



Irene Gomez-Bethke Papers.

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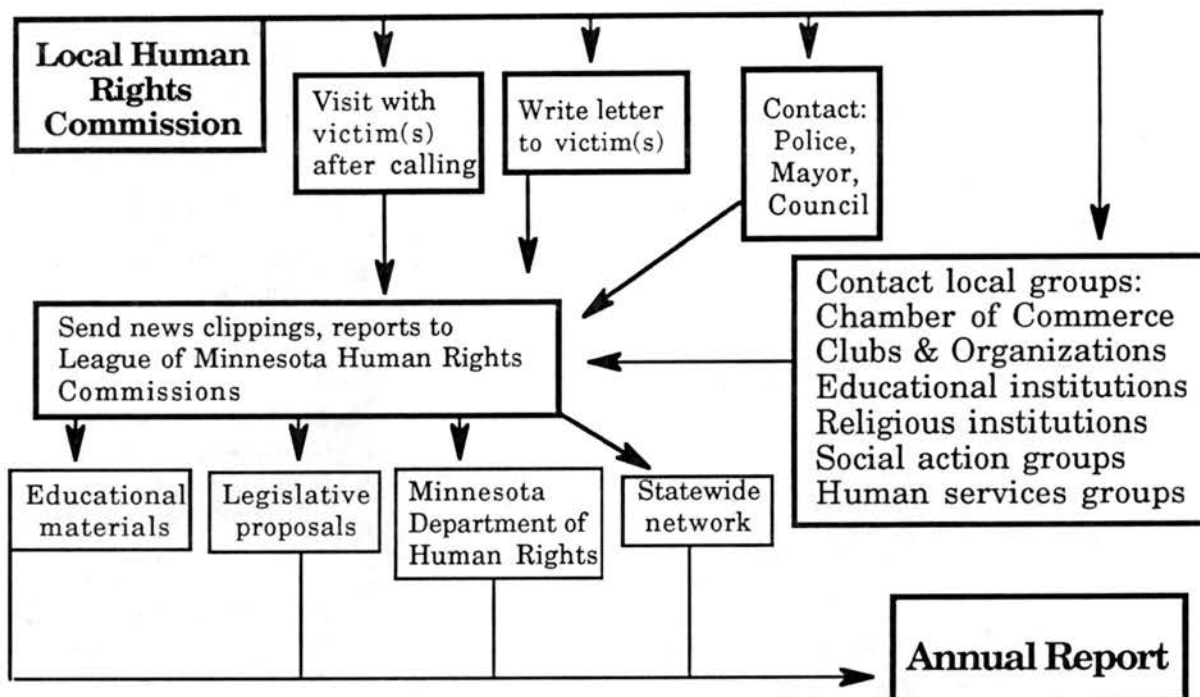
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ORGANIZING HATE CRIME REPONSE

Examples:

- Overview, sample letters
- Roseville's plan
- Brooklyn Park's plan
- News conference: Reaction to attempted cross-burning
- Bias response workshops
- Editorial: Connecting advocates and police chiefs
- Bias offense report
- Hate & Bias Crimes brochure
- Helpful hints
- Outreach letter and registration sheet

RESPONSE TO ACTS OF BIAS AND PREJUDICE



*When will
there be
justice in
America?*

*When one
who is not
injured is
as incensed
by injustice
as those
who are
injured.*

Charles Kuralt

(Sample letter to victims if you have not yet met with them.)

CITY HUMAN RIGHTS COMMISSION

Dear Friends,

It has come to the attention of this Commission that you and your family have suffered harassment in your home and that damage has been done to your property. We understand from authorities and news reports that the motivation for these acts is racial bias and prejudice. The Commissioners express regret that this has happened. It saddens us to know that someone in our community is going through such an ordeal.

We are alerting our bias Response Network to this outrage and someone will be calling you soon to arrange for an appointment to discuss how we can be of continuing support to make certain that such an ugly act does not recur. If you prefer, we can discuss this by phone ().

Enclosed is a brochure outlining what your rights are in this case and what organizations you may contact for help and support.

We see once again that much work needs to be done to stop hate crimes in our communities. This quotation from Charles Kuralt captures our thinking on this: "When will there be justice in America? When one who is not injured is as incensed by injustice as those who are injured." We are incensed by this incident and are motivated to increase our efforts in the Human Rights arena so that this type of incident will not happen here again.

Sincerely,

*There are freedom shouters. There are freedom whisperers.
Both may serve.
Have I, have you, been too silent?
Is there an easy crime of silence?
Is there any easy road to freedom? — Carl Sandburg*

LMHRC

The League of Minnesota
Human Rights Commissions
4221 Lake Road Robbinsdale Minnesota 55422

To Human Rights Commissioners:

What would you do if there were cross burnings in your community? What action would you take if swastikas were painted on walls in your town? Suppose hate crimes were reported in your area as they are, in increasing numbers, all around the state. Is your Commission prepared to respond?

The League of Minnesota Human Rights Commissions has set a goal to express concern and regret to victims of overt acts of bias and prejudice. Members of the League are creating a human rights network of local Human Rights Commissions and community groups to promptly contact the victims in a supportive manner.

The Midwest has a long-standing tradition of neighbors coming to the support of those who have suffered losses. Farmers do the field work of a neighbor who is ill; church committees bring casseroles to families who are experiencing sickness and death. There are cards, collections, visits. Sympathy is appropriately expressed to create a supportive presence.

The League wishes to build a network of people who will support victims when a hate crime has occurred. The flow chart on the next page diagrams a plan for responding to acts of bias and prejudice. Steps to create the Response Network are listed on this page. Ideas from this letter (with appropriate variations) may be used by your local commission to contact groups in your community.

No centrally designed plan will fit every community. We hope these ideas will stimulate your Commission to think about how your community should respond if hate crimes occur. We urge you to design your own Response Network.

Sincerely,

Marion Helland, Thelma McKenzie, and the League Board

ACTION PLAN

Steps to prepare your community to respond to acts of bias:

1. **Select** a committee to organize a Response Network, reflecting different areas of your city or county.
2. **List** addresses and phone numbers of local groups and persons to be in Response Network.
3. **Mail** each organization or person a letter explaining the plan. (Letter from the League on this page contains some ideas).
4. **Appoint** someone to initiate the following actions when an incident of bias occurs.
 - a. **Contact** authorities to ascertain the facts about the incident. (Be sure to work closely with your Police Department).
 - b. **Promptly contact** the victim, preferably in person. **Mail** letter (see sample).
 - c. **Contact** organizations in Response Network.
 - d. **Mail** letters to editors of newspapers (samples available from League).
 - e. **Do follow-up calls** to Response Network (**remind** them of action needed, especially to keep in touch with the victims.)
5. Response Network Committee **keeps a log** of newspaper clippings, letters, and reports. Periodically **updates** address list of Response Network. **Mail** copies of list and logs to:
League of Minnesota
Human Rights Commissions
4221 Lake Road
Robbinsdale, MN 55422

626.5531 REPORTING OF CRIMES MOTIVATED BY BIAS.

Subdivision 1. **Reports required.** A peace officer must report to the head of the officer's department every violation of chapter 609 or a local criminal ordinance if the officer has reason to believe, or if the victim alleges, that the offender was motivated to commit the act by the victim's race, religion, national origin, sex, age, disability, or characteristics identified as sexual orientation. The superintendent of the bureau of criminal apprehension shall adopt a reporting form to be used by law enforcement agencies in making the reports required under this section. The reports must include for each incident all of the following:

- (1) the date of the offense;
- (2) the location of the offense;
- (3) whether the target of the incident is a person, private property, or public property;
- (4) the crime committed;
- (5) the type of bias and information about the offender and the victim that is relevant to that bias;
- (6) any organized group involved in the incident;
- (7) the disposition of the case;
- (8) whether the determination that the offense was motivated by bias was based on the officer's reasonable belief or on the victim's allegation; and
- (9) any additional information the superintendent deems necessary for the acquisition of accurate and relevant data.

Subd. 2. **Use of information collected.** The head of a local law enforcement agency or state law enforcement department that employs peace officers licensed under section 626.843 must file a monthly report describing crimes reported under this section with the department of public safety, bureau of criminal apprehension. The commissioner of public safety must summarize and analyze the information received and file an annual report with the department of human rights and the legislature. The commissioner may include information in the annual report concerning any additional criminal activity motivated by bias that is not covered by this section.

