

# ERASE HATE, BIAS AND VIOLENCE



## A Guide to Responding to and Preventing Hate, Bias and Violence Related Incidents

**Lexington-Fayette Urban County Human Rights Commission**  
162 E Main St., Ste. 226, Lexington, KY 40507  
Ph: 859-252-4931; Fax/TDD: 859-252-7057  
Web Site: [www.lfuchrc.org](http://www.lfuchrc.org)

**Rabbi Marc A. Kline, Commission Chair**  
**William D. Wharton, Executive Director**  
E-Mail: [wwharton@lfuchrc.org](mailto:wwharton@lfuchrc.org)



## ACKNOWLEDGEMENT

In October of 2006, the Lexington-Fayette Urban County Human Rights Commission Community Relations Committee voted to create a sub-committee to update the Commission's anti-hate and bias plan and to address the stated concern of the lack of identifiable community resources devoted to combating hate, bias and violence. It was a consensus of the committee that it was an appropriate time to do so since there were no pressing community issue or issues that usually precedes such community reviews.

In November of 2006, the sub-committee had an organizational meeting and met again in January of 2007. The following mission statement is a result of these meetings:

It is the mission of the Lexington-Fayette Urban County Human Rights Commission Anti-Hate, Bias and Violence Initiative to safeguard all individuals in Lexington-Fayette Urban County from incidences of hate, bias and violence based on their race, color, religion, national origin, sex, age, disability, familial status, or sexual orientation/gender identity through education, awareness, engagement, understanding, policy recommendation and law enforcement.

With that decision made, the sub-committee began the task of revising the Commission's 1999 Anti-Hate, Bias and Violence Plan. The sub-committee was later merged with the Community Relations Committee with the mission of updating the plan. The committee is grateful for the generous assistance received by Master of Social Work Graduate interns Jonathan Goodan of the University of Kentucky and Katherine Williams of Morehead State University in researching and drafting the update to this publication during the Spring semester of 2007. Jonathan and Katherine's invaluable devotion and hard work on this publication is greatly appreciated.

The Commission is also thankful for the assistance and contributions of interns Katie Tenenbaum and Nicole Lally of the University of Kentucky during the spring semester of 2007.

We are hopeful that you will find some the information contained herein to be useful in your everyday activities. We hope the positive communication techniques will affirmatively promote respect for differences and an appreciation of the diversity of the members our community.

October 1, 2007  
Lexington, Kentucky

Rabbi Marc Kline, Commission Chair

Anti-Hate, Bias and Violence Sub-Committee:

Mahjabeen Rafiuddin, Chair

Andrea Coleman

Gloria Rie

Jenny Sutton-Amr

Biby Tinajero

Melanie Tyner-Wilson

William D. Wharton, Executive Director

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## **INTRODUCTION**

It is the mission of the LFUC Human Rights Commission to safeguard the legal rights of individuals regarding discrimination and to promote mutual understanding and respect among the people of Lexington-Fayette County, Kentucky. The Commission, therefore, has formed a committee dedicated to examining and responding to local incidents of hate, bias, and violence. It is the mission of the Community Relations Committee to safeguard all individuals in Lexington Fayette Urban County from incidents of hate, bias, and violence based on race, color, religion, national origin, sex, age, disability, familial status, citizenship and/or immigration status, sexual orientation, gender identity, and ethnicity.

The foundational principles of a democratic society are predicated on a respect for the inherent dignity of the human person. Historically, one method that has been used to safeguard equality is the formation of a voluntary advocacy organization at the local level practicing policy advocacy, mediation, research, education, outreach and community building. The Community Relations Committee is an advocacy organization dedicated to efforts aimed at preserving the dignity of all residents of Lexington-Fayette County.

The intimidation and oppression, both systemic and sporadic, of individuals and groups predicated on identity represents a threat to every resident of Fayette County. It is essential for the community to clearly articulate that every individual is of inherent value and deserves to be treated with dignity and respect. Such a message and community standard is integral in our increasingly multi-cultural and diverse population. Protection of human rights and the appreciation of the unique contributions of all individuals and groups are requisites in an authentically democratic and truly just society. Hate crimes and the use of biased language are intended by their perpetrators to erode social cohesion and usurp the very principles of democracy. The Hate, Bias, and Violence Coalition seeks to enhance community cohesion and make it clear that acts and behaviors which threaten the safety and well-being of individuals or groups in Fayette County are not acceptable to the standards of this community.

