



Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne

FISHING WITHOUT FEAR

Follow Up Report
on the Inquiry into Assaults on Asian
Canadian Anglers

April 2009

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Report Highlights

The goal of this report is to identify the progress of the commitments made by 22 organizations across Ontario in response to the Ontario Human Rights Commission's ("Commission") Inquiry into Assaults on Asian Canadian Anglers. From these commitments, best practices can be drawn. The Commission has also been monitoring any further incidents, and a description of these is provided.

The following are highlights of some of the activities that occurred prior to and during the 2008 fishing season, many of which were the result of commitments made during the Inquiry:

- The Ontario Provincial Police ("OPP") and the York Regional Police ("YRP") increased their presence in key areas where there had been prior incidents.
- Many elementary and high school students were educated on hate crimes and the angler incidents.
- A poster campaign from the York Regional Police and the OPP informed anglers of all backgrounds they could "Fish without Fear" and provided safety tips.
- The Ontario Federation of Anglers and Hunters told members that everyone has the right to be free from harassment regardless of race. It also stated that members should not take the law into their own hands if they see someone breaking the law or being harassed, but to call the authorities.
- On June 8, 2008, York Regional Police, along with the Town of Georgina, the Ontario Provincial Police and the Ministry of Natural Resources held the first "Safe Shores Fishing and Information Day" in the town of Georgina. The goal was to welcome all anglers back to the shores of Lake Simcoe for another season of fishing, with particular outreach to people from Asian Canadian communities.
- Seminars were held by Ontario fishing and hunting clubs with many Asian-Canadian members (entitled the "No Fear Fishing Seminar") to explain provincial fishing regulations and discuss the ways to avoid being harassed or attacked (for example by stopping fishing and leaving the waterside), and how to get help by calling the police at 9-1-1.
- The Ministry of Natural Resources ("MNR"), in collaboration with Commission staff, initiated the development of a training program for

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conservation officers and park wardens on racial profiling and race-related complaints.

- The Town of Georgina established a diversity and equity committee, which plans to develop a protocol for how a municipality can address issues of racism.
- The City of Kawartha Lakes passed a motion to join the Coalition of Municipalities against Racism and Discrimination.
- The York Regional Police integrated examples of the angler incidents into its training program for officers on hate crimes.
- The Ministry of Education began to develop materials to integrate examples of the angler incidents and a discussion of racism and hate activity into the curriculum.
- The Ministry of the Attorney General (“MAG”) agreed to train 70 Crown Attorneys on awareness of how to prosecute hate crimes.
- The Commission and MAG are looking at proposals to develop a large-scale social marketing campaign around awareness of hate activity.

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Background

The Commission's preliminary findings of the inquiry into assaults on Asian Canadian anglers, released in December 2007, made note of this submission:

Last August, I and my friend, who is of Chinese origin, were fishing near the channel here in the publicly owned land, we were chased away by the local residents...When I told them we were on public property [he] threatened to push us into the lake and said, "if you don't leave now you will end up in the water." We left because we didn't want to get into trouble.

In September 2007, the Commission learned of several disturbing incidents that had occurred around lakes and bridges in Ontario. The incidents involved reports of assaults and verbal attacks on Asian Canadians who had engaged in recreational fishing in and around the shores of Lake Simcoe. Asian Canadians, or people fishing with Asian Canadians, appeared to be targeted, and a racist slur referring to Asian Canadians was associated with reports of assaults in some areas.

As English and Chinese-language media put a spotlight on these incidents and people in the Asian Canadian communities voiced their concerns, further incidents across southern and eastern Ontario came to light. In November 2007, the Commission initiated the Inquiry into Assaults on Asian Canadian Anglers ("Inquiry"). The Inquiry was established under the Commission's mandate under section 29 of the *Human Rights Code* ("Code"). This section empowers the Commission to inquire into incidents of tension or conflict in a community, and to make recommendations and encourage and co-ordinate programs and activities to reduce or prevent such sources of tension and conflict.

The goals of the Inquiry were to learn more about the impact and systemic nature of the incidents, support those affected and refer them to appropriate resources, engage in education and public awareness about racism and racial profiling, build capacity within communities and responsible government bodies to deal with issues of tension and conflict, and identify possible solutions.

When a local Chinese-radio talk show host asked his callers about their experiences while fishing, he received four calls from people who related their experiences of having been harassed while fishing, or knew of Asian Canadians who had been harassed.

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Submissions to the Inquiry

In partnership with the Metro Toronto Chinese and Southeast Asian Legal Clinic, the Commission set up a hotline and survey to understand the nature of the problem and its impact on people in the Asian Canadian communities. The Commission's *Preliminary Findings: Inquiry into Assaults on Asian Canadian Anglers* revealed stories of frightening fishing experiences. People related having experienced a range of encounters, including verbal assaults, destruction of fishing equipment, stone-throwing, and physical assault. These incidents appeared related to racism against Asian Canadians.

I have been fishing on a boat on Rice Lake from early October to mid-November for the last several years. During this month and a half, on average two times, there is a man...who would come out of his house and say out loud, the fxxking Chinese (sometime he would say the fxxking Vietnamese or the fxxking Korean) is invading his backyard.

The report also made note of 11 incidents that were reported to police in 2007, most of them involving allegations of assault. These are noted in Appendix A. One particularly devastating incident involved multiple victims and perpetrators, and left one individual in hospital for several months with severe permanent injuries. These incidents were recognized as being potential hate crimes and were investigated by the hate crimes units of various police detachments, which made several arrests. Most are still being pursued through the courts at the time of writing of this report.

These incidents had a significant impact on many people in Asian Canadian communities. The Commission heard reports of people feeling fearful of going fishing, and feeling that they needed to change their behaviour and increase their safety when engaging in activities in the community. For some, their faith in Canada's ability to live up to values it expresses, such as multiculturalism, was undermined.

Through the Inquiry, the Commission heard that some people's experiences of harassment or assault made them feel unwelcome in the communities where they had occurred. At the same time, the Commission heard from people living in communities across Ontario that they were fearful they or their communities were being painted as "racist". The Commission has stated that no town or community is racist, but emphasized that all municipalities have a role to play in acknowledging and addressing incidents of racism when they occur. Everyone has an obligation to provide for an environment free from harassment and discrimination, and the actions of elected leaders, government officials and police services are critical in this regard.

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From others, the Commission heard that negative sentiments and incidents of harassment of Asian Canadian anglers were related to concerns about protecting scarce natural resources. The Commission recognizes and upholds the significance of conservation of natural resources to the economic and cultural livelihoods of communities across Ontario. Everyone should obey the laws to sustain the natural environment, and people who don't should be subjected to appropriate penalties. However, the Commission was alarmed that submissions conveying concern about protecting natural resources were often accompanied by stereotypes about Asian Canadians, portraying them as more likely than others to break fishing laws, and portraying them as "outsiders" in communities.

Human rights concerns arise when Asian Canadians are targeted for greater scrutiny, or it is assumed that because people are Asian Canadian they are fishing inappropriately. It was alarming that some people appeared to rationalize incidents of harassment and assault as the natural extension of frustrations around perceptions that Asian Canadians are more likely to fish illegally than others. Assaults or vigilantism targeting a particular group cannot be justified by raising allegations of illegal activity.

It is worthwhile to note that in all of the incidents investigated by police, there was no evidence that victims had broken any fishing regulations.

In September 2007, a racial slur referring to Asian Canadians was found spray-painted under a bridge in Hastings, Ontario. Asian Canadians were referred to as "fish thieves."

Where tensions in communities exist because of legitimate concerns around conservation and resource protection and illegal fishing, the Commission encourages that these be resolved with a focus on community engagement, changing behaviour and holding perpetrators accountable, not on perpetuating stereotypes against a particular ethnic group.

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In York Region, the York Regional Police engaged in Project Fisher, a 30-day undercover operation in which Asian Canadian police officers in plainclothes fished at night under a bridge that had been the site of several incidents. Within a few hours of setting up the operation on the first night, the officers were subjected to racial comments from several different people in passing cars.

One officer described his experience on Project Fisher: “I was fishing, and there was a pickup truck with two guys, who yelled, ‘Go home.’ My first thought was that, ‘I’m not welcome here.’ I thought this guy had a problem with me, [but] I don’t think he could tell my skin colour from where he was.” However, the officer indicated that he was fishing in an area frequented by mostly Asian Canadians.

York Regional Police Chief Armand La Barge provided a strong response to the assaults by noting that “such incidents of hate have no place in this or any other community in this country.”¹

Meeting with Responsible Institutions

The Commission met with 21 organizations with the goals of raising awareness about racism against Asian Canadian anglers and problem-solving around this issue. The Commission met with municipalities, government ministries, school boards, community and angling organizations and police services. The Commission obtained over 50 commitments from these organizations, and made seven commitments of its own. The commitments range from short-term projects designed to address safety issues experienced by Asian Canadian anglers, to longer-term initiatives that address issues of racism, racial profiling and hate crimes on a more widespread scale.

The Commission emphasized collective responsibility to this problem. Some communities and organizations were quick to denounce these incidents and many were eager to work with the Commission and the police on ways to prevent and respond to any further incidents of racism. These can serve as examples of “best practices” when responding to racism.

The Community Reference Group

In order to fully understand the impact of this issue on Asian Canadians, it was important for the Commission to be able to respond quickly to the concerns and work in collaboration with people from the affected communities. Community engagement and outreach is a critical part of the Commission’s new mandate and its future systemic work.

¹ Tobi Cohen. “Race played role in attacks on Asian fishermen: Ontario Human Rights Commission.” *Metro*. (13 May, 2008).

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In addition to partnering with the Metro Toronto Chinese and Southeast Asian Legal Clinic to establish the Inquiry hotline, the Commission worked with the Community Reference Group, which consisted of advocates and educators from organizations serving people in Asian Canadian communities. The group has publicly raised concerns about the assaults against Asian Canadian anglers through a series of press conferences. The group worked in an advisory capacity on the Inquiry and provided regular feedback to the Commission on the issue and its impact. The Community Reference Group has developed an independent assessment of the commitments and the progress organizations have made on them. A link to the report can be found at the Commission's web site at www.ohrc.on.ca.

Fishing Season 2008/2009

According to York Regional Police, the Ontario Provincial Police, fishing associations and other community organizations, there were far fewer formal reports of incidents involving harassment or assault of Asian Canadian anglers since the autumn of 2007 than there had been the previous year.