History: 1988 c 643 s 1; 1989 c 261 s 9; 1992 c 571 art 15 s 12



July 27, 1994

Dear Network Contact:

The Roseville City Council has now formally approved the enclosed "Bias/Hate Crime Response Plan." As you will recall, you had agreed to participate as a Network Contact in those instances where it is appropriate.

Please contact me if you have any questions.

Sincerely,

Mike Trainor

Michael Trainor, Chairman
Roseville Human Rights Commission

Enclosure



Roseville Human Rights Commission

Bias Hate Crime Response

Purpose

To establish a local response to bias-hate crimes and to join with the League of Minnesota Human Rights Commissions (LMHRC) in establishing a statewide response mechanism to counter hate crimes. This procedure is based on outlines provided by the LMHRC. These outlines have been modified to serve as a specific action guide for the Roseville Human Rights Commission in the event of a bias-hate crime. The Roseville Human Rights Commission will not play an investigative role in such crimes but will provide support to victims of such crimes.

Goal

Council approval.

Goal

Commitment from Roseville Police Department that the Roseville Human Rights Commission (RHRC) will be notified as soon as possible after they receive a confirmed bias-hate crime complaint. Contact with the RHRC can be made through the Roseville staff liaison.

The RHRC will also provide the Roseville Police Department with any information regarding hate crimes that its members receive as a result of their role as Commissioners.

Goal

Cultivate a network within the community that can be activated promptly to support victims of bias-hate crime.

Goal

Raise awareness of this issue within the community.

Response to Bias Hate Crime Guide

1. Immediate response is given high priority.

Upon receiving notice of an incident, call the victim(s) and try to set up an interview face to face. Be prepared to conduct the interview over the phone at this time if victim is reluctant to meet. Initiate network response.

2. Support Interview -- if in person, have two people visit.

Larry Mazzitello, Special Project Manager for Northwest Youth and Family Services (NYFS), and Mort Ryweck of the LMHRC have both expressed willingness to accompany a Roseville Human Rights Commissioner during the interview. Larry has experience with this type of interview and NYFS shares many of the goals of the Roseville Human Rights Commission. Mort Ryweck is coordinating the LMHRC statewide response network to bias/hate crimes.

Jerry Ruettimann, Roseville Police Department Neighborhood Watch Program Coordinator, has agreed to inform the RHRC if the bias-hate crime occurred in an area that is participating in the program. Jerry would initiate contact with that neighborhood watch block captain and the RHRC. The goal would be that one of the victim's neighbors would attend the interview, thus adding a familiar face to the process.

Sample Interview

- A. Express regret and outrage that the bias-hate crime has occurred in the community and that it is not a reflection of our values.
- B. Explain that the RHRC is not affiliated with the Police Department or any other investigative body but is here to provide information and support.
- C. Questions:
 - 1) What happened?
 - 2) Is this the first time?
 - 3) Were children involved?
 - 4) How were you treated by police?
 - 5) Is there anything we can do to prevent a recurrence?
- D. Exchange telephone numbers.
- E. Offer telephone numbers and addresses of appropriate social service groups.

3. Post Interview Network Response

- A) Contact LMHRC (Mort Ryweck) - confirm that they will notify Minnesota Department of Human Rights.
- B) Contact Roseville City Council Liaison and the Mayor. Inform them of the response.
- C) Send a letter to the editor of local newspapers from the RHRC.
- D) Contact school districts if appropriate.

4. Follow-up contact within one week, by telephone or in person.

- A) Ask if there has been a recurrence.
- B) Ask if there has been any trouble at school.
- C) Offer support by exchanging telephone numbers again.

5. Follow-up contact after one month (if appropriate).
6. Review the response with the RHRC. Improve strategy if necessary.
 - A) Send letters of appreciation to network members that were involved.
 - B) Review the response with the Roseville City Council Liaison and Police Chief.
 - C) Make copies and send a summary report to the LMHRC.

Network Contacts

League of Minnesota Human Rights Commissions (LMHRC)

Contact: Morton Ryweck, Campaign Coord. Bias-Hate Crimes

~~374-5580~~ 376-0525

School District 621 - Mounds View

Primary contact: Judy Curtiss, Director of Personnel

Secondary contact: Dan Hoverman

636-3650

School District 623 - Roseville

Primary contact: Keith Smelser, Assistant Sup't Personnel

Secondary contact: Clarrissa Hirsch

635-1600

Northwest Youth and Family Services (NYFS)

Contact: Larry Mazzitello, Special Project Manager

636-5448 NYFS Office

628-0088 RAC Office

Neighborhood Watch - Roseville

Contact: Jerry Ruettimann, Project Coordinator

490-2262

Roseville City Council Liaison and Mayor

Contact: Pat Johnson

490-2206

First Call for Help

224-1133

TDD: 291-8430

State Dept. of Human Rights

296-5663

Roseville Human Rights Commission

Contact: Mike Trainor, Chair

636-6937

Suburban Area Chamber of Commerce

(pending Council and Chamber Board approval)

Brooklyn Park Sun Post, March 29, 1995

City adopts hate crime response

Investigations left to police officials

By Patt Ligman
Staff Writer

Victims of hate crimes in Brooklyn Park now have another place to turn.

The City Council approved a response plan to hate or bias crimes committed in the city. The resolution was passed unanimously at Monday's meeting.

Hate crimes are committed against a person or group because of race, religion, gender, sexual orientation, age or disability.

Judges in Minnesota can im-

pose more severe penalties on perpetrators of hate or bias crimes than otherwise would be levied if the crime were not motivated by bigotry.

Some examples of hate crimes are cross burning on a lawn, vandalism of religious buildings or cemeteries, and assaulting a person thought to be homosexual.

The Brooklyn Park Human Relations Commission will be responsible for coordinating support to victims of hate crimes. It will not be responsible for investigating the crime, according to information given to the city.

In response to a hate or bias crime, the commission will:

- *The chair or co-chair will call the victim for an interview.

- *The mayor and council liai-

son, currently Sharon Feess, will be notified of the incident. Other individuals or organizations, such as Neighborhood Watch block captains, Minnesota Department of Human Rights and League of Minnesota Human Rights Commissions, will be notified.

A commission member may also conduct an interview with the victim, if requested. Follow-up contact with the victim will be made in one month if necessary.

- *A review of the response, including a summary report, will be made by the commission.

Victims must also be informed that additional help may be obtained from Hennepin County.

adopted 3/20/95

City of Brooklyn Park
BIAS/HATE CRIME RESPONSE PLAN

Purpose

To establish a local response to bias/hate crimes and to join with the League of Minnesota Human Rights Commission (LMHRC) in establishing a state-wide response mechanism to counter hate and bias crimes. The Brooklyn Park Human Relations Commission will not investigate such crimes, but will provide or coordinate support to victims of such crimes.

The Commission seeks:

- City Council approval of the Plan.
- A commitment from the Brooklyn Park Police Department that the Commission will be notified as soon as possible after a confirmed bias/hate crime complaint. Contact is to be made through the Commission's staff representative.
- The establishment of a community network, that can be activated to promptly support victims of bias/hate crimes.
- To raise awareness of this issue within the community.

In response to a bias/hate crime, the Commission will do the following:

1) Immediate Response.

Upon receiving notice of an incident, the Commission Chair/Co-Chair will call the victim(s). The interview may be conducted over the phone if the victim is reluctant to meet.

2) Initiate Network Response.

- Contact Brooklyn Park City Council Liaison and the mayor to inform them of the incident and response.
- Contact Mort Ryweck, State Project Coordinator, LMHRC, to seek support and insure that the Minnesota Department of Human Rights is notified.
- Identify if the affected area is participating in a neighborhood watch program. Crime watch coordinator would contact the neighborhood watch block captain. The goal would be to have one of the victim's neighbors attend the interview, thus adding a familiar face to the process.

INTERVIEW QUESTIONS

These questions are meant to be a guide. The interview panel may wish to add or change these questions.

- What happened?
- Was this the first incident or have there been others?
- Were children involved?
- Were you satisfied with the police response?
- How can we help you?
- What can we do together to prevent future recurrences?
- Is there anyone that you would like to contact you, or that we could contact for you?
- I would like to write to the media or organize a community response. Would you agree to this?

- or -

Do you want the Commission to contact the media?