Lexington-Fayette County is home to various groups and individuals dedicated to preserving the dignity of all residents. The Lexington-Fayette Urban County Human Rights Commission's Hate, Bias, and Violence Committee will create a coalition of such local individuals and organizations in order to present a united front against hate.

## **TYPES OF HATE/BIAS INCIDENTS**

Hate, bias, and violence refers to incidents, including crimes, that are motivated by prejudice based on race, color, national origin, sex, age, disability, familial status, citizenship and/or immigration status, religion, sexual orientation, gender identity, or ethnicity. These incidents can range in type from name calling to murder. Such incidents include: 1) shouting racial and religious epithets 2) vandalizing public or

private property with swastikas, racial slurs, or other hate symbols 3) singular acts or a course of behavior specifically intended to frighten or intimidate an individual or group; assault and other violent acts intended to cause bodily injury 4) rallies, protests, marches, musical concerts, and other events centered around an ideology of prejudice and hatred 5) the sale, promotion, and distribution of various types of media (e.g., books, leaflets, music, radio, video, etc.) which endorse an ideology and/or feature a rhetoric of prejudice and bigotry.

Hate, bias, and violence incidents are primarily perpetrated by individuals or unorganized groups of individuals. There are, however, various organized “hate groups” which possess a specific ideology of bias and bigotry aimed at one, some, or all of the aforementioned protected classes. Sometimes individual members of hate groups perpetrate actions which qualify as hate crimes and hate incidents. With the exception of some racist skinhead organizations, hate groups generally do not engage in organized acts of violence, though individual members are encouraged to commit violent acts, either explicitly or implicitly, by group leadership. “Official,” organized hate group activities include rallies, marches, protests, literature distribution, web-sites, concerts, and the promotion, production and distribution of hate based entertainment (e.g., “white power” bands).

The following are two examples of hate/bias incidents in Kentucky:

### **Black Neo-Confederate Visits Lexington**

In February 2007, H.K. Edgerton was at the center of a Neo-Confederate rally held in Thoroughbred Horse Park. Edgerton is the former president of the NAACP’s Asheville, NC chapter, currently the chairman of the board of directors of the Southern Legal Resource Center (an organization dedicated to “heritage violations,” and founded by a lawyer with known associations with the KKK), and a member of the League of the South (identified as a Neo-Confederate and white supremacist hate group by the Southern Poverty Law Center). Edgerton is also black.

Mr. Edgerton was joined in this rally by 7 local members of the Sons of the Confederate Veterans (a civic group whose national leadership has become increasingly white separatist in recent years). The rally was held in Thoroughbred Park because Mr. Edgerton’s invitation, extended by Principal Lorena Hall, to speak at Allen Central High School (Floyd County) for Black History Month had been rescinded. In addition to championing the Confederate Battle Flag (part of Allen Central’s mascot, which also includes the motto “Rebel Pride”), Mr. Edgerton claims “most – no all – of them [blacks enslaved in the Old South] lived better than the free black man.” Allen Central’s invitation was rescinded because the Principal claimed she would be required to invite speakers with views opposed to Mr. Edgerton’s.

## **Westboro Baptist Church Attempts to Protest Funeral.**

On Tuesday February 6, 2007, six children and four adults died in a house fire in Bardstown, KY. As the family of the deceased and people of Bardstown were preparing to mourn this tragic loss of life, the Reverend Fred Phelps and several members of the Westboro Baptist Church in Topeka, Kansas announced they would protest the funeral because they believed the deaths were part of God's punishment for a nation that condones homosexuality.

Despite a federal judge's ruling that such protests could not be stopped by state authorities, Kentucky Attorney General Greg Stumbo announced that Westboro protesters would face arrest. But before Bardstown and the funeral became a media circus, a Louisville radio station, WLRS on 104.3 and 105.1 FM, reached a compromise with Westboro leadership: the protest was cancelled in exchange for air time in which Westboro members could express their views. The Westboro members were broadcast from 3 to 4 PM the day before the funeral. Immediately following the hour of Westboro opinions, WLRS aired commentary from community members and leaders in Bardstown who expressed strong opposition to the church's message of hate.

