



**Campus Hate Crime Prevention
A Model For Change**



Association of College Unions International
One City Centre, Suite 200
120 West Seventh Street
Bloomington, IN 47404-3925
(812) 855-8550 phone
(812) 855-0162 fax
acui@indiana.edu
www.acuiweb.org

Definition of Hate Crime and Hate Incident

A hate crime is any criminal act in which biased motive is a clear contributing factor. A hate incident is any act, including conduct, speech, or expression, in which biased motive is a clear contributing factor. Hate incidents do not have to include a criminal act.

--National Center for Hate Crime Prevention, Education Development Center, Inc.

ASSOCIATION STANCE ON HATE CRIME ISSUES

Hate crimes and hate incidents seriously threaten society today. Thousands of people are victimized each year because of their skin color, ethnicity, religion, gender, and, or sexual orientation. The U.S. Federal Bureau of Investigation statistics show that schools and college campuses are the third most common place for hate crimes to occur. Due to such statistics and the fact that the majority of hate crimes are committed by young people, there is a pressing need for colleges and universities to take the lead in preventing hate crime behaviors and creating a safe learning environment for all people.

As the community center of the college, the union has a unique role in combating hate crimes and hate incidents. Since as early as 1930, the college union has fulfilled the role of a general civic, recreational, and as cultural center on campus. As stated in the Role of the College Union, “the union serves as a unifying force that honors each individual and values diversity. The union fosters a sense of community...” The Association of College Unions International (ACUI) recognizes the role of the college union in building respect of all peoples and creating the strong fabric of a diverse community to prevent and withstand hate behaviors. Such values are also consistent with the ACUI strategic direction of being “community builders.” To assist in these efforts, ACUI commits itself to seamlessly address hate crimes and hate incidents within it’s core mission, values, and practices; to provide the necessary resources and educational training to combat hate on college campuses; and to actively seek partnerships and collaboration among various organizations with similar concerns to address hate behaviors. The following hate crime prevention program provides an outline of the overall goals and objectives as well as educational initiatives to address hate crime prevention on behalf of the Association. ACUI is committed to combat hate on college campuses and to provide necessary leadership in the higher education community in the area of hate crime prevention.

PLAN OF ACTION

Hate crimes committed on campus present complex and agonizing problems for colleges and universities. Most hate crime prevention resources are not targeted toward colleges and universities and few campuses have access to or knowledge on eliminating crimes of hate. Addressing the issue of hate crimes on campus requires participation of all members of the campus community. The most effective way to approach a problem as damaging to a community as hate crimes and cultural intolerance is through programming that includes representatives of all perspectives and diverse experiences. The Association of College Unions International members--students, faculty, staff, alumni, and guests--possess the skills and resources to accomplish this. The Association of College Unions International shall utilize its membership to develop such resources and to be the premiere source of delivery for hate crime prevention serving colleges and universities. Such efforts will be the result of strategic thinking and partnerships to prevent and combat hate behaviors on campus.

Program Mission

“Stop the Hate!” Campus Hate Crime Prevention program supports colleges and universities in preventing and combating hate on campus as well as fostering the development of community and serving as the premiere source of anti-hate educational resources for higher education.

Program Objectives

The Association of College Unions International through the “Stop the Hate!” Campus Hate Crime Prevention program shall develop and implement strategies that will reduce hate crimes on college campuses. The program objectives of the project are:

- to foster a comprehensive approach to and comprehensive perspective on the hate crime problem on college campuses;
- to encourage dialogue between colleges and universities and from within the campus community to initiate a coordinated inter/national strategy to effect change;
- to develop a system of delivery and resources specific to colleges and universities on hate crime prevention;
- to create an inter/national coordinated public awareness campaign to communicate a statement of anti-hate and behaviors/expectations for students, faculty, and staff to share with their campuses;
- to understand how to manage freedom of speech/First Amendment issues and the skills to manage student groups, such as Nation of Islam (Farrakhan et al), the New Black Panther Party, the World Church of the Creator; Holocaust Denial Advertisements; Ex-Gay Reparative Movement;

- to develop ongoing partnerships with agencies and associations to create effective strategies and educational resources geared toward colleges and universities;
- to acquire the tools to begin to address bias-related incidents on campus; and
- to produce a Train the Trainer program that will enhance our ability to actuate change because of its grassroots outreach on college campuses.

Program Priorities for 2001-2002

The Symposium on Hate Crimes and Violence on Campus

Target Date: June, 2002

The Symposium on Hate Crimes and Violence on Campus would bring together members of the college campus community to dialogue on hate crime issues. National speakers will be highlighted throughout the symposium and educational partners will deliver educational sessions to better prepare the higher education community to combat hate from within the college/university. Roundtable discussions and best practices will be shared in an effort to coordinate an inter/national strategy to prevent hate crimes on college campuses. This program would be in partnership with other associations of higher education and related diversity/hate crime agencies. A college/university host site would be determined that would be a program partner for logistics, facilities and housing accommodations. Estimated projected attendance between 300-500 participants.