The Commission member should exchange phone numbers, again offer any assistance, and explain future follow-up contacts.

Inform the person that there is help available through Hennepin County. This help may cover physical damage or counseling. Contact victim-witness representative Lisa Ecce, 348-5875.

- A selected Commission member, along with other appropriate network representatives, will conduct an interview when requested.
- The Commission and network representatives will send letters to the media, conduct interviews with local cable channel, and plan/conduct community-wide response when appropriate, after consultation with the victim(s).
- Initiate follow-up contact. Follow-up contact should be made within one week, in person or by phone. Check on any recurrences, other problems, and offer continued support.
- Initiate follow-up contact in one month (if appropriate).
- The Commission and network representatives involved shall meet as necessary, review the process of response and take action or make changes.

3) Review Response.

- The Commission shall review the overall process.
- The Commission shall send letters of appreciation to the network representatives involved.
- The Commission shall share the response with Brooklyn Park City Council Liaison and Police Chief and provide a summary report.

City of Brooklyn Park
BIAS/HATE CRIME RESPONSE PLAN
NETWORK PARTNERS

Organization	Contact	Telephone
City of Brooklyn Park	City Manager Craig R. Rapp	493-8001 493-8392 (TDD)
League of Minnesota Human Rights Commission	Mort Ryweck	612-376-0525
Brooklyn Park Police Department	Chief Donald Davis Crime Prevention Officer Steve Flesland	493-8200 493-8209
Family and Children Service - Northwest Branch	Mary Magnuson Director	560-4412
Osseo School District 279	Sharon Mortrud Asst. Dir. of Personnel/ Harassment Officer	391-7005
Anoka-Hennepin School District 11	Carla Swensen Director of Personnel	422-5500
Robbinsdale School District 281	Gwen Martinson Director of Special Services	533-3133
Brooklyn Park City Council	Sharon Feess, Staff Liaison Grace Arbogast, Mayor	566-0103 533-7694
North Hennepin Chamber of Commerce	Marilyn Slifka	424-6744
State Dept. of Human Rights		296-5663
First Call for Help	United Way	335-5000
Brooklyn Park Ministerial Association	Rev. Kathy Chesney	561-2512
Northwest Hennepin Human Services Council	Patricia Wilder	493-2802
Pastoral Care Team North Memorial Hospital	Rev. Greg Bodin on-call 24-hour service	520-5627
North Hennepin Community College	John Dawson	424-0939

CITY OF BROOKLYN PARK HUMAN RELATIONS COMMISSION
PROCEDURES FOR HANDLING COMPLAINTS

1. INITIATION OF COMPLAINTS

- a. Complaints may be filed at any Human Relations Commission meeting, by contacting the City Human Resources Division, or by contacting any member of the Human Relations Commission. Whenever a complaint is received, the Chair of the Commission should be contacted as soon as possible.
- b. All complaints will be handled by the Commission in a confidential manner, unless written permission to release information is obtained from the complainant.

2. PROCESSING OF COMPLAINT

- a. The Chair of the Commission shall name one commissioner to monitor each complaint, assign a case number, and complete the top section of the Human Relations Commission Referral Form.
- b. The monitor shall ensure that the complainant has a copy of the Human Relations Commission Complaint Form and may offer to assist the complainant in completing the form, if appropriate.
- c. The monitor should describe the role of the Commission in the complaint process as well as the roles of the North Hennepin Mediation Program and the Minnesota Department of Human Rights.
- d. The monitor shall present the complaint to the Commission at its next meeting for determination of the appropriate response.

3. DETERMINATION PROCESS

- a. The Commission shall make a determination regarding the appropriate disposition of the complaint based on the following factors:
 1. Did the alleged action occur within the City limits of Brooklyn Park?
 2. Did the alleged action take place within the past 365 days?
 3. Does the complaint involve an alleged violation of the Minnesota Human Rights Act? Is the complainant a member of a protected class?
- b. Complaints shall be referred by the Commission as follows:
 1. To another Human Rights Commission or appropriate agency if the alleged act did not occur in Brooklyn Park.
 2. To the North Hennepin Mediation Program or other mediation service if the alleged act does not seem to be a violation of the Minnesota Human Rights Act.
 3. To the Minnesota Department of Human Rights if the incident is an alleged violation of the Minnesota Human Rights Act and has occurred within the last 365 days.
 4. To the City of Brooklyn Park Human Resources Division if the respondent named in the case is a City Official, City staff member, or a City Department.

4. RECORDING AND FOLLOW-UP OF COMPLAINTS

- a. The monitor should follow-up within a month to ensure that the referral process was completed.
- b. The monitor should follow-up within a reasonable time to see if the complaint was resolved.
- c. The Commission shall maintain a file of all complaints received and other relevant information.
- d. A statistical summary of all complaints received should be included in the Human Relations Commission Annual Report, including category of complaint, where referred and whether resolved.



Human Relations Commission Complaint Form

Your Name	
Address	
Home Telephone	Work Telephone (optional)
Charged Party's Name	
Address	
Telephone Number	
Nature of the Complaint (Please be as complete as possible. Include date(s), time(s), location(s) and any witness(es).)	

Complaints alleging a violation of the Minnesota Human Rights act must be filed with the Minnesota Department of Human Rights within 365 days of the alleged incident.

CITY OF BROOKLYN PARK HUMAN RELATIONS COMMISSION
PROCEDURES FOR MAKING REFERRALS TO OTHER AGENCIES

1. REFERRALS TO THE MN DEPARTMENT OF HUMAN RIGHTS (MDHR)
 - a. Be aware that the complaint must be filed within 365 days of the occurrence of the incident. No extensions can be made.
 - b. To contact the MDHR call (612) 296-5663 and ask for the intake staff or call Dolores Frige at (612) 296-5667 to start the referral process.
 - c. Describe the complaint and the MDHR will send the appropriate questionnaire to the complainant.
 - d. The Commission monitor may serve as advocate to help complainant in the process.
 - e. MDHR staff will draft the charge if the case warrants it. The complainant must sign the charge and have it notarized within the 365 day limit.
 - f. The Commission monitor may call the MDHR at any time to find out the status of the case and, ultimately, the resolution as this is a public process.

2. REFERRALS TO THE NORTH HENNEPIN MEDIATION PROGRAM (NHMP)
 - a. There are no time limits for filing a complaint with the NHMP.
 - b. NHMP serves residents for Northwest Hennepin County and occasionally other areas.
 - c. No fees are charged for mediation services, except in post divorce mediation, then a sliding fee scale is used.
 - d. Call NHMP at 561-0033 and ask for case development staff. They will need the basic information about the complainant and a brief description of the dispute. Be ready with the NORTH HENNEPIN MEDIATION PROGRAM REFERRAL FORM (copy attached).
 - e. Commission monitor may mail, fax or deliver a copy of our City of Brooklyn Park Human Relations Commission Complaint Form if requested to:

North Hennepin Mediation Program
3300 County Road 10, Suite 212
Brooklyn Center, MN 55429
fax (612) 561-0266
 - f. NHMP will mail a referral report to us when mediation is completed.

3. REFERRALS TO THE CITY OF BROOKLYN PARK
 - a. Call the Human Resources Director at (612) 493-8004.
 - b. Human Resources Director will notify the City Manager and direct appropriate resources to the investigation of any complaint. This may include department directors, supervisory personnel, and the City attorney.
 - c. The Commission shall be informed of the status and the final disposition of any complaint under provisions of all applicable state laws.

CITY OF BROOKLYN PARK HUMAN RELATIONS COMMISSION

COMPLAINT REFERRAL FORM

Date of Complaint: _____ HRC Case Number: _____

Commission Monitor: _____ Phone: _____

HUMAN RELATIONS COMMISSION DETERMINATION AND REFERRAL

Date of Commission Determination: _____

Commission Determination: _____

Date of Referral: _____ Referred to: _____

Contact Person: _____ Phone: _____

Follow up, if any: _____

RESOLUTION

Resolution: _____

Date of Resolution: _____

Comments: _____

(Please attach copy of original complaint form.)