## **HATE CRIMES IN LEXINGTON, 2000 – 2006**

### **Local Reported Hate Crimes as Reported by LFUC Division of Police**

According to reports that staff received from the LFUC Division of Police, six hate crimes were reported in 2000, one hate crime was reported in 2001, four hate crimes were reported in 2002, seven hate crimes were reported in 2003, twelve hate crimes were reported in 2004, six hate crimes were reported in 2005, eleven hate crimes were reported in 2006. There were forty-seven hate crimes reported for the seven year period.

Types of hate crime for the seven year period include simple assault (5), aggravated assault (5), destruction/damage/vandalism (13), intimidation (22), burglary (1), and forcible rape (1).

Motivation for the crimes include anti-white (2), anti-black/white (1), anti-black (18), anti-male homosexual (13), anti-Hispanic (3), anti-multi-racial group (3), anti-Islamic (3), anti-heterosexual (1), anti-Asian Pacific Islander (1), anti-Jewish (1), anti-Catholic (1).

A summary of the 47 reported hate crimes from 2000 to 2006 follows.

<b>2000</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
3/1/00	Racial Anti-White	Simple Assault
6/5/00	Sexual – Anti Male Homosexual	Simple Assault
3/12/00	Racial – Anti Black/Anti White	Aggravated Assault
8/11/00	Racial – Anti Black	Simple Assault
8/29/00	Racial – Anti Black	Destruction/Damage/Vandalism
10/24/00	Racial – Anti Black	Intimidation

<b>2001</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
11/12/01	Racial Anti-Black	Intimidation

<b>2002</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
3/17/02	Anti-Male Homosexual	Simple Assault
3/17/02	Anti-Male Homosexual	Simple Assault
7/05/02	Anti Black	Destruction/Damage/Vandalism
9/01/02	Anti-Multi-Racial Group	Destruction/Damage/Vandalism

<b>2003</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
3/29/03	Anti-Male Homosexual	Destruction/Damage/Vandalism
6/14/03	Anti-Black	Destruction/Damage/Vandalism
6/18/03	Anti-Male Homosexual	Intimidation
6/18/03	Anti-Male Homosexual	Intimidation
9/30/03	Anti-Hispanic	Destruction/Damage/Vandalism
10/04/03	Anti-Male Homosexual	Burglary
11/10/03	Anti-Black	Destruction/Damage/Vandalism

<b>2004</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
1/06/04	Anti-White	Forcible Rape
2/19/04	Anti-Male Homosexual	Intimidation
5/18/04	Anti-Black	Intimidation
6/08/04	Anti-Male Homosexual	Intimidation
6/16/04	Anti-Multi-Racial Group	Destruction/Damage/Vandalism
7/01/04	Anti-Black	Intimidation
7/06/04	Anti-Black	Destruction/Damage/Vandalism
7/17/04	Anti-Islamic (Muslim)	Aggravated Assault
7/18/04	Anti-Black	Aggravated Assault
8/10/04	Anti-Black	Destruction/Damage/Vandalism
10/14/04	Anti-Male Homosexual	Intimidation
11-15-04	Anti-Black	Intimidation

<b>2005</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
3/01/05	Anti-Black	Intimidation
3/04/05	Anti-Heterosexual	Destruction/Damage/Vandalism
4/29/05	Anti-Asian Pacific Islander	Intimidation
6/06/05	Anti-Jewish	Intimidation
6/25/05	Anti-Black	Intimidation
7/22/05	Anti-Black	Intimidation

<b>2006</b>		
<b>DATE</b>	<b>Bias Motivation</b>	<b>Crime</b>
1/11/06	Anti-Black	Intimidation
1/15/06	Anti-Catholic	Destruction/Damage/Vandalism
1/31/06	Anti-Islamic (Muslim)	Intimidation
2/25/06	Anti-Male Homosexual	Aggravated Assault
3/19/06	Anti-Islamic (Muslim)	Destruction/Damage/Vandalism
8/01/06	Anti-Multi Racial Group	Intimidation
8/14/06	Anti-Male Homosexual	Intimidation
9/23/06	Anti-Male Homosexual	Intimidation
10/18/06	Anti-Black	Intimidation
10/22/06	Anti-Hispanic	Intimidation
11/10/06	Anti-Hispanic	Aggravated Assault

## **ACTIVE HATE GROUPS IN KENTUCKY**

The Southern Poverty Law Center (SPLC)<sup>1</sup> published its annual list of active hate groups in the nation for calendar year 2006. The list contains 844 active hate groups as compared with 803 last year. This is an increase of 5% over last year but a 40% since 2000.