The following incidents were reported to police during the 2008/2009 fishing season:

- In March of 2008, an article entitled "Let's All Welcome Our Chinese Anglers" was released as part of an on-line fishing association newsletter. Although the article appeared to have been written with the intent of encouraging cooperation between non-Chinese and Chinese Canadian anglers, the message had a much different impact.

The article wrongly advised people to approach anglers who appeared Chinese and ask to see their catches and if they had fishing licenses. The article met with great alarm from angling groups with Asian Canadian members. The article had the potential to expose Asian Canadians to harassment from others, and depicted Asian Canadians as engaging in illegal fishing.

After the article was released, in April 2008, there was at least one formal report from an Asian Canadian person fishing in Bradford, who was asked by someone who was not an enforcement officer if he had a valid fishing licence. After intervention from the York Regional Police, the newsletter article was removed from the website.

- On May 11, 2008, near Kirkfield, Ontario, a man approached a group of Asian Canadian anglers who were fishing from the Trent River and spoke

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to them about the fishing, and then pushed one of the men into the water. The OPP have investigated the incident but no charges were laid.

- On January 31, 2009, several Asian Canadian anglers were participating in an ice fishing tournament in Sutton Ontario. They experienced an incident in which a man who claimed he owned the lake told them they could not fish there, swore at them, and then intimidated them with his vehicle. Later, the men called MNR and were told that they were doing nothing wrong. This incident was reported to York Regional Police. In response to this incident, the mayor of Georgina called the anglers and offered his apologies.

Some people, upon hearing about others' concerns, came forward and reported incidents that happened to them previously. For example:

- In a report of one incident in or around the summer of 2007 in Bewdley Ontario, a woman reported that her friends had their bucket of fish turned over and a man swore at them and yelled repeatedly, "go back to China, go back to Japan." The man then pushed her friend's fishing rod out of his hand.
- One individual, who identifies as Chinese Canadian, described his and his friends' experience (one of whom is Chinese Canadian, and the other is Canadian and Jewish) boating off a public landing in the City of Peterborough a couple of summers ago:

"There were a bunch of teenagers; they were all Caucasian. Completely unprovoked, they started throwing rocks at us. We yelled across the street, asking them to stop, and there was no response; they kept on throwing. A few of the kids followed us and crossed the street, and I don't recall verbatim what they said, but the gist was to [my friend] something to the effect of "Was he Jewish," and "why is he smiling?" They were clearly concerned with respect to what [my friend] was...judging from what they were saying to [him], I imagine that it was to some extent racially motivated."

Just as it had in 2007, YRP set up an undercover operation to catch any individuals who harassed or assaulted any anglers. Fortunately, the 30-day operation was uneventful. In the words of one of the project's officers:

"[Project Safe Shores'] goal was to satisfy that things were back to normal, and it gave us some feedback in that sense in that the work was done: that in fact those areas were safe for the public to use."

Although there were fewer reported incidents during the fishing season in 2008, Commission staff did hear of informal reports of further troubling incidents, but

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the victims chose not to report their experiences to police. This is an indication that further work needs to be done to address barriers to reporting, including public education about hate crimes, outreach to underserved communities, and ensuring multi-language services. Part of this response includes ensuring that victims have adequate support from community agencies if they do not want police to become involved.²

One person, a member of an angling organization that serves many Chinese newcomers, indicates that he experienced and witnessed multiple incidents. He provided this insight:

I feel this kind of thing hurts Asian anglers. Most people keep silent; they don't speak up. If they don't know English, they don't know how to report. They are telling me instead.

Canada is a multicultural country. If they had a hotline, a police hotline, in languages other than English or French, that's much better. Give them some way to protect themselves. Because if they don't know English they can't report properly.

There can be a number of reasons why there have been fewer reported incidents of hate activity against Asian Canadian anglers after the Inquiry. In general, the fishing season across Ontario in 2008 was poor, with bad weather and high gas prices forcing many people from their usual fishing spots.

However, individuals from community organizations have indicated that the combined efforts of the Inquiry, and the speedy initiatives undertaken by many organizations, particularly police, have resulted in greater awareness of this issue on the part of the general public. The extensive media coverage has helped in this regard. The Commission understands that these combined efforts have demonstrated that these incidents were taken very seriously. The Commission hopes that this in turn resulted in increased safety for anglers, increased understanding around racism, and has deterred harassing behaviour. In one person's words:

I know last year, your organization had some talk about trying to do something. That's why this time I reported it to the police. Otherwise I wouldn't report. If this happened two years ago, I wouldn't have reported it.

² Recommendation 34 in the Hate Crimes Community Working Group Report states, "Shift funding of community-based victim services from short-term, project-based funding, to long-term sustainable funding (OVSS, MCSCS)." Hate Crimes Community Working Group. *Addressing Hate Crime in Ontario: Final Report of the Hate Crimes Community Working Group to the Attorney General and the Minister of Community Safety and Correctional Services*. (Ontario, 2006) at 93.

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Progress of Organizations' Commitments

The progress of the commitments is contained in a chart in Appendix C.

In reporting on the progress of each organization's commitments, the Commission considered the following questions:

1. Is the initiative completed? If it is a longer term initiative, is it in development?
2. Has the organization dedicated time, resources and money to the commitment? Is there a plan and timeframe for completion in place?
3. Does the commitment add to the overall goals of addressing the safety of Asian Canadian anglers and/or eliminating racism?
4. Is the organization implementing the commitment while reflecting human rights principles and anti-racism principles³?

Most of the organizations that participated in the Inquiry have either implemented or begun implementing their commitments. Overall, organizations have made a positive start to establishing a safety net and a response to racist incidents; however, more work needs to be done to ensure that the momentum on these initiatives continues. Government has a broad mandate to address issues affecting public safety and the public interest. All government ministries have engaged with the Commission in response to the Inquiry, with some ministries showing considerable movement in addressing these issues, and some responding more slowly. One positive example is the Ministry of Natural Resources. Its message in the 2009 fishing regulations shows an increased commitment to acknowledging the existence of racial discrimination in recreational fishing, and sends a strong message to the public that it will not be tolerated. Other ministries can add to this progress by ensuring the timely completion of their commitments, and ensuring that anti-discrimination and anti-racism initiatives continue to be integrated into their ongoing work.

In addition, some organizations have begun to foster or consolidate partnerships around issues of anti-racism and/or hate activity. For example, greater links and

³ An anti-racist organization is not one in which racism is absent. Rather, it takes a proactive stand against racism in all its forms. It is oppositional in nature and addresses racism at both the organizational and individual levels. Commitment in anti-racist organizations is based on an acknowledgement that racism exists, that it manifests itself in various forms at the individual, institutional and systemic levels, and that it is embedded in the mass culture of the dominant group. An anti-racist perspective begins by accepting that the perceptions of [racialized persons] are real and that there may be a multiplicity of realities in any one event. Carol Tator, Francis Henry & Winston Mattis, et al, *The Colour of Democracy: Racism in Canadian Society*. 2nd ed. (Toronto, ON: Nelson, 1998), at 378-379.

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ties have been made between the OPP and the YRP around reported incidents of hate activity and responses to the angler inquiry. Race relations committees and hate crimes committees in Peterborough and York region are working with police, government representatives (MAG and MNR) and educators on future initiatives.

The following are examples of some organizations' comprehensive responses to the issue:

Example #1:

City of Kawartha Lakes

- Community leaders made public statements condemning the assaults when they were brought to their attention in the fall of 2007.
- The City has passed a motion to join the Coalition of Municipalities against Racism and Discrimination ("CMARD"), an international network aimed at helping municipalities to address racism within their communities. By resolving to join CMARD, this represents a commitment to longer-term anti-racism initiatives.
- Has liaised with the OPP to increase presence in areas where people were assaulted.
- Posted a strong message on the town website, identifying the angler incidents, indicating that racism and discrimination is not tolerated, and telling people about the City's initiatives in response.
- Investigated funding avenues for projects to engage at-risk youth
- Will work with Chinese-language media to ensure the City of Kawartha Lakes is seen as a safe destination for outdoor activities for Asian Canadians.

Example #2:

Town of Georgina

- Quickly responded to the incidents when they occurred by denouncing them publicly, and meeting with community leaders and educators.
- Established the Diversity and Equity committee with representatives from racialized communities.
- The City has also passed a motion to join the Coalition of Municipalities against Racism and Discrimination.
- The committee which plans to create a protocol on how to address racist incidents when they occur.
- Worked in conjunction with York Regional Police, OPP and MNR to host the "Safe Shores Fishing and Information Day."

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Example #3:

York Regional Police

- Between April and June 2008, school safety officers talked about the assaults on Asian Canadian anglers in elementary and in two high schools.
- YRP will continue giving presentations on this material.
- Police provide media releases in multiple languages to improve accessibility.
- When doing presentations with angler associations, the YRP highlights its multilingual hotline people can call.
- Examples of the angler incidents were incorporated into the annual recertification hate crime training for all police officers.

Since the Inquiry, the YRP has engaged in additional initiatives, including:

- YRP put together the Hate Crimes Community Working Group to serve in an advisory capacity to YRP. Representatives include members of the communities most vulnerable to hate: Jewish, Chinese, Muslim, LGBT, African Canadian and First Nations communities, and also includes an Assistant Crown Attorney.
- YRP's Diversity and Cultural Resources Bureau has been restructured such that a hate crimes investigator will now be assigned to the unit. This will give the unit a capacity to investigate systemic hate crimes (like the angler incidents), in addition to monitoring them.
- A poster, entitled "Fish Without Fear" was developed jointly with the OPP. The poster focused on fishing and hate crimes. It was posted in various regions.
- The undercover operation, "Project Fisher" continued this year. There were no other incidents of physical or verbal harassment reported this year.
- YRP have initiated the practice that whenever there is a suspected hate crime, community leaders are contacted to advise them of the incident.
- In November 2008, YRP hosted a workshop for police on hate crimes. The community impact of the assaults on anglers was explored.
- YRP is sitting as a member on the newly formed race relations committee in Newmarket.

The Ontario Provincial Police has also made some distinct contributions, including incorporating examples of the angler incidents into its hate crimes investigation training to all front-line officers. The Kawartha Pine Ridge District School Board also quickly reacted to the Inquiry by arranging for sessions on hate crimes in schools prior to the end of the school year in 2008. The Peterborough Race Relations Committee, although not asked to provide

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commitments, demonstrated a high degree of responsiveness to this issue by holding press conferences and facilitating a community coalition.