Educational Outcomes:

- Foster a comprehensive approach to the hate crime problem facing our nation's campuses.
- Share a common definition and understanding of the problem.
- Encourage a campus-based climate of positive change.
- Provide student leader/staff partnership skills to manage controversial student groups such as Nation of Islam (Farrakhan et al), the New Black Panther Party, the World Church of the Creator; Holocaust Denial Advertisements; Ex-Gay Reparative Movement;
- Discuss effective ways to best respond to hate crimes and hate incidents, the legal issues, and victim support/assistance.
- Provide a forum for the discussion of how to manage free speech issues.
- Develop a procedural code for use on campuses that will help colleges and universities consider regulatory and preferably non-regulatory options for managing hate crime problems.
- Help students and student affairs administrators acquire the skills to address bias-related

incidents on campus.

- Produce marketing materials and awareness to aid the “STOP THE HATE!” Campus Hate Crime Prevention Train the Trainer program's nationwide expansion. These may include resources such as: a.) an anti-hate action guide; b.) a campus anti-hate crime poster series; c.) an administrators guide to responding to hate on campus.

Educational Keynotes, Sessions, & Topics

- Internet Hate
- Hate Speech vs. Free Speech
- Offender Typologies
- Origins of Hate
- Codes of Conduct Combating Hate
- Ways to Prevent Hate
- FYE Sensitivity to Diversity
- Building Community of Civility & Respect
- Bias-Incident Reporting Systems
- Best Practices to Combat Hate on Campus
- Victim Support and Assistance
- Best Suggestions to Responding to Hate
- Victims of Hate: Telling the Story
- Common Terminology: What is Hate? What is a Hate Incident? What is a Hate Crime?
- Understanding the Root of the Problem
- Institutional Responses to Coordinate an Inter/National Strategy Among Colleges/Universities
- Sharing of Strategies for Prevention of Hate Crimes
- “Stop the Hate!” Campus Hate Crime Prevention Train the Trainer program
- Partnering on Campus and Among the Community to “Stop the Hate!”

Public Awareness Campaign

Target Date: September, 2001

The public awareness campaign titled “STOP THE HATE!” would be launched in partnership with YouthStream Media Network across college campuses. Posters, advertisements, postcards and other promotions would be developed to communicate a consistent message against hate on campus. The first leg of this campaign will be utilizing the YouthStream Media Network and with future funding shall incorporate broader dissemination targeted toward college campuses with public service announcements through the web, television and radio. College campuses will help distribute the various promotions through the various ACUI channels and the YouthStream Media Network. Promotional pieces beyond YouthStream Media Network shall be developed as future funding is made available. A future partnership with the ADL through MTV’s “Fight for Your Rights” campaign may also be an avenue to promote the “STOP THE HATE!” program. All promotions will include the ACUI “STOP THE HATE!” web portal of www.stophate.org. Traffic will be driven to this Web site as a way to coordinate an inter/national grassroots mobilization to combat hate on college campuses. ACUI programs and services related to hate crime prevention will be available online and other resources shall be available from educational partners.

Train the Trainer

Target Date: March, 2002

Launched in March 2001, the “STOP THE HATE!” Campus Hate Crime Prevention Train the Trainer program is a partnership between ACUI with the National Center for Hate Crime Prevention, Education Development Center, Inc.; Anti-Defamation League, Inc.; National Gay and Lesbian Task Force; and Center for the Prevention of Hate Violence. All rights are maintained through ACUI for the campus hate crime prevention curriculum and the responsibility of the trainers on college campuses across the United States and Canada. The curriculum was a collaboration between all partners to create an effective training program to develop trainers on college campuses educating on issues of hate crime prevention. These trainers and their hate crime prevention efforts are closely monitored and reported to ACUI. Each trainer works as a part of a consortium of trainers to combat hate on campus. The next training shall be coordinated as a preconference experience at the annual conference in New Mexico this March, 2002. The preconference would begin the evening of Friday, March 15 and end the afternoon of Sunday, March 17 prior to the Regional Meetings & Opening Banquet. A special track shall be developed for participants throughout the conference educational programs designed and developed by the 2001 trainers to feature “Best Practices” this past year on his/her college campuses as well as debrief on the training experience. Trainings shall be limited to 45 participants with a registration fee of approximately \$225. A separate educational program that can be promoted at the “Symposia” in June 2002 may be planned for early August depending on funding, staffing and available interest outside of the annual conference.