The SPLC reports 566 U.S. based hate web sites as compared with 522 last year. The tabulations are based on information from hate group publications, citizen's reports, law enforcement agencies, news reports, and other sources. The current breakdown, with a comparison to last year's numbers, is as follows:

	<u>Active Groups</u>		<u>Active Web Sites</u>	
Ku Klux Klan	165	(179) <sup>2</sup>	65	(86)
Neo-Nazi	191	(157)	90	(87)
Racist Skinheads	78	(56)	33	(28)
Christian Identity	37	(35)	42	(40)
Black Separatist	88	(106)	20	(18)

<sup>1</sup> Southern Poverty Law Center's *Intelligence Report*, Spring 2005, Issue 121

<sup>2</sup> Calendar year 2005 totals

Neo-Confederate	102	(99)	32	(27)
Other	133	(171)	284	(236)

In Kentucky the report lists eight (8) Klan groups, one (1) less than last year; one (1) Christian Identity group (one less than last year); one (1) Neo-confederate group (none were reported last year); no racist skinhead groups were reported by the SPLC (same as last year) and one (1) Neo-Nazi group, (none were reported last year). The report also lists one (1) black hate group, the Nation of Islam.<sup>3</sup> The following is a list of hate groups and web sites that were listed as being located in Kentucky:

**Ku Klux Klan<sup>4</sup>:**

1. Imperial Klans of America
  - a. Dawson Springs, KY<sup>5</sup> (Hopkins County)  
www.kkkk.net/kentucky1/index.htm
  - b. Brandenburg, KY (Meade County)
2. United Northern and Southern Knights of the Ku Klux Klan
  - a. Maysville, KY (Mason County)
  - b. Newport, KY (Campbell County)
3. Knights of the Ku Klux Klan
  - a. Fairdale, KY (Jefferson County)  
www.freewebs.com/nkkentucky
4. National Knights of the Ku Klux Klan
  - a. Lexington, KY (Fayette County)
5. Warriors of the White World
  - a. Leitchfield, KY (Grayson County)
6. White Mountain Knights of the Ku Klux Klan
  - a. Buffalo, KY (LaRue County)

<sup>3</sup> Staff is quite aware that some individuals do not consider the Nation of Islam a hate group, but for consistency of reporting, we have included them here

<sup>4</sup> The history of the KKK, which was formed in 1866, can be divided into three periods. The original KKK was successfully eradicated by the Federal government via the Ku Klux Klan Act of 1871. The second Ku Klux Klan was formed in 1915 by William Joseph Simmons. The Federal government actively sought to destroy the Klan by prosecuting its national leadership for tax evasion. Sex scandals and a possible political link to the Third Reich destroyed the Klan's popularity in the 1940s and 1950s. During the 1950s and 1960s the KKK broke into dozens of independent splinter groups. The largest today is the Imperial Klans of America (IKA) with headquarters in Dawson Springs, KY. IKA has ties to racist skinhead groups, neo-Nazi groups, and Christian Identity organizations. The KKK is ideologically right wing. It has an agenda of white nationalism, and has an official policy against women's movements, Jews, GLBT persons, non-white immigrants, Muslims, some Catholics, and all people not of European descent.

<sup>5</sup> National headquarters

## Neo-Nazi<sup>6</sup>:

1. National Socialist Movement
  - a. none
2. Aryan Nations
  - a. none
3. American National Socialist Workers' Party
  - a. Brooks, KY (Bullitt County)

## Racist Skinhead<sup>7</sup>:

1. Blood & Honour, KY<sup>8</sup>
  - a. Location not identified.
2. Confederate Hammerskins<sup>9</sup>
  - a. Location not identified.
3. Scioto Valley Skinheads<sup>10</sup>
  - a. Location not identified.

## Christian Identity<sup>11</sup>:

1. Fellowship of God's Covenant People
  - a. Burlington, KY (Boone County)

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<sup>6</sup> There are several distinct groups often in conflict with one another. It is important to note that the National Socialist Movement (national headquarters in Minneapolis, MN) has ties to Imperial Klans of America. NSM explicitly seeks to imitate the look of the Third Reich; they are one of the few groups to appear publicly in historical Nazi garb. Neo-Nazis possess a far right ideology, and condemn all people of non-European descent, gay, lesbian, bisexual, transgender, Muslim, and "liberal" or politically progressive people.