All of these initiatives represent the beginning of a more coordinated response to hate activity and discrimination in and across communities.

Undertaking Anti-Racism Initiatives

The Commission applauds the many organizations that took immediate steps and established plans for action in response to a very tight time frame, particularly in response to longer-term or more systemic initiatives. Further Commission comments or recommendations about the status of the commitments are outlined in Appendix B.

The Commission's last report, *Fishing Without Fear*, discussed the importance of naming racism. Because of the great stigma that is attached to allegations of racism, there is a tendency to deny its existence.⁴ Similarly, with respect to implementing anti-racism initiatives on an organizational level, some organizations appeared to have difficulty maintaining a focus on anti-racism as part of their implementation plan. It is important that organizations focus on realistic, well-thought out anti-racist strategies that are well-resourced and can be evaluated and monitored to determine their impact.

Because of the widespread tendency to deny racism in society, without the organizational commitment and resources to see them through, even well-meaning anti-racism initiatives can fall off the agenda. In general, initiatives that are vaguely worded, half-implemented, under-resourced, without adequate representation or consultation with people from racialized communities, or focus only on the goal of "diversity" as opposed to anti-racism, may be unlikely to achieve the goal of addressing discrimination.⁵

The Commission is available to all organizations involved in the Inquiry to help them clarify their goals and projects to ensure that their commitments embody

⁴ Ontario Human Rights Commission, *Policy and Guidelines on Racism and Racial Discrimination*, (Toronto: Queen's Printer, 2005) at s.2.2.1, also available online at www.ohrc.on.ca.

⁵ Tator, et al. write that resistance to anti-racism initiatives takes many forms, among them: reluctance to create an anti-racist vision, lack of commitment, inadequate policies, inadequate training, lack of representation, ineffective monitoring and evaluation mechanisms, tokenism, insufficient resources, lack of organizational accountability, and deceptive dominant discourses, *supra* note 3, at 356. For example, with respect to training initiatives, as is noted in the Commission's *Policy and Guidelines on Racism and Racial Discrimination*, training (or other initiatives) that emphasise "cultural sensitivity", "race awareness" or "tolerance" does not lead to meaningful change because they fail to address the dynamics of racism and attributes racial discrimination to cultural misunderstandings, *supra* note 4 at s.7.3.1.

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meaningful forward-looking initiatives that address the overall goals of eliminating racism and discrimination.

It is also worthwhile to note that the commitments recommended through the Inquiry were put forward to quickly respond to a series of serious incidents, and to help organizations start to address broader issues of racism within the public sphere. They do not provide a comprehensive provincial framework to address all hate activity. Instead, this is emphasized by the Hate Crimes Community Working Group in their 2006 report submitted to the provincial government.⁶ The Commission encourages the provincial government to continue to implement fully the multiple recommendations from the Hate Crimes Community Working Group report to promote substantial change around hate crimes.

Another notable report released in 2008, the *Review of the Roots of Youth Violence Report*, by the Honourable Roy McMurtry and Dr. Alvin Curling, further reinforces Ontario's need to address individual and institutional racism. Because of the alienating and self-esteem eroding nature of racism, the authors link it to other risk factors for youth violence, along with poverty, issues in the education system and other factors.

The Results of the Inquiry

Overall, since the Inquiry began in November 2007, the Commission has seen an increase in dialogue about hate activity and awareness of racial profiling around the issue of assaults against Asian Canadian anglers. The Commission has also seen a heightened response to this issue by many organizations. Perhaps in part due to these efforts, the number of reported assaults and incidents involving Asian Canadian anglers has decreased substantially this year.

With heightened understanding around this issue comes increased awareness of the gaps in the system when it comes to responding to hate activity and discrimination. Still troubling is the negative sentiment the Commission heard from some individuals about Asian Canadians taking part in recreational fishing, or in community life.

There are still major gaps relating to institutional responses to hate crimes. Although these are being improved upon through implementation of many of the recommendations of the Hate Crimes Community Working Group, there are still limitations within Ontario's criminal justice system and social service network to truly be able to address the nature of hate crimes and be able to provide support to victims and accountability for perpetrators. For example, there continues to be a limited patchwork of services available to support victims of hate crime, and difficulties documenting hate crimes on a consistent basis. There continues to be

⁶ Hate Crimes Community Working Group, *supra* note 2.

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a lack of general awareness and understanding of hate crimes on the part of the public, necessitating a continued focus long past the completion of this Inquiry.

These gaps make continued public messaging around hate crimes all that more important. Through the Inquiry, the Commission learned that many people are largely unaware of who to call to get help, and that people still experience barriers to reporting experiences of harassment or assault to police. The Commission has learned that language barriers were one major obstacle to reporting for people who speak English as a second language. Although the Commission tried to canvass the public as much as possible about incidents of racism and hate against Asian Canadian anglers, it is aware that there are likely many more incidents that remain unreported. It is encouraging, however, to see some organizations prioritizing community engagement as a way to increase trust with affected communities, provide a forum where these issues can be discussed, and raise understanding of the nature of hate activity and discrimination.

The Commission encourages people to call police if they feel they have been a victim of a hate crime or hate activity. Police departments should have access to specialists with knowledge and expertise on hate crimes that can assist in identifying and investigating these incidents. Appendix B includes a list of resources that individuals can access for more information about hate crimes.

With an increasingly diverse society, there is a need for all cities and towns across Ontario to acknowledge the experiences and provide support for victims of discrimination and hate activity. Strong messages on the part of community and organization leaders are one step; commitment to rooting out racism by implementing anti-racism initiatives is another. The relative lack of awareness around this issue underscores the need for all organizations to take strong ongoing stands against hate activity and racial discrimination, and for the province to continue its efforts to facilitate a comprehensive and coordinated response.

The Coalition of Municipalities against Racism and Discrimination is an example of a framework that municipalities can adopt to guide their anti-racism initiatives. The Commission encourages other municipalities to join this network and carry out its goals as one demonstration of their commitment to ongoing anti-racism work.

With the completion of the Inquiry, the Commission will continue to pursue the various projects it has committed to undertaking, such as developing a social marketing campaign and assisting others, where necessary, to complete their commitments. In its future work under its new mandate, the Commission will be available to provide guidance to organizations, municipalities and ministries to

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relieve tension where it is related to allegations of racism or other human rights-related issues.

It is up to both government and non-government agencies to continue to implement their commitments as Ontario heads into the 2009 spring fishing season. As all organizations have the responsibility to uphold human rights and combat discrimination, the Commission hopes that this Inquiry has been a catalyst for change, in that organizations are better able to understand the nature of racial profiling and remain committed to taking concrete steps to eliminate and prevent it.

The Commission expects that continued progress on all of these initiatives will result in a peaceful and enjoyable season in which everyone can fish without fear.

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Appendix A

Incidents Reported to Police in 2007

During the summer and fall of 2007, a number of serious incidents were reported to the authorities regarding assaults targeting Asian Canadian anglers in southern and central Ontario:

- April 27th, Georgina: A man and his 13 year old son were angling on Malone Avenue when they were approached by two men, who pushed the son into the water. A 72-year old man was also pushed, and his fishing gear damaged.
- July 22nd, Georgina: A group of anglers was approached by another group, which pushed one of the anglers into the water.
- August 5th, Georgina: A group of anglers on the Mossington Bridge was approached by a man who pushed an angler into the water.
- August 6th, Georgina: A group of people who were angling on the Mossington Bridge was approached by a man who pushed an angler into the water.
- August 18th, Georgina: A man who was angling on the Mossington Bridge was approached by two people and pushed from behind into the water.
- August 28th, Gannon's Narrow's Bridge: An angler was pushed into the water.
- September 15th, Westport: Three anglers were assaulted by five men on a bridge on County Road 36, and received minor injuries.
- September 16th, Georgina: Anglers on the Mossington Bridge were approached by a group of men who pushed two of the anglers into the water. In the events that ensued, one of the anglers was very seriously injured.
- September 29th, Westport: Three anglers were threatened by four males.
- September 30th, Coboconk: An angler was assaulted.
- October 25th, Hastings: Racial slurs targeting Asian Canadians were found painted under a Trent Severn Waterway bridge.

Charges were laid in a number of these incidents.

APPENDIX B

List of selected contact organizations

Dial 911 Emergency for Police, Fire, Ambulance

Ontario Provincial Police
www.opp.ca
Tel: 1-888-310-1122

Crime stoppers
www.ontariocrimestoppers.com
1-800-222-8477

African Canadian Legal Clinic
www.aclc.net
Tel: 416-214-4747 Toll Free: 1-888-377-0033
Anti-Black Hate Crime Tool Kit available

Canadian Arab Federation
www.caf.ca
Tel: 416-493-8635 Toll Free: 1-866-886-4675

Chinese Canadian National Council
www.ccnc.ca
Tel: 416-977-9871

Council of Agencies Serving South Asians
www.cassa.on.ca
Tel: 416-932-1359

League for Human Rights – B'nai Brith Canada
www.bnaibrith.ca
Anti-Hate Hotline: Tel: 416-633-3692
Toll Free: 1-800-892-2624

Metro Toronto Chinese and South East Asian Legal Clinic
www.csealegalclinic.org
Tel: 416-971-9674

South Asian Legal Clinic of Ontario
www.salc.on.ca
Tel: 416-487-6371

Ontario Human Rights Commission
April 2009

Fishing Without Fear:
Follow-up report on the Inquiry into assaults on Asian Canadian Anglers

The 519 Church Street Community Centre

www.the519.org

Bashing Report Line for victims & witnesses of homophobic assault Tel: 416-392-6877

Assaulted Women's Helpline

www.awhl.org

Tel: 416-863-0511 Toll Free: 1-863-0511 TTY Toll Free: 1-866-863-7868

Offers support in 25 languages

National Anti-Racism Council of Canada

www.notohate.ca

Tel: 416-979-3909

Victim Crisis Assistance and Referral Services

www.attorneygeneral.jus.gov.on.ca/english/about/vw/vcars.asp

Tel: 416-314-2447 Toll Free: 1-888-579-2888

Citizen Protection Project

www.hamiltonsafehaven.org

Tel: 905-546-2424

Settlement and Integration Services Organization

www.hatecrimes.ca

Tel: 905-667-7476 Toll Free: 1-877-255-8136

Ottawa Police Service G.L.B.T. Liaison Committee

www.glbt.ottawapolice.ca

Tel: 613-230-6211

Women's Community House – London

www.shelterlondon.org

24-hour crisis line

Tel: 519-642-3000 Toll Free: 1-800-265-1576

Hotel Dieu Grace Hospital

Community Crisis Centre, 24h crisis line

www.hdgh.org

Tel: 519-973-4435

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

1. Association of Municipalities of Ontario (AMO)

1. Are the initiatives completed? If they are longer term, are they in development?

The initiatives are completed.