Facilitation Training Seminars

Target Date: October/November, 2001

Special training seminars will be conducted at each of the 16 ACUI regional conferences. These sessions will be led by trainers from the “STOP THE HATE!” Campus Hate Crime Prevention Train the Trainer program on one of the twelve modules developed to combat hate on college campuses. Assessment and best practices will be developed from the trainers hate crime prevention efforts throughout the year.

Web Site Clearinghouse

Target Date: August, 2001

The “STOP THE HATE!” Campus Hate Crime Prevention Clearinghouse (www.stophate.org) will be developed for online anti-hate resources and related links from educational partners. The Web site will initially provide a starting place for information collection and educational materials and serve as a method for communication with the consortium of ACUI trainers and their hate crime prevention efforts. An email discussion list will be made available for those choosing to receive updates and become more involved with hate crime awareness in their regions and on their campuses. The Web site could also be a way to disseminate new information and serve as a clearinghouse for ACUI hate crime training resources.

Action Guide

Target Date: March, 2002

The Hate Crime Prevention Action Guide would be broadly disseminated to college campuses electronically via the online “STOP THE HATE!” Web site. The action guide would be developed as a resource tool to combat hate, respond to hate crimes and provide information about other related publications. The action guide would be designed specifically for higher education through partnerships with other agencies/organizations within and outside academia.

Online Training TRS

Target Date: June, 2001

ACUI partnered with WisdomTools, Inc. to assist in developing the content and design of a new, innovative online training tool titled “A Community Response to Hate.” The online training allows participants to react and learn by going through a “time revealed scenario” of incidents leading to an actual hate crime on a community. Participants respond online and proceed step-by-step with an educational facilitator guiding his/her experience. Depending on future funding to pay the cost of the development fee to WisdomTools, Inc, ACUI should offer this online training to it’s members as a “value-added” benefit to membership at specified times during the year. A special opportunity to

demo the training this summer will be offered to approximately forty ACUI members during June and August. This opportunity is provided at “no cost” and would be an excellent way to provide further development to our “STOP THE HATE!” trainers. If ACUI could find a corporate partner to provide the cost of the development fee, this training tool could be more widely disseminated to ACUI membership as another resource to educate and combat hate on campus.

Ongoing Trainer Support & Best Practices Resource

Target Date: March, 2001 to March, 2002

The thirty-eight trainers who participated in the first “STOP THE HATE!” Campus Hate Crime Prevention Train the Trainer Program will be reporting his/her hate crime prevention efforts throughout the year and asking for additional resource support when necessary. Feedback will be used to improve the train the trainer manual for future trainings. Over 300 hate crime prevention efforts will be completed over the next year on college campuses across the United States and Canada. Based on the accomplishments of each trainer, the train the trainer program will develop a “Best Practices” resource to assist future trainers and to develop a session for the next annual conference.

IMPLEMENTATION & WORK TIMELINE

*Bold/italics designations indicate responsible party for workload
(either Volunteer, CO Staff, or Volunteer/CO Staff)*

March 2001

Train the Trainer -- Compile Trainer Action Plans (*Volunteer*)

April 2001

Train the Trainer-- Evaluation of Train the Trainer Program (*Volunteer*)

May 2001

Train the Trainer -- Distribute Trainer Action Plans (*Volunteer*)

Offer improvements to Train the Trainer Program (*Volunteer*)

Design/Production of Public Awareness Campaign (*Volunteer*)

Develop Program Model for “Stop the Hate!” (objectives, plan, timeline, etc) (*Volunteer/ CO Staff*)

Initiate/complete proposal for Hate Crime Symposia (budget, date, partners, etc) (*Volunteer/CO Staff*)

June 2001

Develop Web site clearinghouse (www.stophate.org) (*Volunteer*)

Design/Production of Public Awareness Campaign (*Volunteer*)

Offer online training TRS from WisdomTools, Inc. (*Volunteer*)

Train the Trainer -- Support Trainers with Efforts as Necessary (*Volunteer*)

Coordinate Facilitation Training Seminars at each Regional (*Volunteer*)

Finalize partnerships/start conference planning for Hate Crime Symposia (i.e. solicit volunteer positions for planning purposes) (*Volunteer/CO Staff*)

Seek and finalize Hate Crime Symposia Planning Team (HCSPT) (*Volunteer/CO Staff*)

July 2001

Develop Web site clearinghouse (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Coordinate Facilitation Training Seminars at each Regional (*Volunteer*)

Design/Production of Public Awareness Campaign (*Volunteer*)

Create tentative Hate Crime Symposia schedule (*Volunteer/CO Staff*)

Work on improvements to Train the Trainer (*Volunteer*)

Initiate development of Action Guide (*Volunteer*)

Confirm Hate Crime Symposia Host site and leader of Host team (*Volunteer/CO Staff*)

Seek Hate Crime Symposia Partners (i.e. NASPA, ACPA, etc.) (*Volunteer/CO Staff*)

