United Against Hate Week
Community Action
TOOL KIT

Not In Our Town is the nonprofit sponsoring organization for United Against Hate Week.
Learn more at NIOT.org
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**Credits**

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United Against Hate Week

Initiative Background
In 2017, following months of various extremists protesting in Berkeley and the tragic events in Charlottesville, city leaders prepared for another wave of planned hate group rallies across the Bay Area. In an effort to visibly reject their messages, the city of Berkeley created posters that clearly stated that we are United Against Hate. The posters spread quickly and spontaneously in communities throughout the East Bay with each community having an individual focus behind their message.

The call for a United Against Hate Week emerged from the civic and community leaders that were a part of the original poster campaign. In the Spring of 2018, Not In Our Town (www.niot.org), a national anti-hate organization based in Oakland convened participants to discuss how to expand the United Against Hate message. Additional communities, local organizations, elected leaders and faith groups joined in the effort to launch an inaugural Week of Action in November 2018.

Twenty four jurisdictions and thirteen school districts participated in the first annual UAH Week. Thirty five events engaged local residents and students and 25,000 posters were distributed to homes, businesses, houses of worship and workplaces.

The need for action is clear. The threat goes much deeper than organized hate group activities. Hate and bias incidents have escalated in the Bay Area since the 2016 presidential election. During the 2017-18 year, Alameda County reported 65 hate crimes, including 15 in Oakland and 17 in Berkeley. Santa Clara County reported 58 incidents, compared to 39 the prior year. While these attacks are far from a comprehensive list of incidents, they serve as a disturbing glimpse into the harm that is spreading across our towns. Each of us can make a difference in our communities.

A Week of Action to Stop Hate: November 17-23, 2019
The United Against Hate Week of Action will occur on November 17-23, 2019. During this week, each community will convene and host events including rallies, film screenings, art projects, speakers, community dialogues and storytelling workshops. These activities will provide a dynamic way to increase engagement across each community, and support Bay Area residents who are standing up to hate.
United Against Hate Mission

Mission Statement:
The United Against Hate Campaign provides communities with a network, support, and resources to respond to and prevent hate and build inclusion and equity for all.

Impact for Change Model: These steps outline the vision and plan for United Against Hate Week.

1. Local governments sign up to become official UAH communities
2. Cities/Schools endorse and promote UAH within their community
3. Residents/Educators use UAH resources to organize activities
4. Event organizers are guided by UAH to facilitate events
5. Diverse community members connect through actions and events
6. Breakthrough conversations are initiated
7. Community affirms commitment to stand up to hate and plan for future actions
8. Networks within the community are built to stand up to hate
9. Ongoing actions are planned and convened
10. New systems are put in place to enable the community to effectively respond to hate and bias incidents and work together on prevention, inclusion, and equity for all.
Commitments for Community Engagement

When communities participate in United Against Hate Week, they are making a commitment to make everyone feel safe and supported. Communities can counter acts of racism, intolerance and hate by engaging diverse community, faith, advocacy and school groups to participate and help lead meaningful, locally driven I actions during United Against Hate Week. Each community can prioritize action and outreach based on the threats and needs that are emerging locally. United Against Hate Week provides a way for people to work together across differences. Engaging and seeking leadership from communities who are targeted by hate, racism, religious and gender identity based bigotry is vital, and will help build stronger long term relationships.

#1: Pass a resolution
In 2018, 24 Bay Area jurisdictions passed a resolution/proclamation in order to acknowledge and express community-wide participation in United Against Hate Week. When a resolution/proclamation is adopted, it allows government officials to express their commitment to combat actions of intolerance and strengthen their communities. This statement will encourage residents and organizations to feel safe and supported by their local government as they participate attending/organizing events to honor United Against Hate Week.
*See Appendix for sample resolutions.

#2: Commit to Distribute UAH Posters
One of the most successful elements of the campaign is the “United Against Hate” poster that is rapidly spreading throughout the Bay Area and beyond. This poster has allowed thousands of residents to participate by displaying this poster in their homes, businesses, cars and workplaces. Individualized poster graphics can be created by the UAH team or communities are welcome to use the Bay Area Stands United Against Hate poster provided by the United Against Hate Week organization.

#3: Invite Local Organizations Businesses, Faith Groups and Residents to Convene Events and Participate in UAH Week
UAH Week is an opportunity to partner with local organizations, businesses and diverse community members to build a strong network to stand up to hate. To demonstrate your commitment to inclusion, invite local organizations to host a UAH event or provide a venue for their use. In this tool kit, we have provided several
activities organizations can lead as well as a sample letter to local groups asking them to become involved.

