Freedom from Fear
Tackling Xenophobia, Racism and Hate

Background: The problem of hate

Across the UK we heard stories of communities coming together, of strong links between groups from across the world with white British communities. Sadly, we also heard stories of racism, xenophobia and hate - from violent assaults, to angry words shouted on a train, to children threatened because of where their parents came from.

Hate and tension between communities is an old problem. More recently, the EU referendum campaign has a terrible impact ('More than 3,000 allegations of hate crimes were made to UK police in the week before and the week after the 23 June vote, a year-on-year increase of 42%') and whilst the numbers are dropping, high levels of reported hate crime have continued since ('There was a 49% rise in incidents to 1,863 in the last week in July when compared with the previous year. The week after saw a record 58% increase in recorded incidents to 1,787'/'the level of hate crime is 16% higher than over a similar period last year… in the third week of August')

Hate is a big and complex problem - yet there are issues we can tackle now:

- **Discrimination in the workplace.** People have told us how strongly racism at work undermines their confidence. Can migrant workers self-organise together to challenge employers who practice racism, discrimination or poor working conditions when they see or experience them? The cleaners at UL did that, as did cleaners at LSE - and won real changes, building two grassroots trade unions in the process.

- **Hate on transport.** Videos are shared across social media of hate speech and abuse on buses, trains, and other public transport. Can we organise a local campaign to force transport bosses to act? In Northern Ireland, migrant women first challenged bus drivers to support them when they heard hate, then convinced the bus company to train their staff better.

- **Reporting hate crime.** Some communities face so much hate that abuse feels normal - and reporting it feels pointless. Can we convince local Police chiefs or council to prioritise hate crime reporting and invest in systems to do so? Can we organise to improve police procedures to make sure immigration status never stops people from reporting hate. Can we support our communities to speak out about hate crime?

- **Stereotypes in the Media.** Again and again we see stereotypes or downright lies in the paper, which inspire others to hateful acts. But how do we challenge such a powerful body? Is there a particular paper or presenter that is a repeat offender? Can we organise through their advertisers or other powerful groups to make them think twice before inciting hate? Can we strengthen our communities' ability to speak out in the press?

How does hate affect your community? What issue could make a real difference to people's lives?

Why hate?

Hate means a lot of different things, including racism (discrimination or prejudice on the basis of racial difference) and xenophobia (literally 'fear of the foreigner', discrimination or prejudice against someone coming from abroad). The impacts on people and communities of facing racism and discrimination are long-term and deeply felt.

The UK witnessed its own powerful civil rights movement to challenge racism in the 1960s, 70s and 80s. The movement won major changes in public opinion and language, everyday discrimination and the law: everything from the Race Relations Act to the Equality Act, and beyond. But its legacy is slipping away. Social change is not something that happens in a logical sequence or order. We must keep fighting for it.

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Now it feels like we need to grow a new civil rights movement again. Organising across communities in ways that bring people together, rather than drive them apart, can bring profound changes. In Northern Ireland, the city of Derry-Londonderry has had a difficult and violent past - and yet, migrant groups have connected both protestant and catholic communities together by building common ground on how people want new migrants to be welcomed.

Why now?

On workplace actions: High-profile cases about practices at firms such as Deliveroo, Byron Burgers or Sports Direct have brought these issues into the public view. At the same time, the EU referendum has made EU workers more anxious about their rights - meaning that there is now a broad coalition of people across different communities who care about these issues. There is a political opportunity to influence: Matthew Taylor is leading a review of employment practices: http://www.bbc.co.uk/news/uk-politics-37527936. How might we engage?

Who is working on Hate?

We have some allies that we can collaborate with:

- Hope Not Hate's More in Common campaign works with post-industrial communities, as well as organising some younger migrant leaders.
- Race-focused organisations such as Runnymede Trust provide great resources, research and experiences of working with public services.
- Race Equality Networks and Equalities Councils used to exist around the UK - they may still be active in your area. Migrant and refugee organisations such as RAMFEL may also focus their work on tackling hate crime.

There is so much to do, and good work needs to be local and grassroots - what can you do in your neighbourhood to build a more hopeful, peaceful, respectful area? How can you challenge those who should be keeping us safe - our councils, the police, our employers, our institutions - to make sure everyone is protected and supported? **More importantly, where are the migrant and refugee movement builders leading this campaign?**

What next?

1. **Decide the issue**: How does hate, racism or xenophobia manifest itself in your community? What issue do people care about most? What one aspect would make a worthwhile, winnable campaign that could change your neighbourhood?

2. **What don't we know**: How much do you know about hate in your community or areas? Have you asked the community, spoken to civic leaders, done some research, gathered stories?

3. **Create an action:** Who could make the change you want on this issue? Who is your target? What creative action would get a reaction from them to get you to meet them? See example above!

4. **What shall we call this problem?** Is there a snappy name that encapsulates these ideas, but is positive and proactive? Hope Not Hate is already taken!