2. Has the organization committed time, resources and money to the issue?

AMO facilitated space at its conference to address this issue, and incorporated these issues into existing research.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Partially. The presentation about the angler issue represents a positive initial step in providing municipalities with examples of how other communities have responded to racism. The draft paper on "Welcoming Immigrants" refers to removing systemic barriers to housing and employment for immigrants, but does not include an exploration of issues of racism, discrimination or hate and how these affect immigrants.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

The draft paper would benefit from a more comprehensive focus on anti-racism, discrimination and hate, and how these affect immigrants when attempting to integrate into new communities.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. In the Immigration Committee's research on best practices for creating "welcoming communities," incorporate research on how communities can address racism and hate activity 2. Highlight, at a conference, how some communities have dealt with incidents of racism proactively, using the Asian Canadian Angler example 	<ol style="list-style-type: none"> 1. Will include issues relating to racism, cultural sensitivity, discrimination and hate as a component of its research, among a broad range of issues 2. Will discuss, at a conference workshop on "welcoming communities," how one community responded to discrimination and a hate-motivated incident, using the angler incidents as an example 	<ol style="list-style-type: none"> 1. Draft paper on welcoming immigrants makes reference to cross cultural and race relations programs and cites the incidents involving Asian Canadian Anglers. Provided presentations to organizations on the paper and the role of municipalities in addressing immigration. 2. At its annual conference, AMO hosted a session at which the Peterborough Race Relations Committee presented a presentation on its community response to the angler incidents 	<ol style="list-style-type: none"> 1. Allow for further research on the areas of racism, discrimination and hate when examining the barriers to integration for newcomers. 2. Facilitate further opportunities for municipalities to learn from each other when responding to hate or discrimination. E.g. Facilitate learning around the work of the Town of Georgina's proposed protocol to address hate activity.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

2. City of Kawartha Lakes

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. The initiatives are completed.

2. Has the organization committed time, resources and money to the issue?

Yes.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. Police have been contacted to address safety concerns for Asian Canadian anglers. By passing a motion to join CMARD, this represents an ongoing commitment to anti-racism and human rights.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. Strong messages from community leaders that denounce racism and discrimination are consistent with anti-racism principles.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Join CMARD (Coalition of Municipalities Against Racism and Discrimination) 2. Place a statement on the town website with respect to the incidents. Provide a strong message that racism is not tolerated 	<ol style="list-style-type: none"> 1. Will propose CMARD to City Council 2. Will place a statement on the town website referencing the incidents and condemning racism and discrimination 3. Will provide a statement/editorial to Asian language media at the beginning of the fishing season, promoting Kawartha Lakes as a welcoming community, and identifying that discrimination is something that is dealt with seriously 4. Will work with the OPP to identify the issues, and ask for greater presence in the community 5. Will obtain information about funding for local initiatives at community agencies, potentially for initiatives involving youth 	<ol style="list-style-type: none"> 1. The City of Kawartha Lakes has passed a motion to become a member of CMARD 2. The City's web site has been updated to reference the incidents and states that the City "does not condone nor tolerate any discriminatory practices in any way, shape or form." The City has written on its web site what it has done in response to the incidents. http://www.city.kawarthalakes.on.ca/CityHall/News/asian_anglers.html 3. The City's Tourism Development Officer is working with Ontario Tourism to identify Asian media outlets in order to publish a 'Safe fishing in Kawartha Lakes' message before the beginning of the next fishing season 4. OPP officers have been assigned to patrol areas in the City where anglers congregate. The high visibility foot patrol program has been used to make personal contacts with Asian Canadian Anglers to reassure them and encourage them to immediately report any incidents or suspicious activities 5. The City has investigated funding for local initiatives at community agencies but was not successful in finding suitable local programs. 	<ol style="list-style-type: none"> 1. Contact the Commission for any further assistance in completing the goals under CMARD.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

3. City of Peterborough

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. The motion has been passed, and the work is being led by the New Canadian Centre of Peterborough.

2. Has the organization committed time, resources and money to the issue?

The City is working in partnership with other organizations in Peterborough on this project. A timeframe and plan for completion is in place.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

The project examines educating the public on issues that immigrants face. The project provides opportunities to address issues of racism by identifying barriers to integrating immigrants into the community.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

N/A

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
1. Join CMARD 2. Place a statement on the town website with respect to the incidents. Provide a strong message that racism is not tolerated	1. Will take a report forward to Council supporting a Local Immigration Partnership Council	1. Has passed a motion to support the new Canadian Centre's creation of a Local Immigration Partnership Council to strengthen the role of local and regional communities in serving and integrating immigrants. The planned strategy includes a focus on: <ul style="list-style-type: none"> o Educating the public on the issues that immigrants face o Ensuring employers can attract foreign trained workers, and o Long term integration into the community. 	1. Continue supporting anti-racism work taking a strong stand on issues of racism.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

4. Village of Westport

1. Are the initiatives completed? If they are longer term, are they in development?

Although an agreement was not reached at the time of the Inquiry, the Village of Westport responded to the incidents by placing a "Statement of Community Interest" on its website, denouncing discrimination based on race and other *Human Rights Code* protected grounds.

2. Has the organization committed time, resources and money to the issue?

The Commission is not aware of further resources contributed to this issue.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Placing a statement on the website is a positive first step. More work may be needed to ensure that all people feel safe to return to Westport to fish.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

The positive message needs to be backed up by further action that protects the safety of Asian Canadian anglers, promotes anti-racism and discourages stereotyping.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
1. Join CMARD 2. Place a statement on the town website with respect to the incidents. Provide a strong message that racism is not tolerated	No commitments obtained	1. Has posted a "Statement of Community Interest" on its website, which condemns any and all discrimination on the basis of race, religion and age.	1. Work with Asian Canadian angling groups, local residents and police to ensure that everyone feels welcome to fish in Westport.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

5. Town of Georgina

1. Are the initiatives completed? If they are longer term, are they in development?

Yes, the initiative to create a Equity and Diversity committee is complete. Projects proposed out of this committee are in development.

2. Has the organization committed time, resources and money to the issue?

Yes. Considerable time and resources are being dedicated to this issue.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. The number of formally reported incidents against Asian Canadian anglers in the fishing season of 2008 has decreased from the previous year. Coordinated partnership between the City and the Police is key. The initiatives of the Diversity and Equity Committee and joining CMARD add to the long-term goals of eliminating racism.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. There are multiple partners involved in these initiatives, including representation from equity-seeking groups and community leaders on the Equity and Diversity Committee. This represents a strong commitment to this issue. The proposed projects focus directly on efforts to address racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Join CMARD 2. Place a statement on the town website with respect to the incidents. Provide a strong message that racism is not tolerated 3. Establish a race relations committee 	<ol style="list-style-type: none"> 1. Established the Georgina Equity and Diversity Committee 	<p>1. On May 29, 2008, the town of Georgina passed a motion to join CMARD</p> <p>The Georgina Equity and Diversity Committee has planned the following:</p> <ul style="list-style-type: none"> o To propose that council formally recognize March 21 as the International Day for the Elimination of Racism and Racial Discrimination o To work on a protocol for the town of Georgina on how to respond to incidents of discrimination. o To propose that Georgina declare itself a “diverse community” which means adopting a formalized commitment and engaging in community initiatives that guarantee Georgina's ongoing public engagement in developing and promoting a culture of inclusion 	<ol style="list-style-type: none"> 1. When completed, consider sharing the protocol on how to respond to incidents of discrimination with the Commission, other communities, CMARD, and AMO. 2. Contact the Commission for any further assistance in completing the goals regarding CMARD.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

6. York Regional Police Service (YRP)

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. Most initiatives are completed and others are in development.

2. Has the organization committed time, resources and money to the issue?

Yes. Considerable time and resources are being dedicated to this issue.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. Initiatives range from increasing physical safety of the public, to public education about the angler incidents, to increasing the capacity of the YRP to address hate crimes. This shows considerable commitment to this issue.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. The YRP has worked on extensive community engagement, including public education (both in the force and with students) about hate crimes. The specific focus on the impact of hate crimes and intervention incorporates anti-racism principles.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<p>The Commission and YRP discussed:</p> <ol style="list-style-type: none"> 1. Further opportunities for public education about hate crimes, particularly against Asian Canadian people 2. Increased accessibility to police services in languages other than English or French 	<ol style="list-style-type: none"> 1. Will integrate examples of the Asian Canadian angler incident into the public education curriculum on hate crimes, which is directed at youth 2. Will advise schools that YRP is prepared to offer its education services on this issue 3. Will request to speak with parent councils about the issue 4. Has assisted the town of Georgina in the development and ongoing support of a race relations committee 5. Will advertise through media releases and other means that people can contact the police in multiple languages to make complaints, and do not have to have experienced a crime to contact the police about a hate incident 6. Will incorporate examples of the angler incidents into the annual officer recertification program on hate crimes 	<ol style="list-style-type: none"> 1. Between April and June 2008, school safety officers talked about the assaults on Asian Canadian anglers in elementary and 2 high schools 2. YRP will continue giving presentations on this material 3. Media releases are provided in different languages 4. When doing presentations with angler associations, the YRP highlights the multilingual hotline people can call 5. Examples of the angler incidents were incorporated into the annual recertification hate crime training for all police officers. <p>Since the Angler inquiry, these other initiatives were undertaken:</p> <ul style="list-style-type: none"> • YRP put together the Hate Crimes Community Working Group to serve in an advisory capacity to YRP. Representatives include members of the communities most vulnerable to hate: Jewish, Chinese, Muslim, LGBT, Black, and First Nations communities, and also includes an Assistant Crown Attorney. • A poster, entitled "Fish Without Fear" was developed jointly with the OPP. The poster focused on fishing and hate crimes. It was posted in various regions. • Project Fisher continued this year. There were no other incidents of physical or verbal harassment reported this year 	<ol style="list-style-type: none"> 1. Continue to identify ways in which to educate the public that they can report hate activity to police in multiple languages. Continue to work on breaking down barriers to reporting. 2. Send completed fishing brochure to other police agencies and CMARD.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

		<ul style="list-style-type: none"> • Since the Inquiry started, the YRP has been building a close partnership with the OPP Hate Crimes unit to liaise around general checks for hate crimes in the area • YRP have initiated the practice that whenever there is a suspected hate crime that has occurred in the region, community leaders are contacted to advise them of this • In November, YRP is hosting a workshop for police on hate crimes. The community impact of the assaults on anglers will be explored. • YRP is sitting as a member on the newly formed race relations committee in Newmarket • YRP's Diversity and Cultural Resources Bureau has been restructured such that a hate crimes investigator will now be assigned to the unit. This will give the unit a capacity to investigate systemic hate crimes (like the angler incidents), in addition to monitoring them. • YRP is maintaining its contacts with communities by reaching out to angling organizations • YRP is a member of the Intercultural friendship committee, along with the OPP and RCMP. This committee is ramping up efforts to urge communities across Ontario to declare themselves "diverse communities" <p>Initiatives still to be completed:</p> <ul style="list-style-type: none"> • Speaking to parent councils about the issue. This may be done in conjunction with members of the Hate Crimes Police Advisory Group • A brochure on fishing and assaults was initiated and will be completed in time for Spring 2009 fishing season 	
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APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

7. Ontario Provincial Police (OPP)

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. The initiatives are completed or they are in development.