Ways to engage within your community:
- Convene local community leaders to discuss how organizations and leaders can promote UAH in your community. Be sure to involve diverse organizations who may be experiencing hate and bias incidents in the planning stage. Use 20 Ideas for Action as a starting point for discussion
- Send a letter to local community organizations inviting them to host an event,
- Distribute posters and spread the pledge for UAH Week. Use 20 Ideas for Action as examples of what can be done.
*See Appendix for sample letter cities can send to local organizations to become involved with UAH and the UAH Pledge

#4: Pledge a financial commitment
Be the community that raises the most to stop hate! Every movement needs financial support to thrive and spread and giving is a way to engage more people. Consider having your community contribute a minimum of $1,000 toward this year’s UAH organizing efforts. Your donations will help us leverage other opportunities that require matching funds. (Please know that we don't want cost to be a barrier to participation. If the amount of the commitment is not feasible, adjustments can be made to ensure your community is part of this important action.)

Now that you have read through UAH Commitments, take a look at “20 Ideas for Action” and the NIOT Stop Hate Action Kits to brainstorm ways your community can participate in United Against Hate Week.
20 Ideas for Action

INDIVIDUAL ACTIONS
#1: Hang a UAH Poster/Create a Poster Distribution Center
#2: Speak Up/Hold a conversation
#3: Make a UAH Banner
#4: Gather Friends, Co-Workers, Classmates to Practice Standing up to Bigoted Remarks or Hate Speech, in Person or Online
#5: Post and Promote UAH Week on social media

GROUP EVENTS
#6: Film Screening & Discussion (Not in Our Town offers free films)
#7: UAH themed book list for book clubs, libraries and schools
#8: Candle-light Vigil
#9: UAH Game Night
#10: Dedicate a Peace Object
#11: Hold a Unity Walk
#12: UAH theme sports game or 10k run
#13: Organize a student march/rally
#14: Ask local artists to contribute works with a stop hate or pro-inclusion theme for an exhibit in a public space.
#15: Host a Poetry Slam
#16: Organize a Tribute Concert to raise awareness and possibly funds for UAH or victims of hate crimes
#17: Host a facilitated intervention training to practice speaking up & standing up to hate
#18: Organize a "Teach-in", or a panel of community leaders, professors or subject experts to discuss the latest hate crime statistics
#19: Create a UAH theme community potluck
#20: Convene faith leaders to discuss joint actions to respond to hate
#1: Hang a UAH Poster/Distribute posters to your friends, co-workers, and neighbors

One of the most successful actions of the campaign is the “United Against Hate” posters that are rapidly spreading throughout the Bay Area and California. This poster has allowed tens of thousands of residents to participate in this campaign just by displaying this poster in their homes, businesses, cubicles and civic spaces.

Designate a location such as a city hall, library, fire station, business, school to provide free UAH posters for your community. Localize for your city or print from our website!

#2: Hold conversations with your children, family and friends about anti-muslim, anti-semitic, racist, sexist and anti-immigrant messages they are seeing in the media

One of the best ways, as an individual, to participate in UAH is to talk about the issues that are magnified by this campaign. It is never too early to have a conversation with your family, friends, etc. about how to stand up to hate and bullying. Below are some resources to help you start these conversations.

RESOURCES
Adults/Teens
https://www.niot.org/blog/how-have-meaningful-conversation
https://www.netimpact.org/blog/the-8-r%E2%80%999s-of-talking-about-race-how-to-have-meaningful-conversations
https://www.gse.harvard.edu/news/uk/17/09/white-students-how-talk-about-race
https://www.niot.org/blog/response-hate-five-quick-actions

Children & Parents
https://www.adl.org/media/9637/download
https://medium.com/@realtalkwocandallies/white-parents-heres-how-to-start-talking-to-your-children-about-race-321eae4d1095
#3: Make a UAH Banner

Take UAH to the next level by creating a banner. Last year, several event organizers created a “United Against Hate Week” banner which listed organizations contributing to their week of action or included a place for people to sign the banner as a commitment to stop hate and intolerance. This banner is a tangible reminder to create a safe and inclusive community. Display it at city hall, school, library or house of worship.

#4: Gather Friends, Co-Workers, Classmates to Practice Standing up to Bigoted Remarks or Hate Speech, in Person or Online

This activity could be anything from a basic conversation with one friend, coworker, or classmate to a larger organized group of people. This type of conversation can be a safe place to ask questions, raise concerns or better understand your peers experiences regarding instances of hate.

Helpful Resources:
https://www.niot.org/blog/how-have-meaningful-conversation
https://www.netimpact.org/blog/the-8-r%E2%80%99s-of-talking-about-race-how-to-have-meaningful-conversations
https://www.gse.harvard.edu/news/uk/17/09/white-students-how-talk-about-race

#5: Post and Promote UAH Week on social media

Part of the United Against Hate Movement is to rapidly spread our message. While there are physical posters as you walk around your community that help create a climate of safety and inclusivity, the internet and social media present a world of their own. Promote and spread the United Against Hate messages to create a safe and inclusive cyber space!