<sup>7</sup> The racist skinhead movement originated in the counter-culture, non-racist skinhead movement of late 20<sup>th</sup> Century England. Racist skinheads are often the most violent of the far right movements. Skinheads are organized into local gangs or 'crews' which operate independently. The racist skinheads subscribe to a neo-Nazi ideology. A loose national confederation, the Hammerskins, claimed hegemony in the 1980s and early 1990s. In 2005, an attempt was made to unite independent skinhead crews into the Blood and Honour Council. The founding skinhead crew, the Vinlander Social Club, however, has officially withdrawn from the white nationalist movement, and is practicing a policy of isolationism. The Southern Poverty Law Center and Anti-Defamation League still consider the Vinlander Social Club a hate group. The ADL reports an active Blood and Honour crew in KY.

<sup>8</sup> Identified as active by the Anti-Defamation League (ADL), [www.adl.org/racist\\_skinheads/](http://www.adl.org/racist_skinheads/)

<sup>9</sup> Identified as active by the Anti-Defamation League (ADL), [www.adl.org/racist\\_skinheads/](http://www.adl.org/racist_skinheads/)

<sup>10</sup> Identified as active by the Anti-Defamation League (ADL), [www.adl.org/racist\\_skinheads/](http://www.adl.org/racist_skinheads/)

<sup>11</sup> 'Christian Identity' is a term used to describe various and sundry religious groups. The groups vary but all have a racialized, white nationalist theology. Each group is independent and appears to be a simple Protestant church group. While some of these "churches" have ties to neo-Nazis, KKK, and other hate groups, some churches identified as part of the Christian Identity movement do not. Both KY Christian Identity groups appear to have ties to the KKK.

### **Neo-confederate<sup>12</sup>:**

1. League of the South  
www.dixenet.org  
a. Lebanon, KY (Marion County)

### **Black Separatist:**

2. Nation of Islam  
a. Louisville, KY (Jefferson County)

## **ACTIVE PATRIOT GROUPS IN KENTUCKY**

The SPLC has published its annual list of patriot and militia groups for 2006. The list contains 147 groups, 15 more than last year. Generally these groups define themselves as opposed to the “New World Order” and advocate or adhere to extreme anti-governmental views. One should be very careful because a listing here does not mean that a group advocates or engages in violence or other criminal activity, or is racist.

In the Kentucky the report lists four (4) such groups one (1) more than last year. The following is a list of the groups and web sites:

1. Take Back the Night  
a. Clarkson, KY (Grayson County)  
[www.takebackkentucky.com](http://www.takebackkentucky.com)
2. Constitution Party  
a. Louisville, KY (Jefferson County)  
[www.cpkky.com](http://www.cpkky.com)
3. Kentucky State Militia  
a. Stanford, KY (Lincoln County)  
[www.kysm.org](http://www.kysm.org)
4. Ranch Rescue  
a. Hebron, KY (Boone County)

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<sup>12</sup> The term “Neo-Confederate” is used to describe numerous organizations whose commonality is a celebration of the history and ideology of the Confederate States of America. Some groups are explicitly racist, some are not. The League of the South has ties to the KKK and neo-Nazi organizations, and actively seeks an independent government for the Southern states. The League is right wing and holds a white nationalist ideology similar to the KKK and neo-Nazi's. Despite the fact that the group is explicitly racist, an African-American member of the League of the South, H.K. Edgerton, spoke at a Lexington rally in 2007. Edgerton was joined by members of the Sons of the Confederate Veterans (SCV), another neo-Confederate group. The SCV has chapters in Elizabethtown, Louisville, Lexington, Hazard, Corbin, and Independence, KY. The SCV is not identified by the Southern Poverty Law Center as a hate group; it is important to note, however, that the national leadership of the SCV has adopted a white nationalist ideology in recent years.

## **Hate Group Events in Kentucky, 2005 – 2007**

1) March 19 – 20, 2005

Dawson Springs: Klan rally.

2) March 20, 2005

Louisville: Ku Klux Klan applications were inserted in newspapers.

3) May 27 – 30, 2005

Dawson Springs: Imperial Klans of America and Blood and Honour, USA co-sponsor the annual “Nordic Fest.” Nordic Fest is an International hate rock festival. Racist bands from Germany and Britain usually attend. Various white supremacist groups attend this ‘white power unity festival.’