2. Has the organization committed time, resources and money to the issue?

Yes. The OPP has committed time and resources to modifying training material and to disseminating this information to officers and students in schools. The OPP has also dedicated resources to enhancing the expertise of its officers in dealing with hate crimes.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. Greater awareness on the part of officers in handling hate crimes will greatly increase public safety. Greater coordination with affected communities, such as Kawartha Lakes, will lead to a heightened response if similar incidents occur.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. The OPP has engaged in considerable public education around hate crimes and has raised this issue as a priority. Continued monitoring of hate activity is an important part of enhancing support for victims and holding perpetrators accountable.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<p>The Commission and OPP discussed:</p> <ol style="list-style-type: none"> 1. Further opportunities for public education about hate crimes, particularly against Asian Canadian people 2. Increased accessibility to police services in languages other than English or French 	<ol style="list-style-type: none"> 1. Will enhance hate crimes training provided to officers by having experts in hate crimes come to teach components of the criminal investigation course at the OPP academy. The Hate Crimes Unit will speak to the Ontario Police College to identify opportunities to enhance their curriculum in this area 2. In educating youth about hate crimes and hate activity, the OPP hate crimes unit will incorporate a discussion of the angler incidents into its public education curricula. OPP will canvass schools or boards in affected areas to make them aware of the education content available 3. Will develop a brochure, in consultation with community/police partners, around hate crimes and the angler incidents. The brochure will outline police and victim supports available. This brochure will be produced in multiple languages 	<ol style="list-style-type: none"> 1. The Hate Crime/Extremism Unit (HCEU) is currently conducting presentations to front-line police officers on the following OPP courses: General Investigative Course, Criminal Interdiction Course, and Internet Exploitation Course. The angler incidents are referenced in these presentations. <p>The OPP has also spoken to the OPC about this issue, which is creating a video for recruits on hate crimes.</p> <ol style="list-style-type: none"> 2. The Hate Crime Liaison Officers Program is in its fourth quarter - approximately 72 front line police officers representing OPP Administrative Detachments across the Province identify and assist in hate crime related investigations. <p>Although the program is in its first year and still being evaluated, it has successfully resulted in the OPP being notified of more hate crimes.</p> <ol style="list-style-type: none"> 3. The HCEU educated 1500 secondary school students on hate crimes at three separate presentations in Peterborough. 4. A crime stoppers poster, "Fish without Fear", was developed. 	<ol style="list-style-type: none"> 1. Continue to increase enforcement in affected areas during the next fishing season. 2. Continue to identify ways in which to educate the public that they can report hate activity to police in multiple languages. Continue to work on breaking down barriers to reporting. 3. Send completed fishing brochure to other police agencies and CMARD. 4. Ensure other police departments can benefit from the front line training hate crime video

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

	<p>and made available during the 2008 fishing season</p> <p>4. Where hate incidents are reported to police and do not fit the criteria of a criminal offence (e.g. racial slurs), these incidents will be tracked and monitored through the Hate Crimes Liaison Officers and the victims referred to appropriate services</p> <p>5. Will continue to work with community partners (e.g. Peterborough Race Relations Com'ttee) around this issue and around hate crimes generally</p>	<p>5. In partnership with York Regional Police Service, we developed a "Safe Shore Family Information Day", which was held on June 8, 2008</p> <p>6. The OPP HCEU will be releasing a front line training hate crime video for OPP members in January 2009.</p> <p>7. The HCEU continues to conduct presentations to community groups, justice partners and other stakeholders.</p> <p>8. Hate incidents and hate crimes are being tracked through unified crime reporting statistics. The categories are specific to sexual orientation, race, etc.</p> <p>Initiatives still to be completed:</p> <p>A brochure on fishing and assaults was initiated and will be completed in time for Spring 2009 fishing season (with YRP)</p>	
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APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

8. Ministry of Natural Resources

1. Are the initiatives completed? If they are longer term, are they in development?

Most are in development. The joint communication plan with the OHRC and with MAG leadership has yet to be developed.

2a. Has the organization committed time, resources and money to the issue? 2b. Is there a plan and a timeframe for completion in place?

2a. Yes. The Ministry has contributed resources and made a commitment to train a significant number of staff. 2b. MNR anticipates that its commitments will be completed or embedded into the Ministry's practice by year end of 2009.

3. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. MNR presence and coordination with police is important for public safety. Racial profiling training has the potential to reach multiple service providers. Messages around harassment and anti-racism are critical. Continued follow-up with angling groups will be important to addressing safety concerns.

4. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

In process. Messages around anti-racism and discrimination provided in the Fishing Regulation Summary are a critical first step of the communications plan. Further work needs to be done to ensure consistency of the messaging in the communications plan.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Provide training to enforcement officers to create an understanding of racial profiling, and to know how to respond to individuals who make complaints based on race 2. Consider if sanctions could be imposed on people who are reported as harassing anglers based on race and other <i>Code</i> grounds 3. Work collectively with police to coordinate MNR enforcement presence in communities, releasing notifications about any assaults, and providing information about where to call if assaults happen 4. Place a message on the MNR website welcoming people back to fishing season and providing a strong message with respect to discrimination, indicating that 	<ol style="list-style-type: none"> 1. Will provide training to conservation officers on how to respond to racial profiling when responding to complaints based on race. Will incorporate the angler incidents as a training example. MNR will work with OHRC to provide an overview of the topic of racial profiling, even though the Commission has not heard of any complaints of racial profiling made against MNR officers 2. MNR will work collectively with police to coordinate MNR enforcement presence in communities, particularly at the beginning of the next fishing season 3. Will work with the Ministry of Citizenship and Immigration and other ministries on a communications strategy for the 2008 fishing season. MNR released the following message in the booklet containing the 2008 fishing regulations (Chinese language version only): "We must also show similar respect towards our 	<ol style="list-style-type: none"> 1. MNR has been working with the OHRC on creating a training program for conservation officers on racial profiling, and responding to complaints based on race. These will be part of the conservation officer annual re-certification process as of February 2009, and all existing officers will receive this training by December 2009. Will incorporate the angler incidents as a training example. This training will become mandatory for all new conservation officers. Partially complete. 2. In areas in which incidents occurred, MNR worked and continues to work with police to coordinate marine and other patrols. MNR Conservation Officers will continue to advise public to contact 911 in the event assaults occur or are witnessed. Complete. 3. The enforcement team in Aurora hired a 	<ol style="list-style-type: none"> 1. Continue working with OHRC staff on the racial profiling training program. 2. OHRC encourages MNR to increase its presence in affected areas and specifically collect information on complaints made to conservation officers about anglers and hunters feeling unsafe or harassed (on the basis of race or any other ground) in order to coordinate activities with police 3. OHRC encourages MNR's commitment to the OPS Diversity strategy and it will continue to explore ways to develop diversity to attract individuals from under-represented groups. OHRC supports MNR's work toward further recruitment and promotion of people from racialized communities, including people who have multiple language skills

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

<p>poaching/illegal fishing is not attributable to one community</p> <p>5. Work collectively with anglers' organizations and community race relations committees to engage in public education initiatives to combat assumptions about illegal fishing</p>	<p>fellow anglers, embracing each other's differences while participating in an activity that unites us all."</p> <p>4. MNR will work with anglers' organizations and community race relations committees to engage in public education initiatives to combat assumptions about illegal fishing</p>	<p>Conservation Officer with Chinese language skills (both Cantonese and Mandarin).</p> <p>4. Communications regarding the fishing regulations were developed. MNR will participate in a process led by the Ministry of the Attorney General to work with the OHRC on a communications plan to address discrimination issues.</p> <p>MNR will be including the following messaging in the 2009 Fishing Regulation Summary: "Racial discrimination has no place in Ontario. All anglers need to conduct themselves in a responsible and respectful manner. If you see an incident of harassment or assault, please contact the OPP or local police. More information on this is available at the Ontario Human Rights Commission website at www.ohrc.on.ca"</p> <p>5. MNR participated in a public awareness event hosted by York Regional Police in the Town of Georgina on June 8, 2008, an annual meeting of the Ontario Chinese Anglers association and at a meeting in Westport.</p> <p>6. Will continue community outreach and public education (e.g. Conservation officers attending community or other special events) programs. Ongoing.</p>	<p>4. OHRC would like to meet to talk about a communication plan. Anti-racism and anti-discrimination messaging is a good start. It is important that the public also sees that MNR clearly identifies that no one community is wholly responsible for poaching.</p> <p>5&6. Which organizations will MNR work with to engage around the angler incidents? What messaging will be provided around anti-racism and challenging stereotypes about illegal fishing?</p>
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APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

9. Ministry of Citizenship

1. Are the initiatives completed? If they are longer term, are they in development?

Two new initiatives are complete. The rest are in development or reflected the Ministry's ongoing work.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

At this point, it is not clear when some of the initiatives will be completed, or what resources they will involve. MCI has indicated that it will "engage in public awareness and education concerning racial diversity in the context of the Ministry's mandate" by continuing to fund initiatives that focus on racial diversity. More clarification is needed with respect to how it will "work with immigration and settlement agencies to examine ways to identify and support victims of discrimination and hate crimes within their existing resources."