The United Against Hate team will create daily tweets and posts during United Against Hate week for easy “copy and paste” posting.

Sample Tweet: #StandUnitedAgainstHate Week (@UAHWeek) relies on the generosity of those who care deeply about ensuring that we in the Bay Area stand up to hate and make it a welcoming place for all. Pls. consider donating to support their work! https://www.gofundme.com/united-against-hate-week
**Sample Facebook/Instagram Post:** As many of you may know, I am a proud supporter of [Bay Area Stands United Against Hate](https://BayAreaStandsUnited) Week (Nov. 17-23, 2019) and the efforts of communities around the Bay Area to create a welcoming Bay Area for all. These efforts need funding to keep going. Donations will go towards launching the United Against Hate poster store, increasing outreach, and organizing events during the month of November and beyond. Please consider donating if you can! #standunitedagainsthate [https://unitedagainsthateweek.org/donate](https://unitedagainsthateweek.org/donate)

**#6: Host a Film Screening/ Community Discussion**

Screen a Not In Our Town film or other film with a UAH related theme with your friends, neighbors, social network, PTA, and/or student or faith group. Not In Our Town Stories of Action in the face of hate help one town learn from another. Screenings help provide a way for people to convene and open up the discussion about how to stand up to hate together. This event can be a launch pad for your ongoing activity.

Start with one of these films: [Waking in Oak Creek](https://WakinginOakCreek), [Light in the Darkness](https://LightInTheDarkness), [Not In Our Town: Manhattan Beach](https://NotInOurTownManhattanBeach), [When Hate Happens Here](https://WhenHateHappensHere), or the original [Not In Our Town](https://NotInOurTown) film about [Billings, MT](https://BillingsMT) ([Screening Guides](https://ScreeningGuides) provide advice on how to organize a screening.)

[Tips for Hosting a Screening](https://TipsForHostingAScreening)

*See appendix for Impact Data for NIOT Screenings*

**#7: Create a “UAH Theme” List for Book Clubs, Libraries and Schools**

Ask your local librarian or bookstore to curate a book list or display books that encompass themes of fighting racism, bullying, discrimination, hate and more!

**ADULT READING LIST:**
- [Good Reads](https://GoodReads)

**CHILDREN READING LIST:**
#8: Hold a Candle-light Vigil to support victims of hate

Want to host a Vigil in your community? In 2018, there were two vigil events to honor United Against Hate Week. Vigils are a way to unite our communities together and remind us of what is at stake. Read the names together of people who were lost or harmed in El Paso, Dayton, Gilroy, Poway, Pittsburgh, Charleston and other attacks right here in our local communities. 

**Resources:** https://candles.lovetoknow.com/How_to_Organize_a_Candlelight_Vigil

#9: Host a “Game Night Against Hate”

Have your community center stay open late to organize a Game Night for UAH. There can be board games that promote working as teams and the event could centered around practicing UAH values and pledging to take future actions to create a safe and inclusive community. For example, Games of Berkeley hosted a cooperative game night in honor of UAH Week.

#10: Dedicate a sign or symbolic (e.g. welcome Sign/Peace pole) object in the city to promote inclusion

One effective way for cities to demonstrate their commitment to United Against Hate Week is to dedicate a symbolic object like a peace pole or welcome sign. This object represents a city’s effort to promote UAH values including fostering acceptance, inclusion and safety. This object should be placed in a central public area.

In 2018, the City of Emeryville, CA devoted a Peace Pole next to their community center as a way to celebrate United Against Hate Week.

In 2014, Newark, CA affirmed its dedication to creating a safe community by posting a “Welcome Sign”. For more information on the impact of the sign click [here](#).

#11: Hold a Unity Walk

Unity Walks are great way to bring the community together to celebrate or honor a cause or recent event. In 2019, Castro Valley residents collaborated with the Castro Valley Community Alliance to host a UAH unity walk to honor the victims of the New Zealand shooting.

For more information about this event click [here](#).
Suggestions for organizing a Unity Walk
-find central location or pick a street and request city permit
-gather speakers/local businesses to set up tables
-create UAH banner
-bring signs for people to carry during the walk
-choose a specific theme that represents UAH themes

#12: UAH theme sports game

Devote a school or club sporting event to the UAH Mission. Have both sports teams participate by wearing a t-shirt with the UAH logo.
Shirts and hoodies are available with the UAH logo, learn more at unitedagainsthateweek.org.
Before the game starts, a team leader or referee can acknowledge the United Against Hate Campaign by briefly explaining the movement and distributing the UAH pledge for players and spectators to sign.