May 15, 1996

To: Plymouth City Council
Plymouth Chief of Police

From: Plymouth Human Rights Commission

Re: Bias/Hate Crimes Response Plan

Recently the League of Minnesota Human Rights Commissions sent information to City Mayors and Police Chiefs throughout the State of Minnesota offering information and training in understanding, reporting and countering hate and bias crimes. Our community has been fortunate to date because we have experienced very few reported hate crimes. However, if such an incident happened here, would the City of Plymouth be prepared to effectively respond? We believe the Chief and his department have the skills and commitment to effectively investigate and solve such crimes. Equally important however, is establishing and maintaining a system to respond to the needs of the victim(s) of such crimes.

To complement the efforts of the Plymouth Department of Public Safety and to develop a state of readiness to support hate crime victims, we propose the attached "Bias/Hate Crime Response Plan for the City of Plymouth." **We seek the City Council's approval and the Chief's support to implement this Plan.** As part of this Plan, the Plymouth Human Rights Commission will develop a community resource network through our schools, churches, businesses, and human services agencies to support victims of hate crimes and to educate our citizens about prejudice and bigotry. These efforts will be part of an ongoing program to prevent bias/hate crimes within Plymouth.

Thank-you.

May 15, 1996

Bias/Hate Crime Response Plan
for the City of Plymouth

PURPOSE

To establish a local response to bias/hate crimes and to join with the League of Minnesota Human Rights Commissions (LMHRC) in establishing a state-wide response mechanism to counter hate and bias crimes. The Plymouth Human Rights Commission (PHRC) will not be involved in the investigation of such crimes, but will provide or coordinate support for the victims of such crimes.

This Response Plan is based on outlines provided by the LMHRC, input from the Plymouth Department of Public Safety and community resources, and procedures already adopted by other cities in the metropolitan Twin Cities.

The Plymouth Human Rights Commission seeks:

1. City Council approval of the Plan.
2. Commitment from the Plymouth Department of Public Safety that the PHRC will be notified as soon as possible after they receive a confirmed bias/hate crime complaint and victim agrees to such notification. Contact with the PHRC can be made through Plymouth staff liaison or to Chair of PHRC.

The Plymouth Human Rights Commission will:

1. Develop a network within the community which can be quickly activated to support victims of bias/hate crimes.
2. Raise awareness of prejudice and bigotry and this Response Plan within the community.
3. Maintain readiness to activate this Plan and keep it current.

May 15, 1996

Plymouth Human Rights Commission
Bias/Hate Crime Response Process

Upon receiving notice of an incident, the Plymouth Human Rights Commission (PHRC) will respond as follows:

- I. Immediate Response
 - A. Notify the Plymouth Department of Public Safety (DPS) in the event they have not been notified of the crime. Ensure the victim understands that the PHRC is obligated to report such crimes to the DPS.
 - B. PHRC Chair or Alternate calls the victim(s) immediately
 - C. Phone or in-person interview conducted (preferably in-person)
 1. Express regret over the incident
 2. Explain PHRC role
 3. Offer support from Network Groups
 - C. Exchange phone numbers
- II. Activate Network to Notify and Deliver Support (after consulting with victim).
 - A. Contact Plymouth City Council liaison and the Mayor
 - B. Contact LMHRC (Mort Ryweck)—Confirm notification to MN Department of Human Rights
 - C. Through Plymouth Department of Public Safety, contact appropriate Neighborhood Watch Block Captain (if area participates)
 - D. Contact Ministerial/Clergy Association liaison
 - E. Contact appropriate human services agencies
 - F. Contact school district liaison if appropriate
- III. Community Response to Create Awareness and Support
 - A. Contact media (after consulting with victim)
 1. Plymouth Sun Sailor
 2. Plymouth News
 3. Cable TV
 - B. School Awareness
 - C. Religious Groups

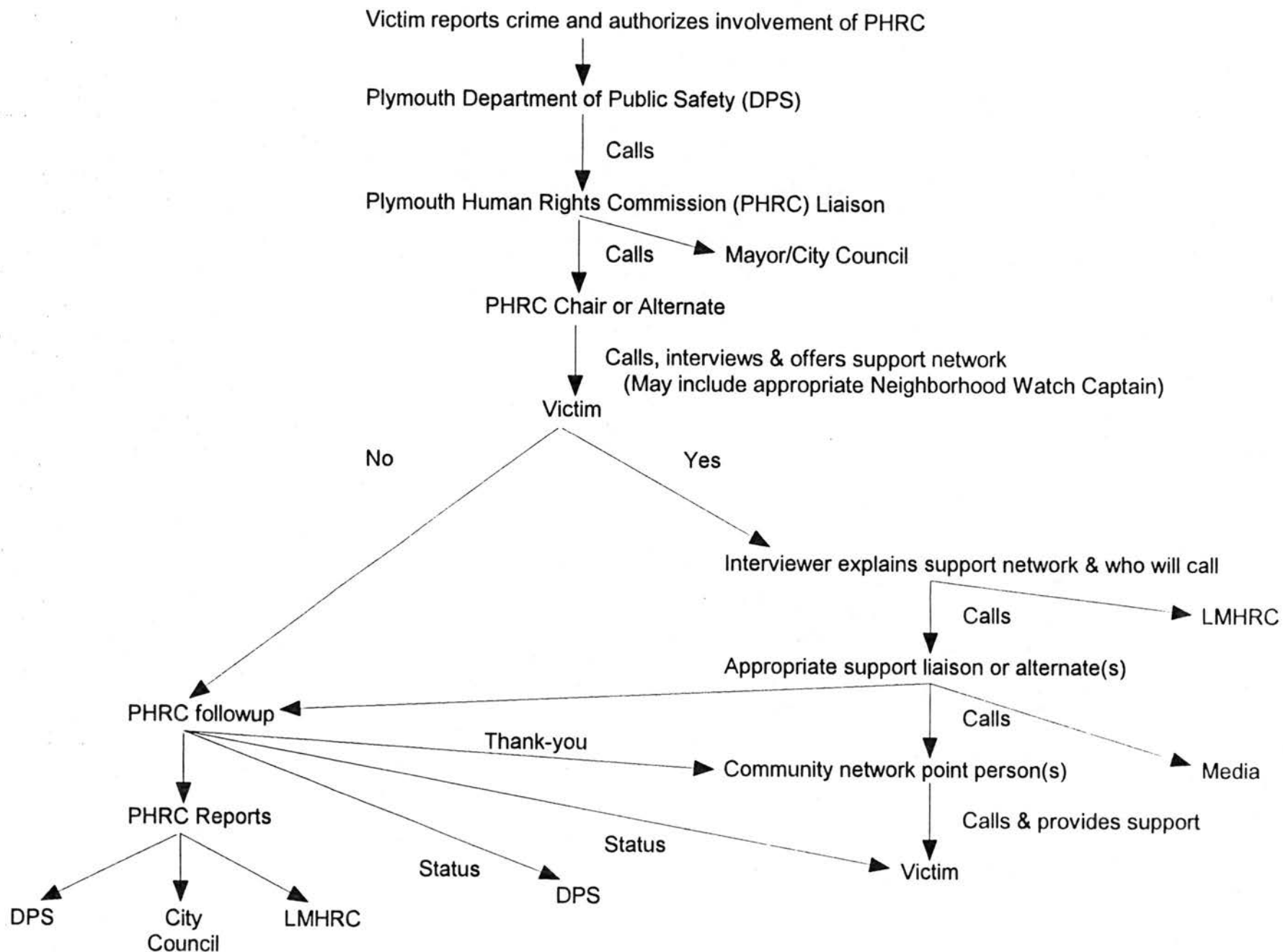
IV. Follow-up

- A. PHRC Chair or Alternate re-contacts victim(s) within 1 week
 - 1. Ask about recurrences
 - 2. Ask about other problems
 - 3. Offer continued support
- B. Contact DPS to relate victim(s) status/concerns
- C. PHRC Chair or Alternate re-contacts victim(s) after 1 month (if appropriate)

V. Report and Evaluation

- A. PHRC reviews the process and implements improvements
- B. PHRC sends letters of appreciation to network representatives involved
- C. PHRC provides summary reports
 - 1. Plymouth Mayor and City Council
 - 2. Plymouth Chief of Police
 - 3. LMHRC

BIAS/HATE CRIME RESPONSE PLAN PROCESS FLOW



MOORHEAD

MINNESOTA

500 CENTER AVENUE, BOX 779, MOORHEAD, MINNESOTA 56561
(218) 299-5301

July 22, 1996

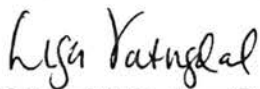
Mr. Morton Ryweck
League of MN Human Rights Commissions
1225 LaSalle Avenue
Minneapolis MN 55403

Dear Mort:

We appreciate your participation in the creation of Moorhead's "Bias/Hate Crime Response Plan" and constructive comments with regard to the final product. Enclosed is a copy of the approved Plan. Your input in the development of the Plan was of great benefit, and your input in its implementation will be even more important.

