



TOGETHER WE RISE: STANDING AGAINST HATE

Equality is one of the fundamental values on which the labour movement was formed.

Together we will continue to stand against hate in all its forms, but it's difficult to remember a time when the forces of division have been so blatant.

When our values are under fire, we must take every opportunity to oppose peddlers of bigotry and attacks on the powerful diversity of our country. The Ontario Federation of Labour will take a leading role in standing against hate.

Experts say Canadians should be concerned about the rise of hate groups in this country. There are,

at minimum, 130 active right-wing extremist groups across Canada. Most of these groups are organized around ideologies against religion and race with anti-Muslim, anti-Black and anti-Jewish sentiments being the most common, followed by hate against immigrants, Indigenous peoples, women, LGBTQ communities and other minorities.

Statistics show that hate crimes are on the rise in Canada. Data from Statistics Canada shows that two thirds of people who believed they were victims of hate crimes did not report these incidents to police. Between 80 and 85 per cent of hate crimes go unreported.

UNION ACTIONS. EDUCATION IS KEY:

INCLUDE Human Rights training in all union education

PASS a resolution supporting **Standing Against Hate** and promote it through your newsletter

ACKNOWLEDGE and participate in National/International Days

REACH out to all our members and to all our communities

INVITE speakers to union meetings

SUPPORT and participate in community anti-hate actions

DISTRIBUTE educational pamphlets



The Do's and Don'ts of Bystander Intervention

DO

Do make your presence as a witness known.

If possible, make eye contact with the person being harassed and ask them if they want support.

Move yourself near the person being harassed. If possible and you feel you can risk doing so, create distance or a barrier between the person being harassed and the attacker.

If it's safe to do so, and the person being harassed consents—film or record the incident.

If you witness public instances of racist, anti-Black, anti-Muslim, anti-Trans, or any other form of oppressive interpersonal violence and harassment, use these tips on how to intervene while considering the safety of everyone involved.

DO

Do take cues from the individual being harassed.

Is the person engaging with the harasser or not? You can make suggestions, “Would you like to walk with me over here? Move to another train car? For them to leave you alone?” and then follow their lead.

If the person is resisting the harassment in their own way honour that.

Follow up with the individual being harassed after the incident, see if they need anything.

DON'T

Don't call the police.

For many communities experiencing harassment right now (including Arab and Muslim communities, Black people, LGB and trans folks, and immigrants) the police can cause a greater danger for the person being harassed.

DO

Do keep both of you safe.

Assess your surroundings—are there others nearby you can pull in to support? Working in a team is a good idea, if it is possible.

Can you and the person being harassed move to a safer space/place?

DON'T

Don't escalate the situation.

The goal is to get the person being harassed to safety, not to incite further violence from the attacker.

DON'T

Don't do nothing.

Silence is dangerous—it communicates approval and leaves the victim high and dry. If you find yourself too nervous or afraid to speak out, move closer to the person being harassed to communicate your support with your body.