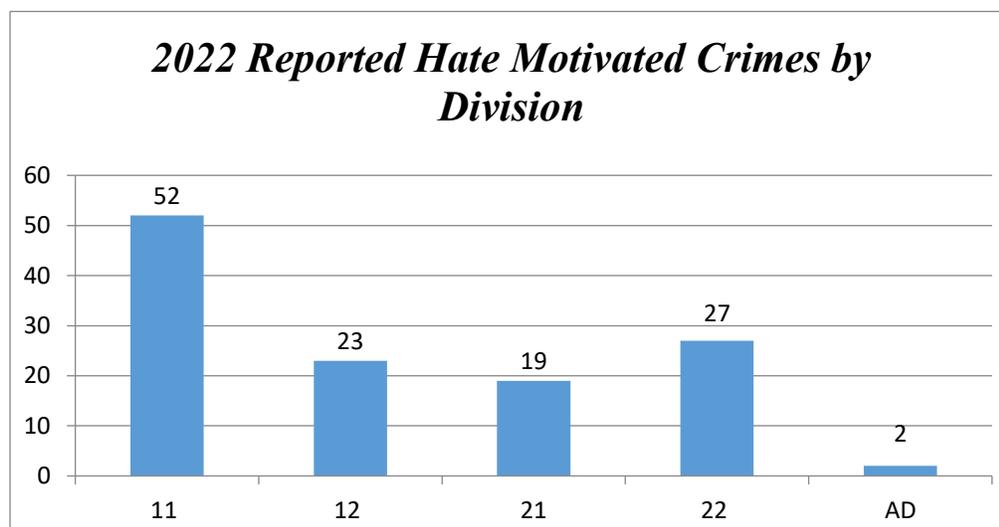
In 2022, it was recorded that the total number of Criminal Code offenses reported to Peel Regional Police was 42,832. Of those, 123 (0.28%) have been designated as hate/bias-motivated crimes. From the 123 hate-motivated crimes, 37 (30%) resulted in Criminal Code charges.

In 2022, there were 123 police reported hate-motivated crimes. The increase of 8 hate-motivated crimes signals a 6.95% increase, which is significantly lower than the 27% national increase observed in 2021. (Statistics Canada – Police reported crime statistics in Canada, 2022).

As noted in Chart 1 below, the number of reported hate-motivated crime offences in our Region increased from 93 in 2020 to 123 in 2022.

Chart 1: Total number of reported hate-motivated crimes 2020 to 2022**Reported Hate-Motivated Crimes by Division**

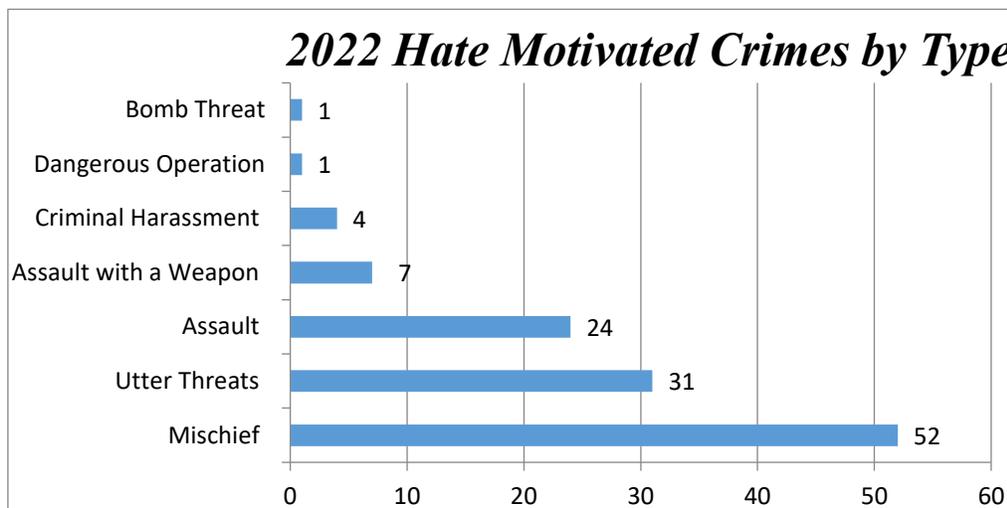
There were 123 hate-motivated crimes reported to Peel Regional Police in 2022. As noted in Chart 2, hate crimes are not evenly distributed across PRP divisions, with 11 Division experiencing the highest number of these offences (52) and the Airport Division experiencing the lowest incidence (2).