#13: Organize a UAH Rally

Rallies are great way to unite the community together to celebrate or honor a cause or recent event.
Suggestions for organizing a Rally
-find a central location like a park or open space (preferably with seating) and request city permit
-gather diverse local speakers and musicians who can inspire people to action and to take the next steps
-ask students to present a skit on how to stand up to hate and bullying
-ask local organizations and businesses to set up tables to share ways to get involved
-create UAH banner
-sign postcards/ banners/ messages of support for families of victims of hate
-bring signs for people to hold during the rally
-publicize the event before and report on the success after
More resources: https://www.aauw.org/resource/tips-for-an-effective-rally/
#14: Ask local artists to contribute works with a stop hate or pro-inclusion theme for an exhibit in a public space.

Find open areas or walls to paint/create an art piece that honors or symbolizes the United Against Hate campaign. Whether it’s a sculpture of a well-known activist or an illustration that displays racial equality and unity, this art will raise awareness of the United Against Hate campaign and will promote values of safety, unity and inclusion.

Ask students or local artists to contribute a piece that represents one of the UAH values.

#15: Host a Poetry Slam

Invite students, community members etc to write poetry to express their thoughts and opinions about how to create a safe, inclusive community. Last year a local radio station hosted a [Poetry Slam](https://www.wikihow.com/Organise-a-Gig) in honor of United Against Hate Week.

#16: Organize a Tribute Concert for UAH

Invite local artists to perform as a tribute to United Against Hate Week and raise awareness. This event could be a fundraiser for UAH or for victims of hate crimes. 
**Resources:** [https://www.wikihow.com/Organise-a-Gig](https://www.wikihow.com/Organise-a-Gig)

#17: Host a facilitated intervention training

Invite local groups to give a training to your workplace, community, friends, etc on skills that will help individuals stand up to hate. These trainings could consist of anti-bias training, how to be an ally training, bystander training etc.

#18: Organize a "Teach-in"

Ask local professors, community leaders or subject experts to participate in a “teach-in” on a topic that is relevant to UAH. This type of event could range from a lecture or panel and community discussion about racial and gender equality to inviting a special guest or guests to explain how they overcame hate or a hate crime.

2018 examples:
- UC Berkeley invited distinguished UCLA Professor, Sherene H. Razack to give a lecture on “[Race and the Apparatus of Disposability](https://www.ucberkeley.edu/)...
-UC Berkeley hosted a teach-in that explored the meaning of Sanctuary for All in Berkeley and what this means for community practice and public policy. The discussion focused on how to combat Islamophobia and anti-Semitism as part of creating a sanctuary city for all.
-The Council of American-Islamic Relations hosted a free bystander intervention where participants learned about the history and principles of nonviolence, and they practiced specific de-escalation techniques as a bystander in a variety of scenarios.

#19: Create a UAH themed potluck

Organize a potluck at your school, community, church etc! The overarching goal of the potluck would be to bring people together to learn about the beliefs and faith traditions of others through exploration and dialogue. An event like this can foster an atmosphere of mutual respect and understanding, and enable all involved to stand as a witness for tolerance, respect and understanding.

#20: Convene Congregations and Faith Leaders

Host an event at your house of worship to discuss UAH and how your faith tradition and community can model action. Alternatively, consider organizing an event that brings different faith groups together in respectful presence. This type of event will provide an opportunity for people to meet people with other faith traditions, share their experiences, listen to each other, and have conversations about matters of faith and spirituality in a safe environment.

Suggested Events:
- Amazing Faith Dinner
- Interfaith Workshop Service
Make Your Event a Fundraiser to Support The United Against Hate Movement

UAH is incredibly grateful for your support and engagement. In order to continue to improve and spread our movement, we politely ask for you to advertise our donation options at your UAH group event. Below are a series of ways you can contribute to our fundraising efforts:

#1. Voluntary Donation Options
- UAH recommends that you promote “Text to Donate” which allows people to electronically make donations.
- Create a UAH donation box for attendees to give cash donations at events
- Advertise our various websites to make a donation

#2: Pre-event Donations
You also have the option to elevate your event by creating a donation through ticket sales. For example, if you are hosting a poetry slam or tribute concert, you can provide tickets for $5 and the ticket money could go towards UAH funding.

As the event organizer, you are able to create events with ticket fees through eventbrite or charge attendees at the entrance of your event.

[link: unitedagainstatethateweek.org/donate]
United Against Hate Event Kit

A. Fill out an Event Submission Form
Whether you’ve already started to plan an event independent of UAH and would like it to be part of our campaign or are organizing an event from the list of ideas above, please fill out this Event Submission Form to have your event become officially approved and added to our website!

B. Promoting the Event
After your event has been approved by UAH, it’s time to start promoting it! Read the following steps below to maximize your efforts to get the word out about your event!