4) September 23 – 25, 2005

Dawson Springs: Ian Stuart Donaldson Memorial Concert. Honors Donaldson, founder of British skinhead band Screwdriver. Bands from US, Britain and Germany perform. Various neo-Nazi and Klan groups attend.

5) October 7 – 9, 2005

Union: Retreat sponsored by Fellowship of God’s Covenant People. National leaders in the Christian Identity movement speak.

6) March 25 – 26, 2006

Dawson Springs: Klan rally.

7) May 26 – 29, 2006

Dawson Springs: Nordic Fest. Important to note that violence erupted between the Vinlander Social Club (founding members of the Blood and Honour Council) and the National Socialist Movement. NSM and Imperial Klans have made amends. The Vinlander Social Club withdrew from the white nationalist movement later in the year. The Vinlanders, as they call themselves, have officially abandoned the white nationalist rhetoric and agenda. They are, however, still considered to be a dangerous hate group.

8) August 5, 2006

Fairdale: "Unity rally" organized by the National Socialist Movement (NSM) and Jefferson County Knights of the KKK. This was an attempt to promote "white unity" after the violence at Nordic Fest.

9) September 23, 2006

Fairdale: Jefferson County Knights of the KKK march in the annual Fairdale Community Parade.

10) October 7, 2006

Pikeville: Cookout organized by the Knights of the KKK and Knights Party (Arkansas based KKK faction lead by Thom Robb).

11) November 11, 2006

Louisville: KKK unity rally organized by the Knights of the KKK. Other white nationalist groups were invited. Cross burning on private farm.

12) December 29 – 30, 2006

Bowling Green: Klan gathering organized by Knights of the KKK. Various KKK and Christian Identity groups attend.

13) January 20, 2007

Bardstown: KKK protests gay-straight alliance in local schools.

14) February 2007

Lexington: Sons of the Confederate Veterans (SCV) held rally with guest speaker H. K. Edgerton who states during his speech that slaves in the pre-war South were happy, and that he desires a return to the practices of that time.

15) February 9, 2007

Bardstown: Westboro Baptist Church members speak on a Louisville radio station stating that a Bardstown fire, which claimed the lives of ten family members on 2-06-07, was God's punishment for a nation that condones homosexuality.

# A SHORT LIST OF SYMBOLS USED BY ACTIVE KY HATE GROUPS<sup>13</sup>

## Neo-Confederate:



Confederate Battle Flag

## Racist Skinheads:



Confederate Battle Flag



Rock Against Communism



Hammerskins



SS Bolts



Boot Symbol



Dirlewanger Emblem



"Peckerwood" Symbol



Bulldog/Rottweiler Symbol

## Ku Klux Klan:



Cross in a circle with Blood drop. Traditional Klan Symbol



Confederate Battle Flag



The Burning Cross and white "ghost" costume are both traditionally associated with the KKK

<sup>13</sup> Please note that not all of these symbols originate with hate groups. Hate groups frequently co-opt symbols from non-violent, non-prejudiced organizations/traditions. For example, the crossed hammers used by the Hammerskins (racist skinhead) actually originated in a movie (*Pink Floyd's The Wall*) which explored the reasons for becoming a racist. Pink Floyd writer and front man Roger Waters is a pacifist and frequently speaks out against racism.

## Christian Identity:



Logo of Kingdom Identity Ministries



Emblem of the American Institute of Theology

## RESPONDING TO HATE/BIAS CRIMES AND INCIDENTS

It is essential to have a multi-ethnic coalition formed in the community that specifically deals with hate and bias related issues. This coalition will have two functions: responding to the incidents and preventing the incidents.

A coalition is an organization of diverse groups of people with varied interests who come together to bring about a change which they would be unable to bring about independently.

With the situation of hate and bias related incidents, it is important to have all types of interest groups represented in the coalition. The issues of hate and bias are extremely serious, emotional and potentially volatile. Many people have strong feelings one way or another in regard to racism, prejudice, and bigotry, so it is important to have coalition members who are sensitive and who have the capacity to be empathetic with views which may differ from their own. In addition, it is important that members of the coalition are extremely dedicated to the cause.

It is the duty of the coalition to establish opportunities within the community for systematic inter-group interaction.