Chart 2: Number of reported hate-motivated crimes by Division – 2022**Hate-Motivated Crimes by Type**

The 123 reported hate-motivated crimes in 2022 involved a range of offence types as illustrated in Chart 3 below. As many as 52 (42%) hate-motivated crimes involved mischief, followed by 31 (25%) utter threats. Assaults accounted for 24 occurrences, with 11 resulting in physical injuries.

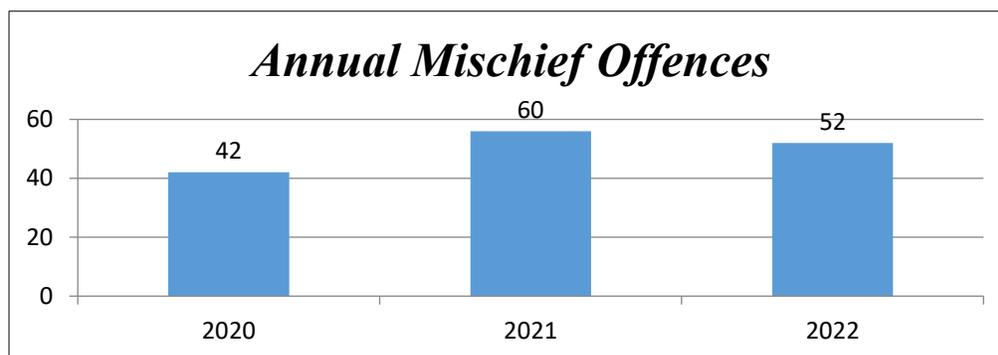
Non-violent hate crimes accounted for 42% of incidents in 2022. **Mischief occurrences attributed to 91% of the police reported non-violent hate crimes.**

Chart 3: Reported hate-motivated crimes by type of offence - 2022



Mischief Remains the Highest Reported Incident Type

Mischief remains the highest reported incident type between 2020 and 2022, increasing from 42 to 52 offences.

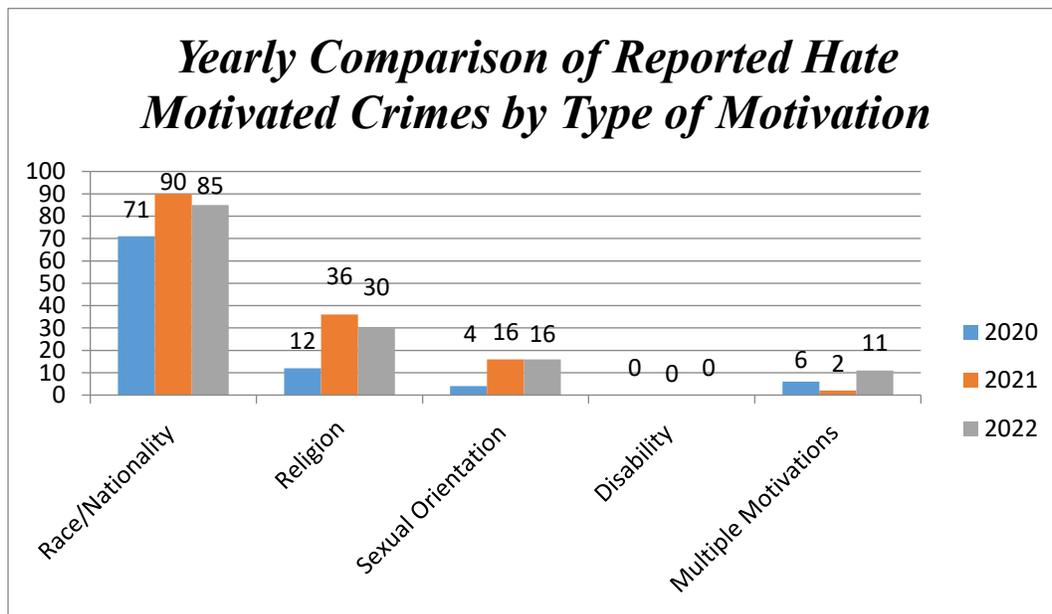


Targeted Groups- Motivation

There were 123 hate-motivated crimes reported to Peel Regional Police in 2022.