#1: MAKE A FLYER
Use our “United Against Hate” Flyer Template to make a flyer for your event. Print paper copies and post your flyer on the following social media platforms below:

#2: POST ON SOCIAL MEDIA OUTLETS
Facebook: promote your event through Facebook
Instagram: post an image of your poster on your instagram to get the word out to your followers
Meet-Up: Create a Meet-Up group for your event
EventBrite: Create an eventbrite page for your event

#3: CONTACT THE PRESS
A. Write a Press Release: As you’ve started advertising your event, it’s important to help spread the word through news/media. Part of the UAH awareness campaign model is to rapidly spread and mobilize actions and events to support a community. As UAH strives to spread vital values such as safety and inclusivity, having the press write about events and the campaign furthers our ability to grow as a movement and promote its values.

B. How to contact the press: Another way of spreading awareness for the UAH campaign is to contact local news sources/media groups to cover your event.
B. Coordinate a meeting with our Community Organizer
Once your event submission has been approved and you begin to promote your event, coordinate a meeting or phone call with our UAH Community Organizer. This meeting is a great opportunity to ask questions, collaborate with the back-end of the UAH movement, learn tips and feel more prepared for your event. In this meeting, our community organizer will discuss the logistics and help coordinate various needs of support to ensure the best results.

C. UAH Event Commitments
As the date of your event approaches, please review the UAH event commitments to incorporate during your event. These actions help strengthen the UAH brand to effectively spread our mission, measure our joint impact and support your efforts to create follow-up action.

Below we have listed 5 Commitments that should be conducted during a UAH event:

- Provide UAH posters/materials at events
One of the most successful tools that has made this campaign grow is the “United Against Hate” poster that is rapidly spreading throughout the Bay Area and beyond. This poster has allowed thousands of residents to participate in the campaign just by displaying this poster in their homes, businesses, cars etc. Hang posters at your event to honor UAH.

Find a poster distribution center near you or print one off our website!

- Ask participants/residents to sign the UAH Pledge (paper or mobile)
Signing the UAH pledge helps tangibly show participation and make a commitment to stand against hate and promote inclusion within a community. At the beginning or end of your event, read and pass out the UAH pledge for people to sign.

- Post your event on Social Media Platforms & Take Photos!
  See page 13, Section A, #2
During your event, we ask that you take photos and videos! Visually documenting the pivotal movements of your event helps us spread the word about UAH and provides examples for future event organizers! Send your photos to the UAH team so they can be included on our website.
Distribute surveys and return results to UAH
As you are finishing up your event, it is crucial to have your attendees take our survey evaluation. These results help us analyze impact, indicate how can improve our campaign, and help us report to donors
On our success.
*See appendix for Attendee Evaluation Survey

Follow the UAH Engagement Standards
This document is a set of basic expectations for participants at your event. Hang this document up at your event to set the standard to create a safe, inclusive environment.

*See appendix for UAH Engagement Standards document

D. Follow-Up Activities

#1: Return attendee Event Evaluation Surveys
If you decided to use paper Event Evaluation Surveys please mail them to:

United Against Hate
P.O Box 70232
Oakland, CA 94612

#2: Fill out Event Organizer Feedback Survey
Thank you so much for organizing a UAH event! We truly appreciate all your hard work and time. To improve our campaign overall, we need your feedback!

#3 Learn more about year-round action
Please keep in touch with our team and partners at Not In Our Town to help advise you community and document your next steps. Find resources for long term action at
niot.org.
APPENDIX

I. Sample resolutions
   d. Marin County Resolution
   e. Albany Unified School District Board of Education Resolution
   f. Proclamation of the City of San Pablo
II. Organization Outreach Sample Letter
III. UAH Pledge
IV. UAH 2018 Impact Data
V. Attendee Evaluation Survey
VI. Meeting Agreements for Events
RESOLUTION
OF
THE BOARD OF SUPERVISORS
MARIN COUNTY

SUPPORTING
NOT IN OUR TOWN
AND UNITED AGAINST HATE WEEK
NOVEMBER 11 – 18, 2018

WHEREAS, the United States is a nation of immigrants, whose strength comes from its diversity; and

WHEREAS, the Constitution enshrines equality on all individuals, regardless of race, gender, orientation, religion, or political views; and

WHEREAS, recent federal policies and rhetoric have generated a toxic environment that encourages the propagation of racist, xenophobic, anti-Semitic, sexist, homophobic, Islamophobic, and other bigoted views by emboldened hate groups and individuals; and

WHEREAS, deep divisions within our country are the result of extreme ideology, further strengthening a cycle of mistrust and suspicion fueled by fear, anxiety, and insecurity. The number of hate crimes across the United States has increased dramatically over the past couple of years; and

WHEREAS, the County of Marin is dedicated to preventing and opposing hate and intolerance in our communities. The Marin County Board of Supervisors earlier this year unanimously endorsed a resolution in support of Not In Our Town screenings and activities to stop hate, intolerance and bullying and promote safe, inclusive and equitable communities; and

WHEREAS, education, compassion, and cooperation are key to unlocking understanding and embracing differences between people; and

WHEREAS, we seek to join other Bay Area, California and communities across the country in this inaugural United Against Hate Week as an important step in bridging divisions and strengthening our communities.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of Marin hereby declares its enthusiastic support of Not In Our Town and United Against Hate Week activities in our communities November 11 – 18, 2018 and each and every day beyond.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Marin held this 18th day of September 2018.