1. Study Circles project: this concept allows groups of people to get together for two hour sessions for a period of at least four weeks. The unique aspect of this project is that the groups are small enough to allow the participation of each member and the groups of people are composed of people who probably would not interact with one another on their own time. The group time is used for an in-depth and organized discussion of race relations. Many times the groups continue to meet after the scheduled time period is over and often their discussions move on to other topics. In any case, this interaction allows for an increase in understanding others. If enough people participated in Study Circles, then there could be a reduction in bigoted attitudes, which could therefore lead to a decrease in hate/bias related incidents.

2. Workshops/Seminars: The coalition needs to conduct periodic workshops dealing with hate and bias related incidents. These workshops need to be individualized towards specific groups. For example, each May a workshop could be held for teachers, in June for city officials, in July community forums could be held, and so on. Interacting with various public officials and community members will stress the need for each individual's help in assuring that hate and bias incidents are not allowed to occur in this community.<sup>14</sup>

## Responses

### A. Mediation

This method should be used when there is specific ongoing group or individual conflicts and the situation has not elevated to the level of physical violence.

When it is determined that mediation is needed to amend the incident, there are at least six steps necessary to follow, and in order to make it work, you must pay attention to both verbal and nonverbal cues given by both parties and concentrate on those areas which can best bring about an agreement.

1. Establish the context – As mediator, it is important to be in charge of the situation and to maintain a rational atmosphere for the parties.
2. Make an initial assessment of the situation – Identify the positions and mind sets of each party.
3. Define the problem –
  - ◆ Help each party to understand the other party's view of the problem.
  - ◆ It is important to have a specific and focused definition of the problem.
  - ◆ Help the parties separate the person from the problem.
4. Develop a strategy and gather information – Identify the early areas of agreement and build on these areas.
5. Obtain an agreement – Invent options for mutual gains.
6. Enter into binding arbitration.

As a mediator, it is important to respond with empathy to both parties. You must put your own feelings and thoughts temporarily aside.

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<sup>14</sup> One such workshop/training which is endorsed by the Southern Poverty Law Center and the Anti-Defamation League is "Responding to Hate Crime: A Multi-Disciplinary Curriculum." It is intended to be co-sponsored by law enforcement and an HRC. It is intended for law enforcement and victim assistance professionals in order to successfully implement efficacious methods of investigation and prosecution of bias crime. Individual sessions include: Defining and Recognizing Hate/Bias, Victim Impact, Bias Crime Offenders, Bias Crime and the Law, Cultural Competency, and Community Response.

## B. Intervention for Victims of Hate/Bias

Victims: Victims of hate or bias related incidents often feel extremely isolated. It is important to be a supportive listener and to assure the victim that the attack is a matter of extreme concern. The Neighborhood Network model has been used in communities with resources similar to Lexington:

1. After being informed of the hate/bias incident, the HRC will send a formal letter of support to the victim.
2. The HRC will then contact the appropriate victim network support member (from the Community Response Coalition).
3. The Network member contacts the victim as part of a two person team. Response teams should first introduce themselves and explain what they are doing. They must show that they are interested in listening to the victim and share in their experiences.

Assure the victim that the incident does not reflect the feelings of the rest of the community; let them know that it is all right to express their feelings and that they are not alone. Stress to them that their requests of anonymity will be honored. The response team should help the victims deal with their feelings, clarify the problem, explore available alternatives, and assist them in seeing possible outcomes of different options, but should not tell the victim what to do.

The goal is to provide support to the victim, and this might require contacting the victim more than once to solve the problem. Do not terminate contact with them until the situation has been remedied. If the situation is one that is out of the range of the response team's authority or capabilities, refer the victim to an agency that can help. If the victim does not feel the need for HRC victim support, give them contact information for the HRC in the event support is desired or needed at some future time.

4. If the first report of a hate crime is made directly to a response team member, the victim should be encouraged to report the incident to law enforcement.
5. If appropriate, the response team should explain the option of developing a community response. A community response plan should never be initiated unless the victim is supportive of the effort and the circumstances warrant such a response.

C. Intervention when dealing with hate group activities

When hate or bias related incidents occur, ignoring them completely usually leads to an increase in violence primarily because the perpetrators are usually looking for responses to their actions. If nothing is said or done, they continue committing the acts simply because they have proven that they can.

