

GOALS OF INTRODUCTION TO HATE CRIMES

ADL offers practical, evidence-based programs for law enforcement professionals that promote fairness, equity, and respect. This is an introductory training program. During this seminar, participants will

- Deepen their understanding of relevant key terms and concepts related to recognizing and addressing bias-motivated violence.
- Reinforce their understanding of the difference between a hate crime and hate incident.
- Appreciate the layers of impact that hate crimes have on communities and individuals.
- Understand and be equipped with strategies to overcome obstacles to reporting hate crimes to law enforcement.
- Strengthen their capacity to recognize perpetrator motivations and contextual factors that indicate a hate crime.
- Reinforce their interviewing skills with best practices for engaging with victims of hate crimes.

COURSE SCHEDULE/AGENDA

INTRODUCTIONS	5 minutes
MODULE 1.1 – ICEBREAKER	5 minutes
MODULE 1.2 – ELEMENTS OF A HATE CRIME	10 minutes
MODULE 1.3 – IS IT A HATE CRIME?	10 minutes
MODULE 2.1 – INDICATORS & INTERVIEWS	20 minutes
MODULE 2.2 – INTERVIEW PRACTICE	25 minutes
MODULE 3.1 – OVERCOMING BARRIERS TO REPORTING	15 minutes
MODULE 4.1 – IMPACT OF HATE CRIMES	10 minutes
MODULE 5.1 – SCENARIO PRACTICE	10 minutes
POST-TEST	10 minutes

MODULE 1.1 OPENING ICEBREAKER

RATIONALE:

The purpose of these activities is to warm up and engage participants on the topic of bias-motivated crime, while also allowing them to shape the conversation by beginning with their, rather than our, perspectives on the topic.

MODULE 1.2 ELEMENTS OF A HATE CRIME

RATIONALE:

The purpose of this activity is to introduce the definition of a hate crime (also referred to as a bias or bias-motivated crime). Through the activity, participants will understand the basic elements of a hate crime and will also be able to dispel common myths and misperceptions about hate crimes.

MODULE 1.3 SCENARIOS: IS IT A HATE CRIME?

RATIONALE:

The purpose of this activity is to use scenarios to ease participants into the practice of analyzing actions and behaviors through the lens of bias. These scenarios should help to illustrate the key elements of a hate crime.

MODULE 2.1 INDICATORS & INTERVIEWS

RATIONALE:

The purpose of this activity is to identify and explore indicators one might see that suggest a crime could be bias-motivated. The discussion will help participants consider the kind of indicators to look for and questions to ask.

MODULE 2.2 INTERVIEW PRACTICE

RATIONALE:

The purpose of this activity is to allow participants to practice and refine their ability to identify and investigate hate crimes through victim and witness interviews.

MODULE 3.1 OVERCOMING BARRIERS TO REPORTING

RATIONALE:

The purpose of this activity is to underscore the importance of reporting hate crimes as well as overcoming barriers to victim and LE reporting. The majority of this module is organized as an interactive quiz. Data for quiz answers is sourced from the FBI. As such, the national statistics currently embedded in this guide and the accompanying Mentimeter presentation are from the most recent year available: 2022. Most of the questions asked and responses reflect Minnesota data.

MODULE 4.1 THE IMPACT OF HATE CRIMES

RATIONALE:

The purpose of this activity is to help focus participants on the impact of hate crimes, on both the individual victim and the community. The activity will convey the serious nature of hate crimes and motivate law enforcement professionals to prioritize the prevention and response to hate crimes.

MODULE 5.1 SCENARIO PRACTICE

RATIONALE:

The purpose of this activity is to allow participants to practice and hone their ability to identify and investigate hate crimes. Note that scenarios may be adjusted/customized to a particular workshop audience, so the list below is not inclusive of ALL scenarios available - please be sure to review the materials in advance (scenarios will typically be selected for you).

CLOSING

RATIONALE:

This activity provides participants an opportunity to reflect on what they have learned through a post-training test and/or facilitated reflection activity, as well as time for completing course evaluations.

POST-TRAINING TEST

Minimum score required to pass: 75%

Only participants meeting the minimum score will be provided a certificate of completion. Participants can retake the test if they do not achieve the minimum score.

Note: pre-training test is identical and collected in advance of the session. O