________________________
DAMON CONNOLLY – SUPERVISOR, DISTRICT 1 - PRESIDENT

COUNTY OF MARIN
ALBANY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

RESOLUTION NO. 2018-19-04:
In Support of the City of Albany’s Declaration of November 11 – 17 as
“No Hate Week in Albany”

WHEREAS, since January 2017, there has been an alarming increase in fringe ideologies using
hatred as a means of intimidation; and

WHEREAS, numerous policy positions, from wanting to build a wall to most recently
separating families at the border, combined with the actions and rhetoric of President Trump,
have fueled the normalization of hateful and racist discourse; and

WHEREAS, attacks on immigrants, Muslims, people of color, women, the LGBTQI
community, and our most vulnerable are now more frequent, resulting in an uptick in hate crimes
and the open promotion of xenophobic ideas; and

WHEREAS, in response to the numerous events and to clearly state our shared values, Berkeley
developed the Berkeley Stands United Against Hate campaign, which was adopted by the City of
Albany as well as several other cities in the Bay Area, and served as a unifying and hopeful
beacon amidst a challenging time, declaring our commitment to inclusivity; and

WHEREAS, to further respond to the divide currently facing our nation, cities across the Bay
Area are organizing a “No Hate Week” that will take place November 11-17, 2018;

THEREFORE, the Albany Unified School District supports the City of Albany’s declaration of
November 11 – 17 as “No Hate Week in Albany” and will support and encourage appropriate
educational and community events.

PASSED AND ADOPTED by the Governing Board of Education of the Albany Unified School
District of the County of Alameda, this 25th day of September, 2018, by the following vote:

AYES: 7
NOES: 0
ABSTAIN: 0
ABSENT: 0

[Signature]
Clerk of the Board of Trustees
Albany Unified School District
Alameda County, California
Proclamation of the City of San Pablo
Recognizing
November 11-18, 2018
As
UNITE AGAINST HATE WEEK

WHEREAS, the United States is a nation of immigrants, whose strength comes from its diversity; and

WHEREAS, the Constitution of the United States confers equality on all individuals, regardless of race, gender, orientation, religion, or political beliefs; and

WHEREAS, recent policies and rhetoric have generated a toxic environment that encourages the propagation of racist, xenophobic, anti-Semitic, sexist, homophobic, Islamaphobic, and other negative views by emboldened hate groups and individuals; and

WHEREAS, deep divisions within our country are the result of extreme ideology, further strengthening a cycle of mistrust and suspicion fueled by fear, anxiety, and insecurity; and

WHEREAS, the number of hate crimes across the United States has increased dramatically over the past couple of years; and

WHEREAS, the City of San Pablo City Council maintains "Multi-Cultural Awareness & Appreciation" as a major policy goal adopted in the FY2018-21 Council Priority Workplan, stands strongly in support of our diverse community, honoring and protecting every individual regardless of race, creed, color, gender, religion, ethnicity, nationality, orientation, or identity; and

WHEREAS, education, compassion, and cooperation are key to unlocking understanding and embracing differences between people; and

WHEREAS, the City of San Pablo seeks to join other communities around the state in recognizing United Against Hate Week as an important step in bridging divisions as well as strengthening our communities.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Pablo hereby proclaims the week of November 11-18, 2018 as "United Against Hate Week" and recognizes that it is an important step in bridging divisions and healing communities.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of San Pablo to be affixed this 15th day of October, 2018.

Genoveva Garcia Calloway, Mayor
Dear XXXXX Leaders and Activists,

As the dangers of hate, racism and bigotry grow more apparent every day, the need for local action to counter hate could not be more urgent. I'm writing to ask your organization to join with the City of _____ for United Against Hate, a week of civic action to stop hate and build inclusion. Each community in the Bay Area is creating their own events, and because of your expertise and community connections, we are asking you to help create United Against Hate Week activities to engage our community...... (unitedagainsthateweek.org)

United Against Hate was created in direct response to the rise in hate crimes and bias incidents that pose a dangerous threat to the safety and civility of our neighborhoods, towns and cities. Plans from this event emerged from the Stand United Against Hate poster campaign that has spread to storefronts and homes across the region.