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Partially. More work needs to be done to integrate anti-racism principles and goals (and language) in addition to a focus on diversity.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Although not specifically aimed at increasing anglers' safety, many of the commitments, when implemented show promise at being able to eliminate barriers to integration for immigrants (e.g. looking at tools for employers, funding projects that reduce racism and discrimination, ensuring that organizations have human rights and anti-racism policies, sharing projects across agencies that focus on anti-racism and eliminating hate activity).

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<p>1. Define the ongoing leadership position that the Minister and the Ministry could take on this issue on a government corporate level with the following goals in mind:</p> <p>a. Promote and report on the government's commitments and results with respect to the Inquiry</p> <p>b. Influence and support government and policy development activities to ensure that racial diversity and equity are respected and promoted in government initiatives</p> <p>c. Facilitate dialogue between those with concerns about racial profiling and private and public service providers; or support government initiatives that facilitate dialogue between those with concerns about racial profiling and private and public service providers</p> <p>d. Engage in public awareness and education</p>	<p>1. The Ministry will work collaboratively within the OPS on a corporate approach including:</p> <p>a. MCI will work with other ministries identified in Inquiry in a coordinated approach to address the results with respect to the Inquiry</p> <p>b. The Ministry will continue to work at a variety of program and policy levels within its mandate to ensure that racial diversity and equity are respected both within government and with other stakeholders.</p> <p>c. The Ministry has offered to initiate a dialogue with the OHRC on racial profiling to better understand the specific intention of this commitment.</p> <p>d. The Ministry will continue to engage in public</p>	<p>1b. Ongoing. MCI's Ontario's Community Builders (OCB) program provides funding for projects and welcomes applications that work towards "reducing racism and discrimination". Some of the sector development projects funded under MCI's Newcomer Settlement Program focus on anti-racism and engagement of community organizations in promoting dialogue about diversity.</p> <p>MCI is exploring issues related to "Canadian experience" and potentially developing tools and initiatives aimed at employers. More clarification on this is needed.</p> <p>1c. Progress on this issue unclear.</p>	<p>1b. MCI indicates that it is funding initiatives that combat racism. MCI would benefit from MCI communicating to OHRC and the public a better connection between funding these grants and outcomes seen in the community around eliminating racism.</p> <p>The Commission will still be interested in hearing about future initiatives arising from the Inquiry that will work with employers regarding removing barriers for foreign-trained professionals</p>

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<p>activities concerning racial diversity; or support government initiatives that engage in public awareness and education activities concerning racial diversity</p> <p>2. Develop a communications strategy for release at the start of the fishing season (spring 2008), in which the incidents and reported assaults are acknowledged and condemned as a form of racism and hate activity</p>	<p>awareness and education concerning racial diversity in the context of the Ministry's mandate.</p> <p>2. The Ministry will work with MNR and other ministries on a communications strategy related to the incidents of racially motivated assaults.</p>	<p>1d. Ongoing. MCI will maintain its awards program to recognize the achievements of those who have welcomed newcomers.</p> <p>2. MNR is the lead on this issue. No indication of partnership with Ministry of Citizenship on this initiative.</p>	
<p>3. Work to ensure that future Ministry of Citizenship immigration initiatives or joint partnerships with Citizenship and Canada include components that address racism and discriminatory barriers to integration and employment</p> <p>4. Commit to working with the Attorney General and local immigrant and settlement agencies on initiatives to combat discrimination/hate crimes</p>	<p>3. The Ministry will review its grant eligibility criteria and draft a clause promoting diversity and anti-racism in the funding criteria and the delivery of funded initiatives & will work to advance this issue with Citizenship & Immigration Canada on joint projects.</p> <p>4. Will join the Interministerial Committee on Hate Crimes. Will work with immigration & settlement agencies to examine ways to identify & support victims of discrimination & hate crimes within their existing resources</p>	<p>3. The Ontario Community Builders' Program Guidelines 2008-2009 include a clause indicating that in order to be eligible for funding, organizations must comply with Ontario's <i>Human Rights Code</i>. In addition, organization assessment criteria include the "existence and use of policies and procedures which value diversity, inclusion, access and equity for all community members".</p> <p>Similar grant eligibility criteria will be included in the guidelines for the Newcomer Settlement Program 2009-2010. Complete.</p> <p>4a. The ADM of Citizenship and Immigration Division is a member of this committee. Complete.</p> <p>4b. Once the projects are complete, MCI will review the outcomes of its funded projects on anti-racism with a view to exploring how any best practice initiatives regarding anti-racism might be shared with other agencies.</p>	<p>3. In next year's grant criteria</p> <ul style="list-style-type: none"> • Add "human rights policies" to the list of policies required to establish the grant. Identify the Commission's <i>Policy and Guidelines on Developing Human Rights Policies</i> as a potential resource. • Consider embedding anti-racism grant criteria in the program objectives <p>4b. Once the outcomes of the grant on anti-racism have been demonstrated, establish a plan to disseminate this information to other agencies</p>

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10. Ministry of the Attorney General

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. Most initiatives were ongoing through the recommendations made by the Hate Crimes Community Working Group. A proposal is currently being drafted for the social marketing campaign.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Yes. There is a plan in place through the response to the Hate Crimes Working Group. However, there are limitations with respect to lack of sustained core funding available to community agencies to enhance their ability to support victims of hate (recommendation 5.1 of Hate Crimes Community Working Group report).

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. When implemented, these initiatives will focus on the impact of hate activity against people based on *Human Rights Code*-protected grounds.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. When implemented, the recommendations from the Hate crimes Community Working Group will constitute broad-scale improvements in eliminating hate activity and providing support to victims.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Define leadership on this issue by making the implementation of the recommendations of the Hate Crimes Community Working Group Report a priority within the Ministry 2. Make funding available on an annualized basis to support appropriate community-based services for hate crime victims. Commit to working with other Ministries on initiatives to assist victims 3. Urge the federal government to adopt the standard definitions of "hate crimes" and "hate incidents" across all public institutions, and encourage that additional hate-motivated offences be incorporated in the <i>Criminal Code</i> 4. Ensure that all Crown attorneys in all regions are trained to identify hate crimes and proceed appropriately. Use the angler incidents as a training example 5. Commit to publicizing the progress of implementation of all Hate Crimes Working Group Report recommendations 	<ol style="list-style-type: none"> 1. MAG indicated that leadership is being taken on this issue through the creation and coordination of an interministerial committee to implement the recommendations of the Hate Crimes Community Working Group (HCCWG) 2. Ministry staff are participating in meetings with staff from Ministry of Citizenship and Ministry of Natural Resources to respond to the Asian Canadian Anglers issue 3. The Ministry is assessing the results and success of hate crimes initiatives to determine the appropriate scope for community based grant programs 4. Will be training more Crown Attorneys on hate crime issues 	<ol style="list-style-type: none"> 1. Although the 18-month mandate of the Hate Crimes Review and Implementation Project is complete, an anti-hate crime interministerial committee continues to work on this broad topic. 2. Ministry staff coordinated the broader government's response to Angler Inquiry. At a meeting of Federal-Provincial-Territorial (FPT) Deputy Ministers of Justice in June of 2007, in response to the recommendations made by the Hate Crimes Community Working Group in their report, Ontario submitted a paper and requested that officials examine options for enhancing the status of hate crimes within the <i>Criminal Code of Canada</i>. The Deputy Ministers agreed to Ontario's request, and Ontario will continue to highlight the importance of this issue. 3. MAG is working with the 23 recipients 	<ol style="list-style-type: none"> 1. Consider sustained funding for agencies that address issues of hate crime and assist victims. 2. The Commission would like to hear the results of the review of OVSS programs and services and areas where initiatives will be implemented to improve services to benefit victims of hate crimes 3. Inform the public where projects (e.g. the Community victim impact statement, central clearinghouse) have provincial implications and will be expanded across the province 4. Continue to identify where MAG can provide representation on race relations and other advisory committees on hate crimes 5. Continue to advocate for changes in

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		<p>Community Hate Crimes Response Grants. One grant funded a Community Alliance Forum in November 2008 to bring together justice professionals, victims, community representatives, service providers, the media and youth to discuss ways to address hate crime. Another grant funded the creation of a website www.notohate.ca to increase awareness of hate crimes and establish links to better address hate.</p> <p>The Ontario Victim Services Secretariat will continue its review of its programs and services to increase access and improve responsiveness to communities affected by hate. There has been an increase in annualized funding to victims organizations. OVSS will continue to work with those organizations to address service needs of victims of hate crimes.</p> <p>4. The Criminal Law Division has trained hate crime specialists in the Crown Law Office-Criminal and in each of its six regions. The Criminal Law Division is currently planning training in hate crime prosecutions for approximately 70 Crowns from the Crown Law Office-Criminal and across the province. Ongoing.</p>	<p>definitions in the <i>Criminal Code</i> to enhance protection for people who experience hate activity and hate-motivated offences.</p> <p>6. Continue to liaise with the Commission about the progress of the hate crimes community work recommendations.</p> <p>7. Ensure that victims of hate are aware of victim services that exist and their options under the law.</p> <p>8. Ensure that statistics are collected by the courts with respect to the disposition of offences that have been identified as being hate-related.</p>
<p>6. Have MAG representatives sit on community Race Relations committees, where appropriate, to understand the barriers that prevent reporting to police and accessing victim services</p> <p>7. Work with OHRC (and MCSCS) on a large-scale social marketing campaign focused on hate and bias-related incidents in everyday life (Rec. 7.1 of HCCWG report)*</p> <p>8. Work with OHRC (and MCSCS) to produce information and resources for the public on victims' rights, and processes and procedures</p>	<p>5. Will commit to MAG representation on community race relations committees where appropriate</p> <p>6. Will review recommendation 6.7 from the HCCWG report</p> <p>7. Will work closely with OHRC staff, where helpful, on a social marketing campaign, producing information/resources on victims' rights, and the roles of media bodies</p>	<p>5. Through the Ontario Victim Services Secretariat, MAG has a representative on York Region's police advisory committee on hate crimes. Ongoing.</p> <p>6. MAG is reviewing whether to include hate crimes under the Victims' Bill of Rights.</p> <p>7. MAG and the OHRC have engaged in initial</p>	

