

PROTECTING AND SUPPORTING OUR CAMPUS COMMUNITY AGAINST HATE MOTIVATED ACTIVITY

We want to share with you our progress to date.



The Hate Crime Review Steering Committee was created in the Spring of 2022 to address recommendations from an external review of Campus Security and Emergency Services (CSES) and their response to incidents targeting underrepresented and / or marginalized members of our campus community.

PRESENCE / VISIBILITY / TRUST

- CSES created a Mission & Vision statement, in consultation with campus partners, that reflects their role in supporting a safe and secure learning environment and their commitment to promoting and defending an equitable and inclusive campus environment.
- CSES has increased walking shifts, and staff attendance at campus events allowing for more social interaction with faculty, staff, students, and other community members, to increase visibility and form a stronger foundation of trust.
- CSES is sourcing a dress uniform for events where safety concerns are minimal and is working on a communications plan to familiarize the campus community with the elements of the standard patrol uniform.



REPORTING AND DOCUMENTING

- CSES is implementing a new records management system that will enhance reporting and provide insights into hate motivated activities.
- Human Rights and Equity Office (HREO) has implemented the online In-Sight tool that community members can use to anonymously report hate motivated activity.

RECRUITMENT AND HIRING

- CSES has implemented a trainee program for candidate's who don't yet have their security licence but meet other role requirements, to further remove hiring barriers.
- CSES is working with Human Resources and other campus partners to expand approaches to advertising and recruitment, to broaden the recruitment pool and become more representative of the community we serve.
- CSES created a bank of I-EDIAA interview questions in collaboration with HREO, to assess a candidates' knowledge and understanding.



TRAINING

- All CSES staff are required to complete I-EDIAA training on an annual basis in addition to all mandatory training offered by HREO.
- CSES is working with HREO to identify additional training opportunities specific to their security role (e.g. case based I-EDIAA training, trauma informed response, etc.)
- CSES staff continue to strengthen their working relationship with the Kingston Police Force, including identifying joint training opportunities with their Equity, Diversity & Inclusion Officer.

AWARENESS / COMMUNICATION / RESPONSE, FOLLOW-UP AND SUPPORT

- Terms of reference are being created for a committee with pan-university representation that will oversee the development and management of university-wide processes and procedures for reporting and responding to hate motivated activities.
- Processes and procedures will outline clear roles and define expectations for all university partners, including CSES.
- The committee will guide the creation of accessible resources to support victims of hate motivated activities.



A more detailed progress update is available [here](#), along with a summary of the full [report](#).

If you have questions or comments, please email csesreview@queensu.ca