Please keep us in mind as issues arise in which the Commission might play a beneficial role. We will continue to keep you informed as to the Commission's activities. Again, thank you for your time and assistance in developing the Bias/Hate Crime Response Plan.

Sincerely,



for

Walter McDuffy, Chair
Moorhead Human Rights Commission

PS - Would you please forward a copy of the Plan to Marion Helland with our thanks!

Moorhead Human Rights Commission Bias/Hate Crime Response Plan

Purpose: The Moorhead Human Rights Commission seeks to establish a local response to address bias/hate crimes and to join with the League of Minnesota Human Rights Commissions in establishing a mechanism to counter hate and bias crimes. The Moorhead Human Rights Commission will not serve to investigate hate-motivated crimes, but provide support to victims of such crimes and to the community.

A hate crime, as defined by criminal statute, is a criminal act committed against a person, institution, or property of which the primary motivation is the victim's affiliation with a protected class. A recent change to the law allows for the perception of either the victim or the police officer regarding the bias motivation of the crime to cause it to be categorized as a hate crime. Convictions resulting from hate crimes carry enhanced penalties.

Partnership: In order to provide timely, meaningful support to victims of bias crimes, the Commission must partner with citizens and organizations in the community that are in contact with hate crime victims. Key partners include:

Implementation: Moorhead Police Department
Moorhead Human Rights Commission
Community Development Department
Volunteer Network

Support/Referral: Citizens of Moorhead
Crime Victim/Witness Advocate Program
Cultural Diversity Project
Area Churches
Independent School District 152
Moorhead City Council
Moorhead Healthy Community Initiative
Neighborhood Block Clubs
People Escaping Poverty Project
and other Community, Cultural, and Neighborhood organizations

Plan: With the cooperation and assistance of the partners identified above, the following response to hate crimes will be initiated:

1. **Referral:** Referral received from police. If referral comes from other than the police, encourage victim to report the incident to the police. Offer to accompany victim to make report.
2. **Phone contact:** Call victim, expressing sympathy. Ask if you and another volunteer might visit in person to discuss the incident and offer support and assistance. If victim does not want a personal visit, follow with a letter, offering assistance at a later date if desired. Include information on other services in the community which might be of benefit. Ask permission to report the information to the League of Minnesota Human Rights Commissions and the Neighborhood Block Club(s) in which the incident took place, and in which the victim lives if organized block clubs exist in these neighborhoods.
3. **Personal visit:** With team of two, visit with the victim, either at his/her home or other location of victim's choice. Identify the team as members of the hate crime response volunteer network and explain our purpose in calling. Interview questions:

- What happened?
- Was this the first time this has happened or have there been other incidents?
- Were children involved?
- What can we do to help you?
- What can we do together to prevent this from happening again?
- Is there anyone else you would like to contact you, or that we can contact for you?
- I would like to notify the media or organize a community response with your permission. Would you agree to this? Do you mind if we use your name, or would you prefer we didn't? or Do you want the Commission to contact the media?

This format is a guide. It is not rigid and should be sensitive to individual circumstances.

4. **Commission meeting:** (emergency meeting if appropriate) Discuss the incident and how the Commission should respond. As appropriate, draft letters to the media, contact the League of Minnesota Human Rights Commissions, and/or organize a communitywide response. Consider victim's wishes as to confidentiality and level of publicity.
5. **Follow up contacts:** Phone or call on the victim one week after the initial incident:
 - How are you doing?
 - Has there been a recurrence of the crime or any other problems?
 - Can we do anything else for you?

Repeat follow up process one month after incident (sooner or more frequently as determined necessary).

Draft July 22, 1996

**Moorhead Human Rights Commission
Bias/Hate Crime Response Plan
Volunteer Network**

[illegible]

To: Newsroom - News Editor/News Director
From: City of St. Louis Park
Length of Fax Transmission: One page
Information: Carol Wirtshafter, JCRC/ADL - 338-7816 or
Lynn Schwartz, City of St. Louis Park - 924-2521

News Conference Reaction to Attempted Cross-Burning

3 p.m, Today - Monday, November 15
St. Louis Park City Hall

5005 Minnetonka Boulevard - City Council Chambers - third floor

Purpose: St. Louis Park City officials and representatives of the Jewish Community Relations Council and faith communities will come together to denounce an attempted hate crime in St. Louis Park. They will let the perpetrators know that bias crimes will be prosecuted to the fullest extent of the law and call upon the community to make all neighborhoods a welcoming place for all peoples.

Location: City Hall is three blocks east of the intersection of Highway 100 and Minnetonka Boulevard.

Parking: The most convenient parking is on Minnetonka Boulevard - enter the building at street level. The Council Chamber is just to the right of the front entrance. (If you park in the parking lot behind City Hall: take the elevator to the third floor. Ask the receptionist to point out where the Council Chamber is located.)

Speakers: (subject to change)

Lyle Hanks, Mayor of St. Louis Park

Gail Dorfman, St. Louis Park City Council member

Mancel Mitchell, St. Louis Park Chief of Police

Barbara Bearman, St. Louis Park Human Rights Commission

Carol Wirtshafter, Acting Director, Jewish Community Relations Council/Anti-Defamation League

Rev. Gary Reiersen, Executive Director, Minneapolis Council of Churches

Reverend Richard Wagner, Pastor, Union Congregational Church, St. Louis Park

Rabbi Jerome Herzog, Keneseth Israel Congregation, St. Louis Park

Monseigneur James Habiger, Minnesota Catholic Conference

Background: At 9 p.m., Friday, November 12 the St. Louis Park police were called by an individual who told police that she saw a wooden cross wrapped in newspaper leaning against a neighbor's garage. The cross was not burning when the police were called. The St. Louis Park police responded and found a 4' by 2' cross in the 5800 block of Goodrich Avenue in St. Louis Park. The cross did have some smoke marks at the bottom, but it evidently had not been ignited. The St. Louis Park police removed the cross; it is now in evidence and being processed at the St. Louis Park police station. Police have interviewed the apparent intended victims: an African American family. Police have also gone door to door asking neighbors if they had seen anything suspicious. On Sunday, November 14, a member of the St. Louis Park Human Rights Commission and the St. Louis Park police chief visited the home of the intended victims to offer their support. The St. Louis Park police department is continuing its investigation of the incident. St. Louis Park has not had a reported incident of any attempted cross burnings prior to this incident.



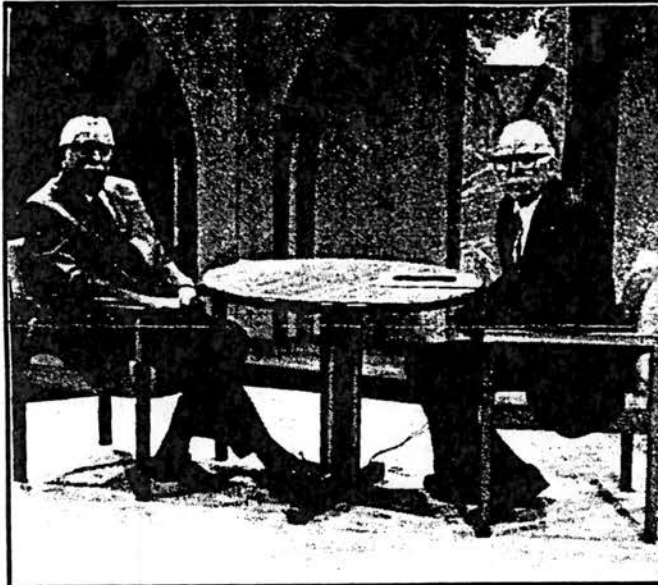
Minnesota Chiefs of Police Association
Minnesota Chiefs of Police Educational Foundation
Craig A. Anderson, President



InfoNet News

September 20, 1994

Volume 3, No. 4



From left to right, Dutch Kastenbaum, Senior Citizens Forum, KMSP-TV and Mort Ryweck, Statewide Coordinator of Campaign Against Hate and Bigotry, discuss age discrimination, work of LMHRC and Hate Crimes Campaign.