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<p>for reporting and responding to hate crimes in appropriate languages (Rec. 7.3 of HCCWG report)</p> <p>9. Work with the OHRC (and MCSCS) to undertake an examination of media coverage with respect to the role that can be played by media bodies to educate and sensitize the public to hate activity (Rec. 7.4 of HCCWG report)</p> <p>10. Amend O.Reg.456/96 to ensure any person convicted of a hate crime is liable, pursuant to Section 3 of the <i>Victims' Bill of Rights</i>, to his or her victim for emotional distress/bodily harm resulting from the crime, and introduce legislation to provide that the <i>Victims' Bill of Rights</i> ensures that all victims of hate crime are presumed to have suffered emotional distress (Rec. 6.7 of HCCWG report)</p>		<p>talks to partner on a large-scale social marketing campaign focused on hate and bias-related incidents in everyday life and accompanying resources. Ongoing.</p> <p>Work is continuing regarding:</p> <ul style="list-style-type: none"> o Hate crimes training strategy for victim services personnel. The OVSS will train over 300 staff by December 2010 and will phase in training for its 159 community transfer payment agencies over the next two years 2009 to 2011. o Working with a committee made up of Crown Attorneys, police, academics, experts and local community members in Durham region regarding the development of a community victim impact statement 	
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11. Ministry of Community Safety and Correctional Services

1. Are the initiatives completed? If they are longer term, are they in development?

As of January 2009, the Police Stakeholder Working Group had two meetings and has drafted a project plan to review the Hate Crime Community Working Group recommendations.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Work continues on identifying resources and timeframes.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When implemented in accordance with the Hate Crimes Community Working Group report recommendations, these initiatives will focus on the impact of hate activity against people based on *Human Rights Code* protected grounds.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. When implemented, the recommendations from the Hate crimes Community Working Group will constitute broad-scale improvements in improving police practices and providing support to victims.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<p>1. Recommendation 6.11 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Reviewing the existing protocols for dealing with hate/bias crime and hate propaganda recommended in the Policing Standards Manual and revise these protocols within the next 12 months. <p>2. Recommendation 6.12 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Ensuring that each police service has dedicated hate crimes officers and officers with specialized hate crime expertise to serve as resources to the rest of the police service • Each service make public, on an ongoing basis, the resources it has available for responding to and investigating hate incident allegations and the easiest and most appropriate ways of obtaining access to those resources 	<p>1. MCSCS is in the process of establishing a Police Stakeholder Working Group to further review and respond to recommendations of the HCCWG report that affect policing. The working group is expected to meet in the next month</p> <p>2. The working group will consider any proposed changes to the Ministry guidelines dealing with hate/bias crime and hate propaganda through the Policing Standards Advisory committee</p>	<p>1. The Ministry has established the Police Stakeholder Working Hate Crimes Working Group (PSHCWG). As of January 2009, the PSHCWG had two meetings and drafted a project plan to manage the review of recommendations made by the Hate Crimes Community Working Group</p> <p>The PSHCWG is looking at the possibility of developing a consistent working definition of hate crime, barring changes to the <i>Criminal Code</i> of Canada. The PSHCWG has also drafted questions for an environmental scan to help identify best practices that could be shared, training requirements, and opportunities for change or improvement.</p>	<p>1. The Commission would like to hear the progress made on each of the items mentioned in the angler report, with a particular focus on ensuring access to police services, reviewing and amending police protocols, creating reliable methods to collect information on hate crimes, and engaging communities</p>

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<ul style="list-style-type: none"> • Each police service make best efforts to ensure that all individuals in its local area are able to report crimes, and hate crimes or incidents in particular, in the languages in which they are most comfortable. 			
<p>5. Recommendation 6.27 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Working in partnership with MAG, the Association of Chiefs of Police and the Centre for Justice Statistics to develop a mechanism for collecting statistics on hate crimes and hate incidents and submitting them to the Ministers and to the public on an annual basis <p>6. Recommendation 7.1 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Working with the OHRC (and MAG) on a large scale social marketing campaign focused on hate and bias-related incidents in everyday life <p>7. Recommendation 7.3 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Working with the OHRC (and MAG) to produce information and resources for the public on victims' rights, and processes and procedures for reporting and responding to hate crimes in appropriate languages <p>8. Recommendation 7.4 of the Hate Crimes Community Working Group report, which includes:</p> <ul style="list-style-type: none"> • Working with the OHRC (and MAG) to undertake an examination of media coverage with respect to the role that can be played by media bodies to educate and sensitize the public to hate activity 	<p>3. The working group will review recommendation 6.27. MCSCS will remind police services without hate crimes units that they can access the OPP Hate Crimes Liaison Officer program</p>	<p>3. This recommendation was raised with the working group and is being discussed.</p>	

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12. Ministry of Education

1. Are the initiatives completed? If they are longer term, are they in development?

They are in development.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Yes. However, further opportunities for engagement with racialized communities and participation for all Boards in the development of the curriculum around the angler incidents would be beneficial.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. The Ministry indicates that all revised curriculum documents include a section on anti-discrimination education and are subjected to an expert check to ensure that anti-racism principles are reflected in revised documents prior to finalization. Examples of incidents such as those of hate activity, discrimination and racism against Asian Canadian people in Canada are included.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. Integrating curriculum regarding hate activity, racism and discrimination against Asian Canadians would increase understanding of anti-discrimination and addressing racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Develop and enhance curricula in consultation with people from <i>Code</i>-protected communities that will address issues of overt and systemic discrimination and provide students with the knowledge, resources and skills to recognize and confront hate and hate-related bullying (recommendation 4.2 of the Hate Crimes Community Working Group Report) 2. Ensure that curricula for school boards in affected areas include a component on hate-related incidents and discrimination specifically pertaining to the experience of Asian Canadians and Asian Canadian anglers 	<ol style="list-style-type: none"> 1. Will work with school boards in affected areas to develop teaching and resource materials around racism and hate activity using the angler incidents as an example. 2. During the curriculum review process, and within discussion of discrimination and hate-related incidents, EDU will try to incorporate specific examples and expectations pertaining to Asian Canadians and the angler incidents as appropriate 3. Further consideration will be given to engagement of community groups in the curriculum review process 	<p>1 & 2. EDU began working with Boards in May and June 2008 to develop resources to support teachers in grades 1, 5, 8, 10, 12 in incorporating Asian Canadian angler examples into the curriculum, as appropriate. This will be rolled out and reviewed during the curriculum review process in fall 2009. Ongoing.</p> <p>3. In July 2008, writing teams were engaged to begin development of draft courses in Equity Studies, Gender Studies and World Cultures. Antiracist Multicultural Education Network of Ontario is represented on the writing team, in addition to educators with background and experience in equity and anti-discrimination education. Draft Equity Studies courses were available for review and consultation in the late Fall and will continue until February 23, 2009 as part of the curriculum review process. The draft Gender studies course is being piloted in three sites beginning in February 2009, and will provide opportunities for gathering feedback. The World Cultures course is undergoing further development in summer 2009. Ongoing</p>	<ol style="list-style-type: none"> 1. Commission staff appreciates the opportunity to review the two draft Equity courses and the draft case study on Asian Canadian anglers and provide input for consideration 2. Continue to identify how all Boards of Education can become involved in the curriculum development process regarding the angler incidents and hate crimes 3. Continue to identify how racialized community groups will be engaged in the curriculum review process

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13. Conseil Scolaire de District Catholique Centre – Sud

1. Are the initiatives completed? If they are longer term, are they in development?

The initiatives are complete.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Time was provided for students to learn the material.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes. An understanding of hate crimes will increase an understanding on the part of students of the nature of discrimination and racism.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

The commitments will increase awareness on the part of students of issues of racism and will enhance the ability of teachers to address this.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Invite the OPP into schools to provide education about stereotypes, hate crimes and the angler incidents 2. Provide training for teachers on anti-racism and anti-discrimination 	<ol style="list-style-type: none"> 1. Will invite the OPP into schools to provide education sessions on this issue 2. Will provide training for teachers on anti-racism and anti-discrimination 	<ol style="list-style-type: none"> 1. OPP came and did a presentation on hate crimes to approximately 20 students in Peterborough. 2. OHRC came and provide anti-racism training directed to students 25 students from grades 7 and 8. Thirteen staff members attended. The principal of the school has provided training/workshop on intimidation and racism for the teachers in August 2008 using resources provided by the Board 	<ol style="list-style-type: none"> 1. Continue to educate students on the issue of hate crimes and the angler incidents as needs arise 2. Continue to provide teacher training around anti-racism and anti-discrimination as needed

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14. York Region District School Board (YRDSB)

1. Are the initiatives completed? If they are longer term, are they in development?

Students have been educated on the issue. (Has the EDU contacted the School Board to take part in curriculum development with respect to the angler incidents? Has collaboration taken place?)

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Time and resources were provided to educate students on the issue as well as work with staff on sensitivity training. Further resources will be provided with respect to writing/reviewing curriculum regarding the angler incidents/hate activity.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the commitments will increase awareness on the part of students of racism, and will enhance the ability of teachers to address these issues.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase students' understanding of the nature of discrimination and racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Take part in community race relations committees 2. Invite the York Regional Police (YRP) into schools to talk about stereotypes, hate crimes and the angler incidents, if possible, prior to year's end 	<ol style="list-style-type: none"> 1. Will work with boards/Ministry of Ed to develop teaching and resource materials around racism and hate activity, using the angler incidents as an example 2. Will invite YRP into schools when possible 	<p>2. YRDSB had the York Regional Police Department provide presentations on the Angler assaults</p> <p>Has incorporated the issue as part of the Board's "Character Matters" work</p> <p>The Board has worked on cultural proficiency to educate students, staff and parents around sensitivity to cultures</p> <p>For instance:</p> <ul style="list-style-type: none"> o The high school closest to the incident has worked with their staff on sensitivity training and inclusivity to heighten awareness o A local elementary school dealt directly with the issue and addressed news articles on it with students <p>To be completed: Participating in the development of curriculum with the Min of Ed</p>	<p>1. To Be Completed:</p> <p>Participate in the development of curriculum with the Ministry of Education.</p> <p>2. Continue to educate students on the issue of hate crimes and the angler incidents as needs arise.</p>

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15. York Catholic District School Board

1. Are the initiatives completed? If they are longer term, are they in development?

Some students have been educated on the issue. Participation in curriculum development still needs to take place.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Time was provided to students to become appraised of the material. Further resources in terms of input will be provided with respect to curriculum development and implementation.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the commitments will increase students' awareness of racism, and enhance the ability of teachers to address these issues.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase an understanding of the nature of discrimination and racism on the part of students.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Take part in community race relations committees 2. Invite the YRP into schools to talk about stereotypes, hate crimes and the angler incidents 	<ol style="list-style-type: none"> 1. Will work with boards/Ministry of Ed to develop teaching and resource materials around racism and hate activity, using the angler incidents as an example 2. Will continue to work with the YRP in the area of hate crimes and will provide opportunities at schools to address the issue. 	<ul style="list-style-type: none"> • The Lady of the Lake Catholic College School in Keswick addressed the issue on several occasions in school assemblies. • The Principal and Superintendent, along with the principals and Superintendent of the York RDSB were part of a think tank called by the Mayor of Georgina. • The issue is most relevant in the Georgina area and this school was very responsive to working together with the community/police and the other Board. • York Region Police Street Beat officers regularly visit schools to increase student awareness of various issues including racially motivated bullying. 	<ol style="list-style-type: none"> 1. Participate in the development of the curriculum with the Ministry of Ed. 2. Continue to educate students on the issue of hate crimes and the angler incidents as needs arise.