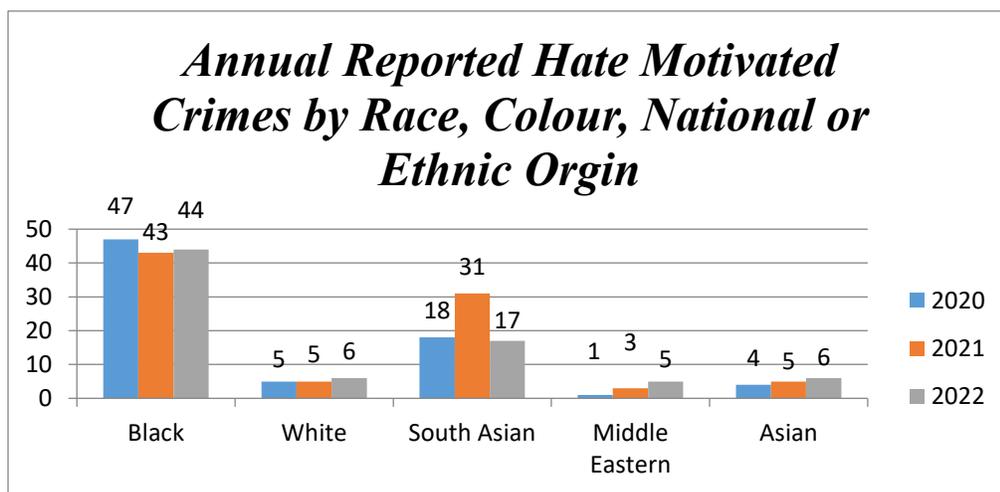
Chart 5 presents the number of hate-motivated crimes reported to PRP from 2020-2022. Crimes motivated by race/nationality decreased from 90 in 2021 to 85 in 2022 over this period. Those motivated by religion decreased from 36 in 2021 to 30 in 2022, while those motivated by sexual orientation stayed the same from 2021 to 2022. Multi-motivation has increased from 2 in 2021 to 11 in 2022, 90% of these incidents are mischiefs related.

Chart 5: Yearly Comparison of hate-motivated crimes reported to police, by motivation type - 2020 to 2022



Type of Race, National or Ethnic Origin as Motivation for Hate Crimes

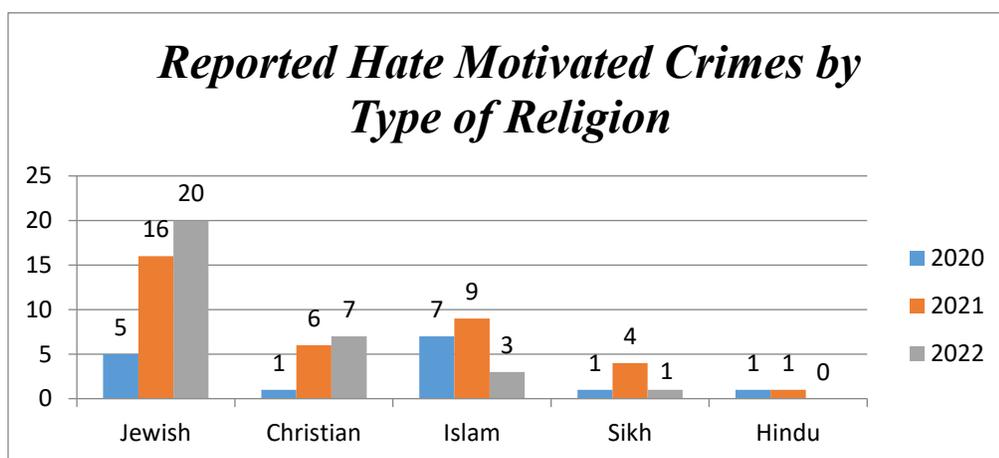
A statistical review of hate crime victimization based on ethnic and/or racial background is provided in Chart 6. Of note, members of the Region’s Black communities continue to experience the highest reported victimization numbers, with 20 incidents (45%) that are mischief related. South Asian community members experienced the second highest victimization numbers, which have decreased by 45% from 31 in 2021 to 17 in 2022.



Type of Religion as Motivation for Hate Crimes

Chart 7 demonstrates that 31 of the 123 (25%) hate-motivated crimes reported to Peel Regional Police in 2022 targeted religious groups as either the sole motivator or in combination with another motivator. Jewish (20) and Christian (7) community members reported the highest victimization numbers. 18 out of the 20 (90%) incidents where the Jewish community was targeted was related to mischief.