Bias response workshops yield pledges of participation

The League of Minnesota Human Rights Commissions sponsored nine workshops from March to May that were designed to prevent and combat hate crimes. These regional seminars entitled "Mobilizing the Community to Counter and Prevent Hate Crimes" were held in Maplewood, Golden Valley, New Ulm, Winona, Marshall, Bemidji, Moorhead, St. Cloud and Duluth.

The panels featured local officials as well as representatives from various cultural groups. Speakers encouraged citizens to create a social atmosphere in which hate crimes are not tolerated. Attendance at the meetings averaged 100 persons.

A number of suggestions came out of these meetings. Ideas by participating police chiefs and/or their representatives include:

- Most police chiefs welcomed local community advocates for hate crime victims, and direct

liaison with local Human Rights Commissions to facilitate their assisting victims.

- The police generally agreed there should be a reciprocal communication between police and local Human Rights Commissions when a hate crime occurs. Prompt community response is important to the victim and to those who share his/her background.

- To improve police-community relations, the chiefs generally agreed it would be useful to have informal meetings with the various local communities of color several times a year to build greater mutual trust and understanding. Human Rights Commissions can help to facilitate these meetings.

- Several victims expressed the view that it is important for the police to report to the victim on the disposition of the case — Did the police characterize the incident as a hate crime and report it as such to the Bureau of Criminal Apprehension? Victims need to know this final disposition, otherwise they lose confidence in the reporting process.

- Continuing training of the police in understanding the characteristics of hate crimes and the reporting process, as well as multicultural training and interaction with the various groups protected by the Human Rights Law, are essential.

A continuing effort to help cities and counties establish human rights commissions was accelerated by the Bias Response Campaign. **Ten new commissions** were formed in the first six months of 1994.

Several commissions are planning workshops similar to the ones completed this year. Videos and materials are available for planning. **For information, contact Mort Ryweck**

612- 376-0525

□

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League of Minnesota Human Rights Commissions

InfoNet News - Page 6

Minnesota cracks down on hate crimes

By MORDECAI SPECKTOR
Staff Writer

On April 11, Gov. Arne Carlson signed into law a measure that proponents say will make things tougher on perpetrators of hate crimes.

While Minnesota already has a law on the books with criminal penalties for those convicted of a bias, the new law provides an automatic minimum \$500 civil judgment for a person who successfully sues a hate crime perpetrator. A larger dollar amount of actual and punitive damages, including damages for emotional distress, could be awarded in a lawsuit under the new law.

Also, a provision of the law would put a parent or guardian of a young bias crime perpetrator on the hook for up to \$5,000 in damages awarded under the law, if it was shown that they did not make "reasonable efforts" to control the behavior of their son, daughter or minor child in their care.

The bill was sponsored in the Senate by Sen. Ted Mondale, DFL-St. Louis Park, and in the House by Rep. Jim Rhodes, R-St. Louis Park.

The Jewish Community Relations Council (JCRC) has lobbied for this legislation for the past two years.

Allen Sacks, president of the JCRC, told the AJW that the proposal ran into procedural problems last year and was shelved, and this year "again, it got into a snarl at the last minute." Finally, a House-Senate conference committee ironed out differences and sent the bill to the governor's desk.

Sacks said the new law "sends a strong message to hate crime perpetrators: Minnesota will not only se-

verely punish hate crime perpetrators under criminal laws, but will also deter those who act out their bigotry in criminal ways by requiring them to fairly compensate the victims of their crimes."

Sacks pointed out that successful passage of the civil hate crime law was the work of a diverse coalition, including the NAACP, the American Muslim Council (Minnesota Chapter), the Organization of Chinese-Americans (Minn.), and the Joint Religious Legislative Coalition (JRLC), comprised of the JCRC, the Minnesota Catholic Conference and the Minnesota Council of Churches.

Besides the bill sponsors, Sacks said that "vital support" was given by Senate Majority Leader Roger Moe, DFL-Erskine, Sen. John Hottinger, DFL-Mankato, and Rep. Thomas Pugh, DFL-South St. Paul.

Brian Rusche, executive director of the JRLC, added that Sen. David Knutson, R-Burnsville, "was very helpful" in ironing out concerns raised by opponents of the bill.

He also mentioned, regarding the coalition that lobbied at the Legislature, that the civil hate crime legislation was the "first bill that the Muslim community worked on with us." Rusche said that the local American Muslim Council are now "observers" — not yet full-fledged members — of the JRLC.

"Last year, the state Department of Public Safety reported more than 300 crimes apparently motivated by bias that ranged from vandalism to physical and verbal assaults," said Rep. Rhodes. "Although this legislation could not possibly eliminate all hate crimes, it does provide an-

other avenue for victims to recover some damages, and might make some groups that promote hate think twice before choosing to commit a crime."

Steve Hunegs, who chairs the JCRC's legislative affairs committee, noted that similar laws in other states have been very effective. He cited Oregon, where such a law was used to bankrupt a hate group.

As to the parental liability provision of the law, Rusche noted that, according to Minnesota Bureau of Criminal Apprehension statistics, "the lion's share (of bias crimes) are committed by young people...that's what jumps out at you when you look at those statistics."

He explained that hate groups use young people "including their own children to act out their twisted beliefs," so adults could find themselves with a significant financial liability under the new law if they use kids to do their dirty work.

DEPARTMENT OF PUBLIC SAFETY
STATE OF MINNESOTA
BIAS OFFENSE REPORTING SYSTEM

Page: 1

Run Date: 04/14/95

SUMMARY REPORT FOR JANUARY THRU DECEMBER 1994

Summary for all Counties:

Description of Offense:

2 (01) Cross Burning	1 (11) Homicide
6 (02) Swastika	0 (12) Criminal Sexual Conduct
0 (03) Bombing	7 (13) Robbery
1 (04) Hanging in Effigy	0 (14) Burglary
0 (05) Disturbing Public Meeting	18 (15) Aggravated Assault
23 (06) Graffiti	2 (16) Arson
0 (07) Spitting	3 (17) Larceny Theft
7 (08) Letter	4 (18) Disturbing the Peace
56 (09) Oral Abuse(Person to Person)	31 (19) Property Damage
17 (10) Telephone	76 (20) Simple Assault
	25 (00) Other

Bias Offense Based On:
170 Officer's Belief

173 Victim's Belief

Type of Bias:

215 (01) Racial	4 (04) Sex	38 (07) Sexual
16 (02) Religious	0 (05) Age	Orientation
3 (03) National Origin	3 (06) Disability	

Target:

218 (01) Person	48 (02) Private Property	13 (03) Public Property
-----------------	--------------------------	-------------------------

Place of Occurrence:

77 (01) Residence	16 (08) Park/School Ground
2 (02) Hotel, Motel or Other Commercial Short-Term Residence	0 (09) Vacant Lot
24 (03) Parking Lot Areas	3 (10) Jail
31 (04) Business	0 (11) Rural Area/Country Road
3 (05) Vehicle	1 (12) Cemetery
65 (06) Street/Sidewalk	2 (13) Religious Building
2 (07) Highway/Freeway	2 (14) Government Building
	35 (15) School Building
	1 (16) Private Club
	15 (17) Other

Number of Records in Report: 279

*** END OF REPORT ***

Saturday/September 24/1994

Human rights

Connecting advocates and police chiefs

Police and human rights didn't mix well in Haiti earlier this week, when the world was suddenly treated via television to a taste of the physical repression Haitians have lived with for many years. What a contrast to Minnesota, where the human rights community is strengthening its relationship with the state's police chiefs. Recent gains will be among topics today in Minneapolis at the annual conference of the League of Minnesota Human Rights Commissions.

When the league this year sponsored nine regional workshops on hate crimes, it included local police chiefs and sheriffs as panelists, along with rights advocates and people from rural Minnesota's fast-growing minority communities. The result was new or better communication between police, rights advocates and minorities, says Morton Ryweck, who directs the league's effort.

From those meetings emerged several suggestions or observations, sometimes from the chiefs, that will be published in the October newsletter of the Minnesota Chiefs of Police Association, a group with 360 members. The chiefs at the meetings were receptive to contacts with local human rights commissions when investigating hate crimes and agreed that reciprocal communication is desirable. They also generally agreed that periodic meetings with minority communities would help build trust and understanding.