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16. Kawartha Pine Ridge District School Board

1. Are the initiatives completed? If they are longer term, are they in development?

Students have been educated on this issue and the Board indicates they will continue to receive education on an ongoing basis.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Time was provided for students to become appraised of the material. Further time and resources will be provided with respect to curriculum implementation.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the commitments will increase students' awareness of racism and will enhance the ability of teachers to address these issues.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase students' understanding of the nature of discrimination and racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Take part in community race relations committees 2. Invite the OPP into schools to talk about stereotypes, hate crimes and the angler incidents 	<ol style="list-style-type: none"> 1. Will work with boards/Ministry of Ed to develop teaching and resource materials around racism and hate activity, using the angler incidents as an example 2. Will work with the OPP in the area of hate crimes and will provide opportunities at schools to address the issue 	<ol style="list-style-type: none"> 1. The Board will implement education example from Ministry of Ed when it is developed 2. All secondary schools in the Board received sessions on hate crimes and the angler incidents from the Board's police partners in June 2008. Letters about the project were sent home to parents. 	<ol style="list-style-type: none"> 1. Continue to educate students on the issues of hate crimes and the angler incidents as needs arise.

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17. Peterborough Victoria Northumberland and Clarington Catholic District School Board

1. Are the initiatives completed? If they are longer term, are they in development?

Some students have been educated on the issue.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Time was provided for students to become appraised of the material.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the commitments will increase students' awareness of racism, and enhance the ability of teachers to address these issues.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase students' understanding of the nature of discrimination and hate crimes.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Take part in community race relations committees 2. Invite the OPP into schools to talk about stereotypes, hate crimes and the angler incidents 	<ol style="list-style-type: none"> 1. When developed, will implement teaching and resource materials around racism and hate activity, using the angler incidents as an example 2. Will work with the OPP in the area of hate crimes and will provide opportunities at schools to address the issue 	<ol style="list-style-type: none"> 1. Has not yet received teaching and resource materials from Min of Ed regarding hate crimes 2. OPP did presentations on hate crimes in some schools in Peterborough county 	<ol style="list-style-type: none"> 1. Continue to educate students on issues of hate crimes and the angler incidents as needs arise.

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18. Upper Canada District School Board

1. Are the initiatives completed? If they are longer term, are they in development?

An update is required.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Yes. Time is being given to consult with the Ministry of Education and provide education to students on this issue. There is a timeframe for completion with respect to educating students in public education sessions.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the initiatives will increase students' awareness of racism and enhance the ability of teachers to address this issue.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase students' understanding of the nature of discrimination and racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
1. Take part in community race relations committees 2. Invite the OPP into schools to talk about stereotypes, hate crimes and the angler incidents	1. Will work with boards/Ministry of Ed to develop teaching and resource materials around racism and hate activity, using the angler incidents as an example, and will introduce this issue to the school senate	1. Has engaged in preliminary talks with the Ministry of Ed regarding their integration of this issue in the curriculum Initiatives to be completed: <ul style="list-style-type: none"> o Will bring forward this issue to the student senate in early 2009 o Will invite the OPP into schools to give presentations on hate crimes and the angler incidents 	1. Continue to educate students on the issue of hate crimes and the angler incidents as needs arise. 2. Participate in the development of the curriculum with the Ministry of Education.

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19. Catholic District School Board of Eastern Ontario

1. Are the initiatives completed? If they are longer term, are they in development?

The initiatives are not yet completed.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

The Board intends to complete the initiatives in the 2008-2009 school year.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

When completed, the commitments will increase students' awareness of racism, and enhance the ability of teachers to address these issues.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. An understanding of hate crimes will increase students' understanding of the nature of discrimination and racism.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Take part in community race relations committees 2. Invite the OPP into schools to talk about stereotypes, hate crimes and the angler incidents 	<ol style="list-style-type: none"> 1. Will work with boards/Ministry of Ed to develop teaching and resource materials around racism and hate activity, using the angler incidents as an example, and will pilot this example in an upcoming meeting with principals and VPs 2. Will work with police in the area of hate crimes and will provide opportunities at schools to address the issue. 	<ol style="list-style-type: none"> 1. Has not yet received teaching and resource materials from Min of Ed regarding hate crimes 2. Board intends to do this in the 2008-2009 school year. 	<ol style="list-style-type: none"> 1. Continue to educate students on the issue of hate crimes and the angler incidents as needs arise. 2. Participate in the development of curriculum with the Ministry of Education.

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20. Ontario Federation of Anglers and Hunters (OFAH)

1. Are the initiatives completed? If they are longer term, are they in development?

Yes. The initiative was completed.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Resources were provided to put a statement on the website.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

It has issued a statement condemning harassment and calling for the enforcement of harassment provisions of the *Fish and Wildlife Act*. OFAH can further incorporate human rights and anti-racism principles by ensuring that people understand that no one community is wholly responsible for illegal fishing, and that enforcement of fishing regulations is an issue that is distinct from people experiencing harassment based on *Human Rights Code*-related or other grounds.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Strong messages about public safety and condemning racial harassment are initial steps to deterring harassment and addressing the safety of Asian Canadian anglers. By engaging with anglers, promoting safety and countering racial stereotyping, OFAH can add to these goals.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<ol style="list-style-type: none"> 1. Engage in public education initiatives to combat stereotypes about Asian Canadian anglers and clarify misunderstandings about legal and illegal fishing 2. Issue a notice on the web site at the beginning of fishing season about the assaults, condemning racism, and identifying support services for anglers who experience discrimination or assault 	<ol style="list-style-type: none"> 1. OFAH has facilitated contact between the Commission and the editor of <i>Ontario Out of Doors</i> magazine for publication of materials related to the angler incidents 	<ol style="list-style-type: none"> 1. On May 14, 2008, OFAH released a statement on its website, calling for more enforcement of the harassment provisions of the <i>Fish and Wildlife Conservation Act</i> so everyone, regardless of race, can remain safe while fishing. 	<ol style="list-style-type: none"> 1. Engage with anglers and the public to promote safety, and counter racial stereotyping, particularly around illegal fishing.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

21. Ontario Chinese Anglers Association

1. Are the initiatives completed? If they are longer term, are they in development?

The initiative is not completed.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

N/A

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

N/A

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

N/A

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
<p>1. Engage in community initiatives (e.g. with the Race Relations committee of Peterborough) that</p> <p>(a) Combat stereotypes that Asian Canadians are more likely to fish illegally than people in other communities</p> <p>(b) Work to increase the safety and support for Asian Canadians who may be victims of discrimination and/or hate activity</p>	<p>1. Will post a message on the web site about the seriousness of the incidents, and directing people where to call for help if they experience racism, assault, or harassment</p>	<p>1. Has not posted a message on the web site to call police if people experience assault</p>	<p>1. Fulfill commitment as identified</p> <p>2. Refer any incidents of harassment of anglers to the OHRC or to police</p>

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

22. Ontario Human Rights Commission (OHRC)

1. Are the initiatives completed? If they are longer term, are they in development?

Longer term initiatives are in development.

2. Has the organization committed time, resources and money to the issue? Is there a plan and a timeframe for completion in place?

Yes. Considerable resources have been committed to this issue. Plans and timeframes are in place.

3. Has the organization implemented the commitment reflecting human rights principles and anti-racism principles?

Yes.

4. Do the commitments add to the overall goals of addressing safety of Asian Canadian anglers and/or eliminating racism?

Yes. By raising the profile of this issue in the public eye, the Commission expects a heightened awareness around issues of racism on the part of the public and increased safety for Asian Canadian anglers.

Commitments Proposed	Agreements Reached	Progress as of March 2009	OHRC Proposed Next Steps
	<p>OHRC will work with MAG and MCSCS and others to find ways to address the recommendations in the HCCWG report, including:</p> <ol style="list-style-type: none"> 1. Rec. 7.1: Work with MAG & MCSCS on a large scale social marketing campaign focused on hate and bias-related incidents in everyday life 2. Rec. 7.3: Work with MAG & MCSCS to produce information and resources for the public on victims' rights, and processes and procedures for reporting and responding to hate crimes in appropriate languages 3. Rec. 7.4: Work with MAG & MCSCS to undertake an examination of media coverage with respect to the role that can be played by media bodies to educate and sensitize the public to hate activity 4. Will assist MNR in delivering training on racial profiling, & in developing materials on anti-racism 5. Will provide an editorial to OFAH for submission to Ontario Out of Doors and work with them on their message about these incidents 	<ol style="list-style-type: none"> 1, 2, 3. OHRC has initiated talks with MAG and MCSCS about the development of a social marketing campaign 4. Assisted MNR in developing training materials on racial profiling and anti-racism 5. A letter to the Editor by Chief Commissioner Barbara Hall was published in <i>Ontario Out of Doors</i> in August 2008. 6. Min of Ed will provide OHRC with its materials for consultation on developing a case study. OHRC staff has provided presentations on anti-racism education to the Conseil Scolaire de District Catholique Centre – Sud 7. OHRC has monitored reports of any similar incidents and has offered to support organizations in fulfilling their commitments. 	<ol style="list-style-type: none"> 1. Continue supporting other organizations in fulfilling their commitments. 2. Continue implementing OHRC commitments.

APPENDIX C: PROGRESS OF ORGANIZATIONS' COMMITMENTS

	<p>6. Will provide guidance to Boards of Ed to develop case study, and provide training on racial profiling, where requested</p> <p>7. Over the 2008 fishing season, will monitor reports of any similar incidents, and will support organizations with fulfilling their commitments. Will share information on the progress throughout the year.</p>		
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