



Portland United Against Hate

2019-2020: Strategic Directions

Portland United Against Hate hosted a strategic planning process in 2018 to evaluate the coalition's work and set our direction for the future. This document is the initial summary of that process; it is a living document.

Forward Together: 2019-2020

As the climate of hate, fear, and violence continues to be felt in the Portland community, Portland United Against Hate is at the intersection of community and the City. This is our outline for how to strategic advance anti-hate work, our roadmap for contributing to a safe and livable community.

While we might not be able to prevent all feelings of hate between people, but we can mitigate the impact, we can support those affected, and we can be prepared. We can prioritize resources that support communities in building resilience.

The strategies that we will focus on for the next two years to combat hate violence:

Capacity Building

Problems: Communities targeted by hate violence are under-supported to mitigate the impacts. Hate incidents have increased dramatically in the last two years and continue to increase by all measures.

We believe: Capacity building in communities most affected by hate violence decreases the impact of hate violence, allows support for those targeted to heal, and promotes prevention. Community embedded groups are often best positioned to respond appropriately and quickly to acts of hate violence. Training and political organizing efforts help organizations do their work and can lead to solutions.

Our work: Jan – Jun 2019 grant partners will conduct 60 trainings with 910 people and outreach to 1808 about a variety of topics and skills related to hate violence. They will also do deeper community engagement work, including 20 on-going transit de-escalators, advocacy for 38 people targeted by hate violence, 3 faith leader meetings to map out upstream approaches to addressing hate, and leadership development of more than 40 youth in the African immigrant communities. Culture shift work team will develop messaging campaigns and use storytelling to promote anti-hate narratives.

Related Tactics: Community grants for capacity building; funding support for wrap around services in partnership with the hate tracking tool; funding and support for cultural/placemaking efforts.

Rapid Response

Problems: Hate violence is not isolated, it ripples through communities undermining the safety of all associated with the targeted identities. Often, police are not trustworthy or appropriate first responders for hate incidents.

We believe: A strong, clear, positive and active response is critical to diffusing hate violence, the threat of hate violence, or the community 'chilling' effect that affects people in an identity group beyond the person targeted. Non-profit organizations can be capable and trustworthy first responders. Police training must be improved to meet the needs of the community.

Our work: We will refine and promote our toolkits and resources for city and community partners. The coalition will be a resource when hate incidents occur and will determine criteria for equitable response led by those targeted. PUAH will coordinate with a City-staff group to respond to City-oriented hate incidents and be a bridge to communities.

Related Tactics: City leadership must issue clear and quick statements that condemn hate incidents and hate groups; community leadership advise on de-escalation police training; fund non-profit partnerships as first responders and culturally-appropriate responses; support social service based first responder options city-wide; develop a 'belonging' lens for city bureaus.

Policy & Data

Problems: Hate violence is complex, both systemic and interpersonal; there is no reasonable data on hate violence to offer insight and understanding on addressing issues that reflect the collective experience.

We believe: Portland needs a permanent documentation system that tracks the broad effects of hate violence in communities, provides analysis for informed policy making, and includes the wrap around services led by community organizations. Hate incidents affect every element of the city, so the City needs a range of focused responses. Community leadership is best positioned to drive the work of articulating community needs to city bureaus, the city must do its part to listen, offer inroads, and engage community, while empowering staff to advance anti-hate work in practice.

Our work: We will complete the pilot for hate incident tracking at ReportHatePdx.com, develop this tool in one language in addition to English, use data collected to report on outcomes, pursue permanent funding and host for the tool; work on policy that addresses hate violence at the local and state level, including a listening session with the Attorney General and a lobby day in Salem; and build partnerships across public agencies.

Related Tactics: Support hate crime expansion in state law; support the enforcement by the authorities of existing law that would decrease hate violence; develop a 'belonging' lens for city bureaus; funding for permanent hate incident tracking tool; development of City staff work group on hate.