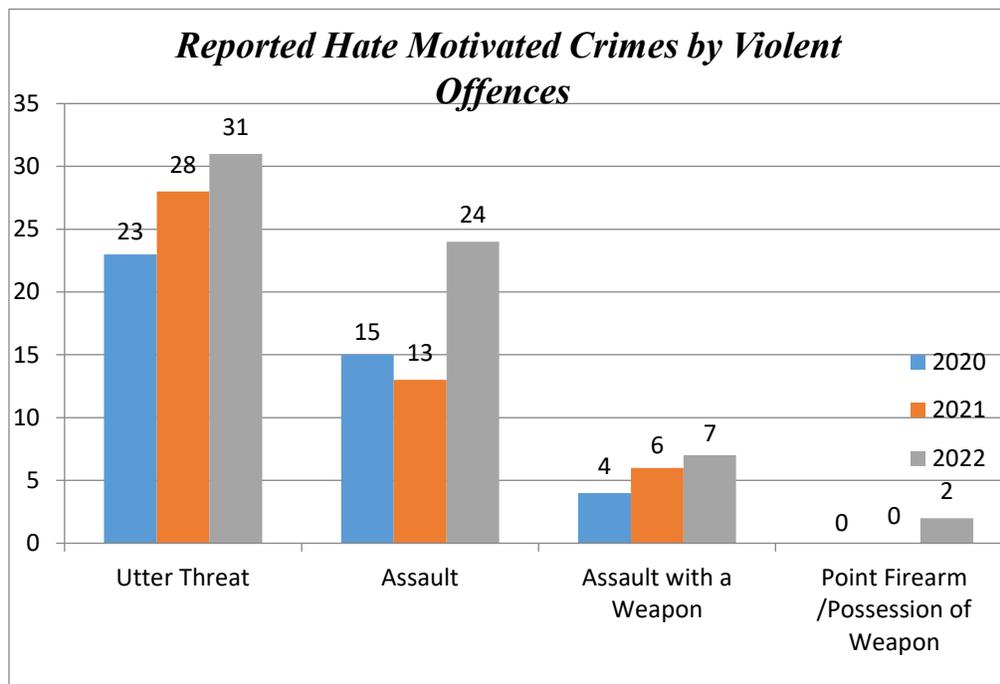
Chart 7: Reported hate-motivated crimes, by type of religion – 2020 to 2022



Violent Hate-Motivated Crimes

As shown in Chart 8, 64 (52%) of the 123 hate-motivated crimes reported to Peel Regional Police in 2022 involved acts of violence, or threats of violence, increase of 36% from 2021 to 2022; with 31 uttering threats (48%) being the most common, 24 assault (38%), and 7 assault with a weapon (11%) and 2 point firearm/possessions of weapon offences. Of all violent occurrences as categorized below, 11 incidents resulted in minor injuries.

Chart 8: Reported hate-motivated crimes, by violent offences – 2020 to 2022



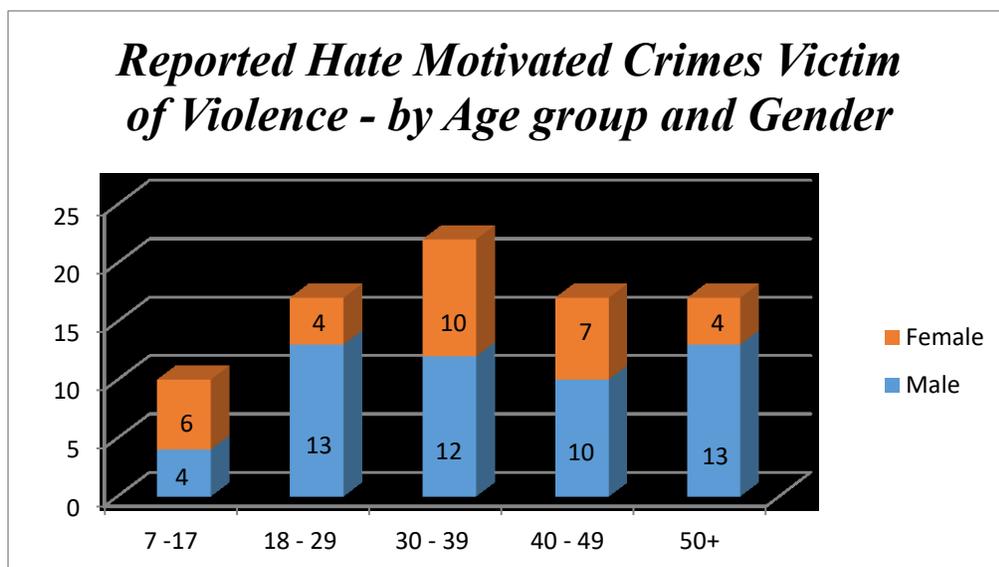
Gender, Race/Ethnicity and Age of Victims