The league seeks to build a statewide network of people who'll respond to hate crimes by working to see they are reported or by befriending and supporting victims. Good relations between police and rights advocates are necessary to achieve network goals. During the regional meetings, 115 people became network members.

There's welcome news about Minnesota's human rights commissions. Nearly a dozen were launched in the last year or so, expanding the state's total past 40. Two are countywide for the first time, Ryweck says. Efforts are under way to organize commissions in another 10 communities.

Police and human rights advocates should be partners. This week's brutal scenes from Port-au-Prince demonstrated that they aren't partners there. The development of closer contacts in Minnesota doesn't mean all human-relations problems have been solved between police and the public. Many haven't been, as complaints against members of the Minneapolis force illustrate.

But the outpouring of support for police after two officers were murdered in St. Paul demonstrated a deep, though sometimes unrecognized, bond between police and those they serve. Support for human rights should be part of that bond. We salute the chiefs and rights advocates working to strengthen that support.

Preventing hate crimes

"We must arrest, convict and punish the people who committed this terrible, terrible deed. But our responsibility does not end there."

—President Clinton, speaking in Minneapolis in wake of the Oklahoma City bombing.

How you can help prevent hate crimes:

- Welcome people of all races, cultures and philosophies into your church, neighborhood and workplace. Try to get to know them.
- Get involved in interfaith, intercultural and other diversity groups. Make an effort to understand why people have beliefs that differ from yours.
- Teach your children tolerance of people of other races, religions and political philosophies.
- Celebrate diversity by encouraging the sharing of ethnic and cultural foods and customs.
- Verbally challenge those who indicate they would bypass the democratic process in pursuing goals.
- Speak out against those who harm others to advance a cause.
- Commit yourself with optimism to the ideals of American democracy and faith in a united America.
- Support the democratic process by participating in political parties and caucuses. At the least, go to the polls and vote.

How to respond to hate crimes:

- Make contact with and befriend victims. Let them know you do not share a perpetrator's hatred.
- Organize neighbors to show support for the victims and intolerance of hatred.
- Alert police and community officials, who can take a public stand against perpetrators' tactics.
- Consult with the League of Minnesota Human Rights Commissions, (612) 535-1051, or your local human rights commission.

Sources: League of Minnesota Human Rights Commissions, Jewish Community Relations Council

BIAS OFFENSE REPORT

AGENCY IDENTIFIER (ORI) _____

MONTH AND YEAR _____

AGENCY NAME _____

This form is to be used to report any bias motivated crimes in violation of Minnesota State Statute 626.5531. The chief law enforcement officer for an agency must complete form and return to the Department of Public Safety, Office of Information Systems Management, 444 Cedar Street, Suite 100-H, Town Square, St. Paul, Minnesota 55101 within 30 days (Laws of Minnesota, 1988, Chapter 643).

A. GENERAL OFFENSE INFORMATION

1) Agency Case Number: _____ 2) Date of Offense: _____

3) Bias offense based on: ☐ Officer's belief ☐ Victim's belief

4) *Description of Offense: _____ 5) *Disposition: _____

6) *Type of Bias and Description: _____ / _____
Type Code Description Code or Literal

7) *Target: _____ 8) *Place of Occurrence: _____

B. VICTIM/OFFENDER INFORMATION

9) VICTIMS				10) OFFENDERS			11)*RELATIONSHIP TO VICTIM	12) AFFILIATION (if any)
#	Age	Sex	Race	Age	Sex	Race		
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								

COMMENTS: _____

* Use code tables on reverse

Return to: DPS/OISM
444 Cedar Street
Suite 100-H, Town Square
St. Paul, MN 55101

CODE TABLES

4) DESCRIPTION of OFFENSE:

To be used in further identifying offense

- 01 - Cross Burning
- 02 - Swastika
- 03 - Bombing
- 04 - Hanging in Effigy
- 05 - Disturbing Public Meeting
- 06 - Graffiti
- 07 - Spitting
- 08 - Letter
- 09 - Verbal Abuse (Person to Person)
- 10 - Telephone
- 11 - Homicide
- 12 - Criminal Sexual Conduct
- 13 - Robbery
- 14 - Burglary
- 15 - Aggravated Assault
- 16 - Arson
- 17 - Larceny Theft
- 18 - Disturbing the Peace
- 19 - Property Damage
- 20 - Simple Assault
- 00 - Other (Describe)

5) DISPOSITION: Based on CJRS Reporting System-Major Offenses

- A - Arrest of Adult and/or Adult & Juvenile
- J - Arrest of Juvenile
- E - Exceptionally Cleared
- U - Unfounded
- P - Pending

6) TYPE of BIAS and DESCRIPTION:

<u>Type</u>	<u>Description</u>
01 - Racial	W - White H - White/Hispanic Origin N - Negro/Black B - Black/Hispanic Origin I - Indian or Alaskan Native M - Indian w/Hispanic Origin O - Asian or Pacific Islander A - Asian or Pacific Islander w/Hispanic Origin
02 - Religious	01 - Catholic 02 - Hindu/Budhist 03 - Islamic/Moslem 04 - Jewish 05 - Protestant 06 - Fundamentalist 07 - Other (Describe)
03 - National Origin	Specify
04 - Sex	M - Male F - Female
05 - Age	Specify age(s)
06 - Disability	Describe disability
07 - Sexual Orientation	01 - Homosexual Male 02 - Homosexual Female 03 - Heterosexual Male 04 - Heterosexual Female

7) TARGET CODES:

- 01 - Person
- 02 - Private Property
- 03 - Public Property

8) PLACE of OCCURRENCE:

- 01 - Residence
- 02 - Hotel, Motel or Other Commercial Short-Term Residence
- 03 - Parking Lot Areas
- 04 - Business
- 05 - Vehicle
- 06 - Street/Sidewalk
- 07 - Highway/Freeway
- 08 - Park/School Ground
- 09 - Vacant Lot
- 10 - Jail
- 11 - Rural Area/Country Road
- 12 - Cemetery
- 13 - Religious Building
- 14 - Government Building
- 15 - School Building
- 16 - Private Club
- 17 - Other (Describe)

11) RELATIONSHIP of OFFENDER to VICTIM:

- 01 - Family Member
- 02 - Neighbor
- 03 - Acquaintance
- 04 - Boyfriend/Ex-Boyfriend
- 05 - Girlfriend/Ex-Girlfriend
- 06 - Ex-Husband
- 07 - Ex-Wife
- 08 - Employee
- 09 - Employer
- 10 - Friend
- 11 - Homosexual Relation
- 12 - Other - Known to Victim
- 13 - Stranger
- 14 - Gang Member
- 15 - Peace Officer Related
- 16 - Unknown
- 17 - Other (Describe)

► What Can I Do To Stop Hate Crimes?

The bigotry, fear, distrust and hatred associated with hate crimes are learned at an early age. Here's how you can help.

- Speak out and teach your children and all young people to value the differences of people who make our state and nation great.
- Encourage law enforcement officials to strictly enforce bias-motivated crime statutes and support tough penalties for perpetrators.
- Work with schools, community groups and law enforcement officials to make your neighborhood a safe place for all people.
- Stay informed of the hate group activity and bias-motivated crime in your community. Network with your local police department and other agencies to develop a chronology of incidents.
- Develop a response strategy that includes assisting the victims of hate crimes by providing support.
- Remember that bias crimes are offenses against the entire community. Report all suspected cases.
- Work with your local Human Rights Commission to develop a Response Network to help your community respond to and prevent hate crimes.

NOTE: This brochure is available upon request in alternate formats in accordance with the Americans with Disabilities Act. For more information, please call (612) 296-6196.

► Hate & Bias-Motivated Crime Resources

Call or write these organizations for more information bias or hate crimes.