Design/create Hate Crime Symposia logo/mark for all promotional materials (*Volunteer*)

As necessary, Continue to seek and finalize Hate Crime Symposia Planning Team (HCSPT) (*Volunteer/CO Staff*)

Continue planning for Hate Crime Symposia soliciting educational partners and content (*Volunteer/CO Staff*)

August 2001

Complete Design/Production of Public Awareness Campaign (*Volunteer*)

Coordinate Facilitation Training Seminars at each Regional (*Volunteer*)

Complete Web site clearinghouse (*Volunteer*)

Offer online training TRS from Wisdom Tools, Inc. (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Work on improvements to Train the Trainer (*Volunteer*)

Continue development of Action Guide (*Volunteer*)

Confirm Hate Crime Symposia Partners (i.e. NASPA, ACPA, etc.) (*Volunteer/CO Staff*)

Continue planning for Hate Crime Symposia soliciting educational partners and content (*Volunteer/CO Staff*)

Confirm onsite location for Hate Crime Symposia and budget implications (*Volunteer/CO Staff*)

September 2001

Launch Public Awareness Campaign in partnership with YouthStream Media Networks (*Volunteer/CO Staff*)

Launch initial promotions of hate crime symposia with funding partners (*Volunteer/CO Staff*)

Promote Train the Trainer and "STOP THE HATE!" Web site (*Volunteer/CO Staff*)

Organize Train the Trainer Program for March (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Work on improvements to Train the Trainer (*Volunteer*)

Continue development of Action Guide (*Volunteer*)

Call for Session for Hate Crime Symposia (*Volunteer/CO Staff*)

Continue planning for Hate Crime Symposia (keynotes, conf schedule, etc) (*Volunteer/CO Staff*)

October 2001

Develop Action Guide (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Organize Train the Trainer Program for March (*Volunteer*)

Work on improvements to Train the Trainer (*Volunteer*)

Continue development of Action Guide (*Volunteer*)

Continue promotions & planning for Hate Crime Symposia (*Volunteer/ CO Staff*)

November 2001

Organize Train the Trainer Program for March (*Volunteer*)

Finish improvements to Train the Trainer (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Promote Train the Trainer and “STOP THE HATE!” Web site (*Volunteer/CO Staff*)

Finish development of Action Guide (*Volunteer*)

Evaluate regional Hate Crime sessions from Trainers (*Volunteer*)

Early Registration Available for Hate Crime Symposia (*CO Staff*)

Confirm Keynote, special ed features, etc for Hate Crime Symposia (*Volunteer/CO Staff*)

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)

December 2001

Collect Best Practices from Trainers (*Volunteer*)

Organize Train the Trainer Program for March (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)

January 2002

Publish/Coordinate Best Practices from Trainers (*Volunteer*)

Organize Train the Trainer Program for March (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)

Deadline for Call For Sessions for Hate Crime Symposia (*Volunteer/CO Staff*)

Confirm educational program, keynotes, etc. of Hate Crime Symposia (*Volunteer/CO Staff*)

February 2002

Publish/Coordinate Best Practices from Trainers (*Volunteer*)

Organize Train the Trainer Program (*Volunteer*)

Support Trainers with Efforts as Necessary (*Volunteer*)

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)

Confirm educational sessions from Call and conference program (*Volunteer/CO Staff*)

March 2002

Relaunch public awareness campaign at Annual Conference (*Volunteer/CPT/CO Staff*)
 Train the Trainer -- Support Trainers with Efforts as Necessary (*Volunteer*)
 Implement Train the Trainer Program (*Volunteer*)
 Coordinate July Train the Trainer separate from the Annual Conference (*Volunteer/CO Staff*)
 Release preview of Hate Crime Symposia in coordination with Annual Conference and a mailing (*Volunteer/CO Staff*)
 Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)

April 2002

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)
 Plan July Train the Trainer separate from the Annual Conference (*Volunteer/CO Staff*)
 Late Registration Available for Hate Crime Symposia (*CO Staff*)

May 2002

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)
 Plan July Train the Trainer separate from the Annual Conference (*Volunteer/CO Staff*)

June 2002

Continue promotions & planning for Hate Crime Symposia (*Volunteer/CO Staff*)
 Implement Hate Crime Symposia (*Volunteer/CO Staff*)
 Promote July Train the Trainer and "STOP THE HATE!" Web site (*Volunteer/CO Staff*)
 Plan July Train the Trainer separate from the Annual Conference (*Volunteer/CO Staff*)

July 2002

Implement another Train the Trainer program separate from the Annual Conference (*Volunteer/CO Staff*)
 Promote "STOP THE HATE!" Web site (*Volunteer/CO Staff*)

Respectfully Submitted by
Shane Windmeyer, "STOP THE HATE!" Program Leader, June 2001.