As shown in Chart 9, 85 persons were victims of reported hate-motivated crimes in 2022; 54 were male (64%), and 31 were female (36%).

When broken down by race/ethnicity, 17 of the 55 male victims (31%) were South Asian, 11 were Black (20%), 10 were White (19%), 5 were Asian (10%), 4 were of Middle Eastern descent (7%), and 2 were of Latin American descent (4%) .

Of the 31 victimized females, 9 were South Asian (29%), 8 were Black (26%), 7 were White (23%), and 4 Middle Eastern (13%).

Concerning age, a majority of male victims were between the age of 18-29 (24%) and over 50 years of age (24%), 30-39 (22%) and, while the largest percentage of female victims (32%) were between the age 30-39.



CONCLUSION

In 2022, 123 hate crimes were reported to Peel Regional Police. The Region of Peel's population is 1.4 million, with visible minority populations making up over 69% of the total population. The 2021 census data shows the top five ethno-cultural groups in Peel Region to be South Asian, Black, Asian (Chinese), Filipino and Arab. When compared to other forms of criminal victimization, the proportion of hate-motivated crimes reported to police is low (in 2022, hate crimes represented only 0.28% of the total crimes reported to PRP).

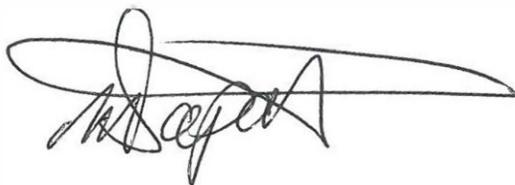
As noted in Chart 1 above, the number of reported hate-motivated crime offences in our Region increased by 7% between 2021 and 2022. Some of this incline may be directly related to the proactive efforts of Peel Regional Police to address increases in hate-motivated crimes and incidents in previous years. As discussed in this report, the DEI bureau has implemented various initiatives to increase the awareness and education of hate-motivated crimes and incidents in our region. These initiatives provide an additional layer of support to our community members who have been victimized by these incidents. The DEI bureau continues to deliver various educational programs, both internally and externally (requested by the community in the language of their choice), that serve to inform individuals on the root causes of hate, while emphasizing the importance of being vigilant in our collective efforts to stop the spread of hate within our communities.

Also of note is the fact that in 2022, there were 31 school-related hate crimes reported to Peel Regional Police, which represents an 82% increase over the 17 such incidents reported in 2021. Of those, 16 (52%) were mischief-related (e.g. racist graffiti on school property), 8 (26%) were utter threats, and 7 (23%) were assaults. The factors that contributed to the 82% increase between 2021 and 2022 likely include increasing social polarization in the context of the COVID-19 pandemic and the rise of populist politics and rhetoric, along with the dissemination of hate speech, mis/disinformation, right-wing ideology and recruitment strategies on social media platforms.

Peel Regional Police Diversity, Equity & Inclusion Bureau will continue to monitor all incoming reports of hate-motivated crimes and incidents to ensure that our members, and the community,

have the necessary support to deal with these matters in an effective and compassionate manner. Officers from DEI will continue to recognize, engage, and support individuals and communities that are disproportionately victimized by hate. More specifically, continued efforts to identify and investigate hate-motivated incidents, provide member training and community outreach to increase awareness, and to offer reassurance and support to affected communities, to address crime proactively, strengthen community engagement, and provide assistance to victims of crime.

Approved for Submission:

A handwritten signature in black ink, appearing to read 'M. Dapat', with a long horizontal flourish extending to the right.

Mark Dapat, Deputy Chief, Corporate Services Command

*For further information regarding this report, please contact Feras Ismail at extension or
via email at Feras.Ismail@peelpolice.ca*

Authored By: Feras Ismail