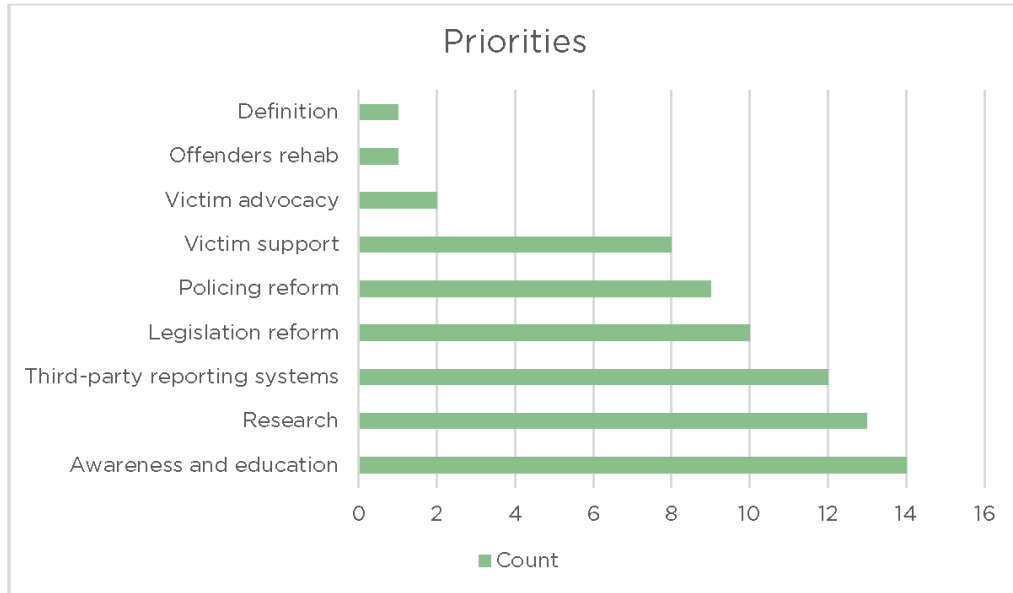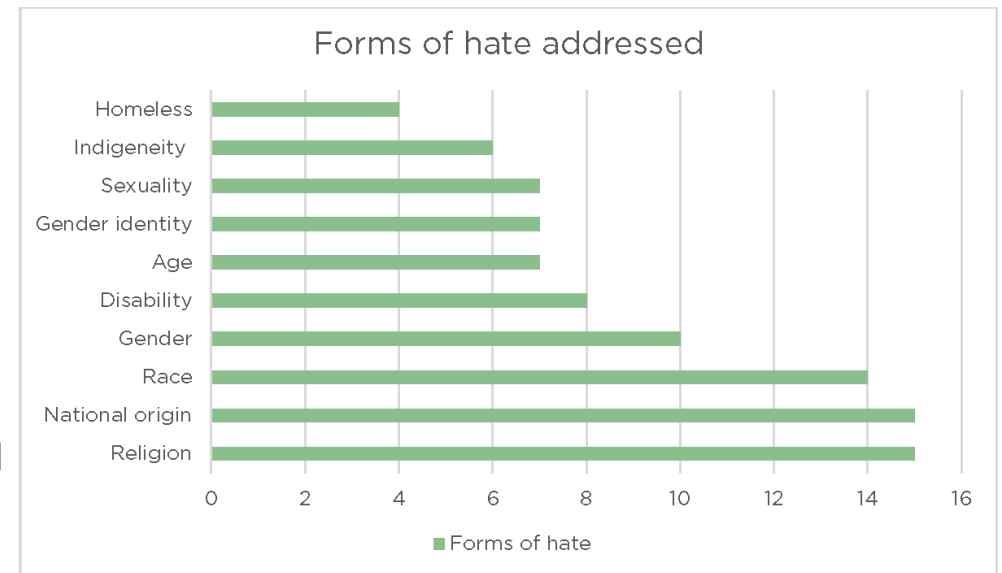What has the group been up to?
Here are your key takeaways: Meeting 1

The group participated in a survey to determine focus areas for the work that will be conducted, as well the forms of hate most commonly addressed by the working group members.

Priorities

Priority	Count
Definition	1
Offenders rehab	1
Victim advocacy	2
Victim support	8
Policing reform	9
Legislation reform	10
Third-party reporting systems	12
Research	13
Awareness and education	14

■ Count

Forms of hate addressed

Form of hate	Forms of hate
Homeless	4
Indigeneity	6
Sexuality	7
Gender identity	7
Age	7
Disability	8
Gender	10
Race	14
National origin	15
Religion	15

■ Forms of hate

As a result of the survey responses, initiatives and considerations linked to community awareness raising and education, cultural and behavioural change and communication and the research required to understand aspects of hate-based issues and responses were discussed.

Awareness raising and education and training initiatives

- Develop or enhance existing awareness campaigns about the importance of reporting, how to report, what to do as a witness and legal rights for:
  - The general community.
  - Communities facing hate or prejudice.
  - Bystanders.
  - Police.

- Develop support skills and knowledge sharing within communities to create the infrastructure and systems for reporting practices.

- The development of hate-based responses and collaborations can improve the trust between local and police communities, as well as aid the development of sustainable policing practices and deliver community-led approaches and outcomes.

- Deliver place-based pilot sites for collective community and policing efforts.

- Design preventative measures and programs in collaboration with different stakeholders.

- Projects and initiatives are currently being led by members of the group including:
  - The Victorian Government's anti-racism action plan.
  - VEOHR's awareness raising program
  - CSG's hate-incidents data collection process
  - CRIS research and program projects on hate, prejudice, racism and resilience
  - JCCV and AIS's bystander programs

- Training for relevant stakeholders consistent data collection, with links to awareness and training to understand definitions, barriers, language, thresholds and capturing data.

Cultural and behaviour change and communication factors

How to manage expectations regarding the reporting outcomes with communities facing hate and prejudice.

The need to address the lack of trust of institutions, which is particularly low in certain communities.

Initiatives should take into account intersectional identities and experiences.

It's important to collaborate with journalists who can support raising awareness through media platforms. This also means content that is easy for journalists to use needs to be provided.

Building consistent data and raising awareness may support legislative reform if necessary.

There are other distinct but important factors in reducing hate, which include political leadership, public advocacy and working with offender groups to change behaviour.

There's a need to build an understanding of the value of reporting instances of hate within the community.

Research to understand aspects of hate-based issues and responses

- Further work needs to be undertaken to understand what the threshold is, or what constitutes hate in different communities as well as looking at the relationship between online and offline hate and prejudice.

- The development of common language and definitions when discussing hate-related issues and prejudice.

- Examining the differences between real vs perceived community safety, and how to address both.

- Identifying the barriers that impact on reporting and identifying 'user friendly' reporting mechanisms.

- Consider the creation of a standardised community reporting platform for hate incidents that would be most preferred based on research relating to current barriers. Investigate ways to integrate this data with existing and newly established community registers, VicPol and/or VEOHRC.