There are many issues to consider when responding to a hate or bias incident of this caliber. There are many sensitive matters to contend with and there is always a concern over doing too little or too much. Once a supremacist has gotten a permit for the rally, the First Amendment protects their right to freedom of speech. There are measures that you can take to decrease the likelihood of problems associated with the marches or rallies. The Anti Hate, Bias, and Violence Ad Hoc Committee should convene an emergency meeting as soon as hate group activity has been brought to their attention.

## **GUIDING PRINCIPLES FOR PLANNING A RESPONSE TO HATE GROUP ACTIVITY**

1. Accurate and updated information regarding the event (this includes salient information about the hate group) should be presented at the meeting.
2. It is essential that the response be timely.
3. The response needs to be tailored to the specific situation; formulaic responses are not appropriate for two reasons – A) Hate groups are able to easily predict the response and take countermeasures & B) These are volatile issues and attention needs to be given to the best response for diffusing the situation.
4. The response should include a representation of the community's diversity. This demonstrates solidarity and helps to deter the hate group's agenda of divisiveness and factionalism.
5. Victim support and assistance (when applicable) is essential.

Whatever is decided, it is important **not to attend the hate event itself** because such measures can erupt into violence, which is one of the goals of the hate group. An alternate event is important so as to provide the community with an outlet for its anger, frustration and desire to respond.

## SPECIFIC EXAMPLES FROM OTHER COMMUNITIES

Palatine, IL – The KKK announced plans to participate in the Adopt-a-Highway program, but before they could fill out the paperwork a community coalition was able to organize various civic groups to claim all available area highways.

Cincinnati, OH – In response to the KKK's annual rally in Fountain Square, Councilman Tyrone Yates organized a multi-cultural vigil in Fountain Square when the Klan would not be present.

You must be willing to work with law enforcement, public officials, and the media.

1. Assisting law enforcement:

### **Set Rules**

- a. Determine what rules of conduct local agencies have the authority to enforce on hate groups as well as counter demonstrators (it is important to impose the rules equally on all organizations regardless of their beliefs).
- b. Ban all weapons at all events.
- c. Immediately have anyone arrested who breaks the law.

### **Simultaneously communicate with the public**

- a. Encourage public leaders to speak out against bigotry.
- b. Let these leaders know that the march, rally, etc., will be conducted under close monitoring and that one goal of the hate group is to provoke violence. Citizens should be aware of this so that they can refrain from assisting these groups in obtaining their goals.
- c. Try to organize an alternate event the following day that encourages unity and denounces bigotry.

- ◆ **Encourage officials to make it a policy to not issue permits to opposing organizations for the same time. The potential of an uprising is too great.**
- ◆ **Assist those involved in patrolling the march/rally. Minimize potential conflicts, but prepare for the worst**
- ◆ **Observe the event, report findings to officials, make suggestions, and share information with the public and other agencies.**

2. Assist the media by encouraging them to:

- a. Do a thorough investigative job.
- b. Assign the same reporters to the hate beat for extended periods of time.

- c. Get reporters to attempt to eliminate the mystique of supremacist groups.
  - d. Not overplay the news about white supremacists.
  - e. Not allow themselves to be used.
  - f. Not to overlook the victims of hate violence.
3. What Human Rights Commissions can do:
- a. Help create and lobby for hate crime legislation.
  - b. Organize a hate crimes victim support network or response team (victim intervention).
  - c. Hold workshops/forums to educate the citizens of the community about hate crimes and what they can do to prevent them.
  - d. Issue periodic reports to the community regarding hate/bias incidents in the community.
  - e. Let the community know who to contact and how to report hate/bias related incidents.
  - f. Hold community meetings discussing concerns with hate/bias related issues, follow up on proposals.
  - g. Investigate the possibility of finding 'soft money' in order to hire a community relations staff person/s.

## **CONCLUSION**

This manual cannot completely cover all of the variables that may occur in trying to prevent and respond to crimes and incidents of hate and bias that may occur in our community. Its purpose is to serve as a guide.

Constructive feedback and subsequent revisions from the community are essential to the success of this initiative. To this end, we readily welcome your comments and suggestions that will facilitate successful implementation of this initiative.

We are hopeful that you will find some the information contained herein to be useful in your everyday activities, especially the positive communication techniques will affirmatively promote respect for differences and an appreciation of diversity of the members our community.

We must begin to recognize and address the impact that incidents of hate and bias have on individuals and their families, other concerned friends and our community as a whole. We invite you to lend your visible and meaningful support to this initiative.