**The League of Minnesota
Human Rights Commissions**
4221 Lake Road
Robbinsdale, MN 55422
Telephone: (612) 535-1051

Department of Human Rights
500 Bremer Tower
7th Place and Minnesota Street
St. Paul, MN 55101
Telephone: (612) 296-5663

**Jewish Community Relations Council/
Anti-Defamation League**
111 Third Avenue South
Suite 112
Minneapolis, MN 55404
Telephone: (612) 338-7816

NAACP
310 East 38th Street (Suite 136)
Minneapolis, MN 55409
Telephone: (612) 822-8205

Urban League
411 E. 38th St.
Minneapolis, MN 55409
Telephone: (612) 827-5673

Gay & Lesbian Community Action Council
Sabathani Center, Suite 204
310 E. 38th St.
Minneapolis, MN 55409
Telephone: (612) 822-0127

**Contact Your Local
Police Department.**

HATE & BIAS CRIMES

"Freedom is not real to me when I have
it and my brother does not,
when my nation enjoys it and another
does not,
when my race has achieved it and
others have not."

Vice President Hubert H. Humphrey
May 2, 1967



A Citizen's Guide
From the Office of
Attorney General
Hubert H. Humphrey III

► A Message From Attorney General Humphrey

Victims of hate crimes have been robbed, raped and physically assaulted. Their homes have been burglarized and crosses have been burned on their lawns. They have received hate mail and death threats.

It's happened at their home, at their business, in their school, at the park and at their religious institutions.

And it's all happened here in our backyard, in Minnesota.

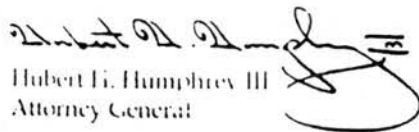
In 1993 alone, more than 350 incidents of bias-motivated crimes -- crimes committed against an individual because of who they are -- were committed in Minnesota.

The criminals who commit hate crimes are motivated by fear and bigotry. Simply put, they are afraid of anyone who is different from them. And, they act out their fears in frightening and violent ways.

It's time we take action to stop this senseless violence.

Action begins with education. We must confront our fears and prejudices. We must learn about each other. We must work to make our neighborhoods safe for everyone.

I hope that someday a hate crimes law will not be necessary. But, until we truly change attitudes, defeat bigotry and overcome fear, we must work together to prevent bias-motivated crimes and promote diversity in our society.


Hubert H. Humphrey III
Attorney General

► What Is a Hate Crime?

In Minnesota certain crimes are called hate crimes when they are committed against a person or group because of the race, color, religion, gender, sexual orientation, age, disability or national origin of the victim.

Hate crimes allow for a penalty enhancement for an act that is already criminal. Crimes that can be classified as hate crimes are assault, criminal trespass, criminal damage to property, harassment or stalking.

For these crimes, hate motivation may be considered by the court as reason to impose a more severe sentence than for committing the same offense when not motivated by hate or bigotry.

Hate crimes are based on fear, misunderstanding or dislike of a certain group of people. The following are some examples:

- Cross burning on a lawn.
- Vandalism of a church, synagogue or cemetery.
- An attack on an individual because of his or her accent.
- Assaulting a person believed to be homosexual.

► What Should I Do If I Think I am the Victim of a Hate Crime?

If you have been physically injured, seek medical attention first. Regardless of whether you have been injured, report the crime immediately to your local police department.

► How Can I Report a Hate Crime?

Since 1988, Minnesota police departments are required by law to collect statistics on all the incidents of bias-motivated crime.

Report any suspected hate crime to your local police department as soon as it occurs. For additional assistance, contact the Attorney General's Office at (612) 296-6196.

► Will I Be Needed in Court?

You may be asked to testify in court. Bring with you any evidence you might have, including:

- photographs of physical injuries or property damage,
- copies of any threatening written materials, and
- dates and times of harassing phone calls.

► Where Can I Go For Help?

Talking about your experience can be an important step toward recovery. You may want to seek help from a doctor, counselor, victim-witness assistance program or social service agency. The agencies listed in this brochure can refer you to a program that suits your needs.

► Penalties for Hate Crimes

Persons convicted of hate crimes may be incarcerated, fined, or ordered to perform community service. Many crimes motivated by hate or bigotry are punishable with even longer prison terms and stiffer fines.

Additional Helpful Hints to Remember When Organizing to Respond to and Prevent Hate Crimes in Your Community

1. Each community should have one, preferably two, persons heading up the Response Network.
2. Your committee can be broadened to include at least one person from each ward or major neighborhood, so your city is well covered. In some communities, representatives of neighborhood watch groups or other community organizations have been recruited to serve on the Response Network. Religious groups are also a good source of volunteers.
3. Work through and with your local Human Rights Commission, as in most communities they are taking the leadership in establishing your local Response Network in cooperation with the League of Minnesota Human Rights Commissions on a statewide basis.
4. Meet with your Police Department to establish an ongoing cooperative relationship to report, respond to and prevent hate crimes. Ideally, they should call you as soon as they learn of an incident ...likewise, you should immediately notify them if the episode first comes to your attention. Sometimes the victim has an unlisted number, or a very common name, so you can only reach them through cooperation of the police if they are the initial contact.
5. Promptly get in touch with the victim by phone, then visit with one or two members of your Response Network, preferably including the local neighborhood representative where the episode occurred. Exchange telephone numbers with the victim during your visit, and ascertain the facts and chronology of the episode, and any suspicions of whom the perpetrator may be.
6. Discuss with the victim how you and your committee might be of assistance, so that whatever you do next has the victim's approval. Mobilize community and especially neighborhood support for the victim.
7. Follow-up with the victim and the police within a few days to ascertain if there has been any recurrence or continuing hostility directed toward the victim or his/her family. Continue to keep in touch with the victim and the police over the next few months. This is crucial, as frequently harassment resumes when the initial glare of publicity subsides.
8. After you have formed your local Response Network, we will be available to assist you in training your members. Call Mort Ryweck, the League's State Project Coordinator, at (612) 376-0525 or (612) 535-1051, to make these arrangements.
9. Most communities, fortunately, will not experience many hate crimes. Nevertheless, the important thing, besides being prepared to respond to them, is to work on an ongoing basis to prevent them. This can be done through education and collaborative community action against prejudice and bigotry, and setting a positive tone in your community.

The League of Minnesota Human Rights Commissions
4221 Lake Road Robbinsdale, MN 55422 Telephone (612) 535-1051

THE LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS

4221 Lake Road, Robbinsdale, MN 55422 Telephone (612) 535-1051

March 21, 1996

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Winona
and others in
formation

To: Clergy Throughout Minnesota

From: Edward Lohnes, President

Mort Ryweck - Hate Crimes Response Network Project Coordinator

We are writing to enlist your cooperation in two statewide projects we have underway to improve the inter-group and race relations climate in our state:

1. To form a Human Rights Commission in your city or county, if one does not exist.
2. To invite you to join our statewide Hate Crimes Response Network.

Minnesota now has 50 Human Rights Commissions in cities and two counties around the state. Our state should have at least quadruple that number, given our growing diverse population. They are formed by City Councils or County Commissions to improve the inter-group relations climate at the community level, and to work on an educational and preventive level to maintain good community relations if you are already blessed with them.

Being prepared to immediately assist the victim of a hate crime, and to work to prevent the occurrence of any such ugly episode, is the chief purpose of our Hate Crimes Response Network. Please join the more than 300 persons around the state who have volunteered their assistance in this regard.

The enclosures provide some background on both of the above needs. We shall be pleased to talk with you and other concerned citizens from your community, should you so desire, to provide additional information. Just check off and return the form below to the LMHRC, S. 303, 1225 LaSalle Ave., Minneapolis, MN 55403.

- Please send further information on what a Human Rights Commission does.
- Please send me more information on the League's Hate Crimes Response Network.
- Yes, please include me as a local representative of the League's Hate Crimes Response Network.
- We are interested in your helping us to organize dialog groups on race relations, and/or diversity events within the religious community. Please send us samples of your resources, discussion guides and video tapes.

Your name : _____

Address: _____

City: _____ State _____ ZIP _____

Work Tel # _____ Home Tel # _____

Yes, I would like to be part of the League's statewide Hate Crimes Response Network, to aid the victims of hate crimes, and to be a positive force in my community to improve intergroup relations and mutual respect, so that hate crimes will be less likely to occur.

So please share my interest with The League of Minnesota Human Rights Commissions, or the local group addressing this issue if there is no local League in my area of the state at this time.

Name: _____
(please print)

Address: _____

City: _____ Zip: _____

Telephone #: _____

Date: _____
(your signature)

_____ As there is no League in my city, I would be interested in helping one get started. Please contact me.

Sponsored by the League of Minnesota Human Rights Commissions. For further information, call (612) 374-5580 or (612) 535-1051.

THE LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS

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