Safety from hate and intolerance are essential factors in creating inclusion and equity which are vital to building healthy and resilient communities. This week of activities and follow up events are designed to not just raise awareness about the dangers of hate and the need for respect and civil discourse, but to help community members build stronger connections with civic leaders, businesses, and schools, so that deeper engagement can continue year-round.

We urgently need your engagement and participation. Here are three things you can do:

1) Help Organize an Event
2) Spread the Word about United Against Hate Week Activities
3) Spread the posters, stickers and UAH promotion on social media

On_____ we have arranged a meeting at _____ to hear from the UAH week coordinators and to brainstorm activities for our community.

Sincerely,
Mayor, Representative, Council Member

Not in Our Town is helping to facilitate United Against Hate Week, and serves as the non-profit fiscal sponsor for this collaboration between local cities, civic leaders and the communities they serve. Learn more at NIOT.org
I pledge to stand up to all forms of hate, bigotry and bullying. I will not stay silent in the face of intolerance based on race, ethnicity, gender identity, gender, religion, ability or any other factor. I will work together with my community members to create a safer, more inclusive communities for all.

Signature

Date

I STAND UNITED AGAINST HATE

I pledge to stand up to all forms of hate, bigotry and bullying. I will not stay silent in the face of intolerance based on race, ethnicity, sexuality, gender, religion, ability or any other factor. I will work together with my community members to create a safer, more inclusive communities for all.

#bayareaunitedagainsthate

#BayAreUnitedAgainstHate

#StopHateTogether

*This pledge was originally adapted from Not in Our Town*
Respondents were given a set of statements in reference to the presentation.

**Statement:**

**Overall impact of film/event**

99% of respondents rated the overall impact of the film/event as Excellent or Good.

**Handling of Topic Presented**

98% of the respondents rated handling of the topic at the film/event as Excellent or Good.
Statement:

I am more likely to stand up to hate

96% of the respondents indicated that they were more likely to stand up to hate.

Statement:

I am more likely to speak up when I hear a harmful or bigoted remark.

96% of the respondents indicated they were more likely to speak up when they hear a harmful or bigoted remark.
I better understand the need for change in our community

98% of the respondents indicated they better understood the need for change in their community.

Statement:
I have been more exposed to and engaged with community members who are different from me.

95% of the respondents felt they have been more exposed to and engaged with community members who are different from themselves.
FOR IMMEDIATE RELEASE: August 5, 2014

CONTACT: Erika Gosser, egosser@niot.org, (510) 214-6468

COPS Office and Not in Our Town (NIOT) Release Film To Help Law Enforcement and Communities Work Together on Hate Crime Prevention

New Documentary “Waking in Oak Creek” Tells the Story of a Town’s Transformation and Healing After Deadly Hate Attack

Oakland, Calif. — Today the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office) and Not In Our Town (NIOT) released Waking in Oak Creek, the first in a series of films focused on helping law enforcement and communities work together on hate crime prevention.

Not In Our Town’s new film Waking in Oak Creek documents the powerful law enforcement and community response to the hate crime killings at the Sikh Temple of Wisconsin on August 5, 2012. After six Sikh worshippers were killed and Oak Creek Police Lieutenant Brian Murphy was shot 15 times by a white supremacist, Oak Creek Police Chief John Edwards and Mayor Steve Scaffidi worked together to cultivate new bonds with the Sikh community and guide the community forward toward healing. Their efforts embody sound community policing practices.

COPS Office Director Ron Davis said, “Community policing concentrates on preventing crime and eliminating the atmosphere of fear it creates. Waking in Oak Creek explores the unique aspects of addressing the needs of the victims and healing of communities in the aftermath of hate violence. The film will serve as a road map for discussions about best practices in community engagement to prevent hate crimes, support victims, and encourage proper hate crime enforcement.”

Not In Our Town CEO and the film’s Executive Producer Patrice O’Neill said, “Waking in Oak Creek presents not just the tragedy, but the courageous response of police officers, and the inspiring leadership and response of the Sikh community, city leaders and community members. Their stories show us what's possible when people join forces to face the danger of hate and intolerance, and commit to making their town safe for everyone.”

Through the Working Together for Safe, Inclusive Communities project, DVDs of the film are available free of charge to law enforcement agencies, civic leaders, community groups, schools, national organizations, and others for public screenings and discussions, town hall meetings, internal trainings, conference workshops, and other activities. The DVD can be ordered online at www.NIOT.org/cops/wakinginoakcreek or through the COPS Resource Center.

The COPS Office is a federal agency responsible for advancing public safety through community policing. Since 1995, it has awarded over $14 billion to advance community policing, including grants awarded to more than 13,000 state, local, and tribal law enforcement agencies to fund the hiring and redeployment of approximately 125,000 officers and provide a variety of knowledge resource products including publications, training, and technical assistance.

Developed in 1995 by The Working Group, an Oakland, California-based nonprofit strategic media company, Not In Our Town is a movement to stop hate, address bullying, and build safe, inclusive communities for all. NIOT films, new media, and organizing tools help local leaders build vibrant, diverse cities and towns, where everyone can participate. Learn more at www.NIOT.org.

For a press kit, film trailer, high-resolution images, lesson guide for educators, and resources for screening Waking in Oak Creek in your community, visit: www.NIOT.org/cops/wakinginoakcreek.

###
NIOT Screening/UAH Event Evaluation Form

Instructions: Please answer the following questions based on your recent experience of a Not In Our Town event. Surveys should be returned to: The Working Group/Not In Our Town, PO Box 70232, Oakland, CA 94612. Thank you for your participation.

1. Event Location: ___________________________ City_________________ Zip ________

Name of film (if applicable): _______________________________________________

Date: ____________________________________________________________________

2. How would you rate the following in reference to this film or event?

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Okay</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Handling of the topic presented</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
</tr>
<tr>
<td>b. Overall impact of the film/event</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
</tr>
<tr>
<td>c. Effectiveness of the group discussion</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
<td>⬜️</td>
</tr>
</tbody>
</table>

3. Please check the response that is most accurate for you:

Results of viewing this film/attending this event  Yes, very much  Yes, somewhat  No, didn’t make a difference

a. I have been more exposed to and engaged with community members who are different from me.  ⬜️  ⬜️  ⬜️

b. Through NIOT/UAH events such as this one, I’ve gained new insights.  ⬜️  ⬜️  ⬜️

c. I am more likely to speak up when I hear a harmful or bigoted remark.  ⬜️  ⬜️  ⬜️

d. I am more likely to stand up to hate.  ⬜️  ⬜️  ⬜️

e. I better understand the need for change in our community.  ⬜️  ⬜️  ⬜️

4. Have you participated in other Not In Our Town/UAH Events? (check one)

- ⬜️ First event  ⬜️ 2+ events  ⬜️ Long-term participant  ⬜️ Group Leader
5. Demographic information (optional):
We request the following information to help us understand and better serve our audience.

<table>
<thead>
<tr>
<th>a. Gender</th>
<th>c. Ethnicity</th>
<th>f. Religion</th>
</tr>
</thead>
<tbody>
<tr>
<td>○ Female</td>
<td>○ Hispanic or Latinx</td>
<td>○ Not Hispanic or Latinx</td>
</tr>
<tr>
<td>○ Male</td>
<td>○ Asian</td>
<td></td>
</tr>
<tr>
<td>○ Non-binary/third gender</td>
<td>○ Black or African American</td>
<td>○ Educator</td>
</tr>
<tr>
<td>○ Prefer to self-describe</td>
<td>○ Native Hawaiian or Pacific Islander</td>
<td>○ Faith group</td>
</tr>
<tr>
<td>○ Prefer not to say</td>
<td>○ White</td>
<td>○ Law</td>
</tr>
<tr>
<td></td>
<td>○ Prefer not to say</td>
<td>○ Student</td>
</tr>
<tr>
<td></td>
<td>○ Not to say</td>
<td>○</td>
</tr>
</tbody>
</table>

b. Age
<table>
<thead>
<tr>
<th>12 or younger</th>
<th>13-18</th>
<th>19-25</th>
<th>26-35</th>
</tr>
</thead>
<tbody>
<tr>
<td>○ member</td>
<td>○ enforcement</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>○ 36-45</td>
<td>○ 46-55</td>
<td>○ 56-65</td>
<td>○ 66+</td>
</tr>
</tbody>
</table>

6. Additional comments?
________________________________________
________________________________________
________________________________________

Would you like to receive resources and updates from Not In Our Town? If yes, please provide:

Name: _______________________________________
Phone: _______________________________________ 
Email: _______________________________________

(This information will be recorded separately from any personal or demographic information provided.)

Thank you for your participation. For more information on how to prevent hate, intolerance, and bullying in your community, please visit the Not In Our Town website at www.niot.org.
United Against Hate Event Engagement Standards

This document is a set of basic expectations for participants at your United Against Hate event.

- We will speak for ourselves and use “I” statements. We won’t try to represent a whole group, nor ask others to represent or defend an entire group.
- We will seek to understand one another’s perspectives and beliefs.
- We will listen with resilience, “hanging in” when we hear something that is hard to hear.
- We will share airtime and refrain from interrupting others.
- We will “pass” or “pass for now” if we are not ready or willing to respond to a question—no explanation required.
- We will acknowledge these engagement standards by asking the attendees to raise their hands to affirm their agreement to honor these standards.