

# A little about me...

**Alan Hill**

**Inclusive Communities Program Coordinator  
Richmond Multicultural Community Services**

210-7000 Minoru Boulevard, Richmond BC, V6Y 3Z5

P: 604.279.7160 Fax: 604.279.7168

Email: [alan@rmcs.bc.ca](mailto:alan@rmcs.bc.ca)

Visit us at [www.rmcs.bc.ca](http://www.rmcs.bc.ca) | [www.iamrichmond.ca](http://www.iamrichmond.ca) | [Facebook](#) | [Twitter](#)



*Harmony in Diversity*

# City of Richmond Diversity Symposium

## Session Overview - November 2<sup>nd</sup> 2018

- ▶ Introduce the Richmond Community Protocol
- ▶ Get your feedback
- ▶ Engage you in dialogue and information sharing- create an opportunity to showcase what works/what don't in responding to racism for your respective organizations
- ▶ Get your support on taking this work forward.

## I, Too, Sing America.

I am the darker brother.

They send me to eat in the kitchen

When company comes,

But I laugh,

And eat well,

And grow strong.

Tomorrow,

I'll be at the table

When company comes.

Nobody'll dare

Say to me,

"Eat in the kitchen,"

Then.

Besides,

They'll see how beautiful I am

And be ashamed—

I, too, am America.

Langston Hughes, "I, Too" from *Collected Poems*.  
Copyright © 1994 by The Estate of Langston Hughes.

# The Richmond Community Protocol

Working to tackle Racism in RICHMOND



**RMCS**  
RICHMOND MULTICULTURAL  
COMMUNITY SERVICES



IAM RICHMOND

# Objectives: Richmond Community Protocol

- ▶ The Richmond Community Protocol is designed to help organizations, community members and all relevant stakeholders react promptly and effectively whenever critical incidents of racism, hate crime or related incidents occur. This protocol is designed to guide both how stakeholders work with each other to coordinate organizational approaches to dealing with racism and hate crime, and also, how individual organizations and community members support victims of racism and hate crime in day to day situations.

# Origins: Richmond Community Protocol

- ▶ The Richmond Community Protocol has been developed by the Richmond Organizing Against Richmond and Hate (OARH) Coalition. The OARH Coalition is a subcommittee of the Richmond Community Collaboration Table (CCT). The lead organization, and contract holder, for both OARH and CCT is Richmond Multicultural Community Services (RMCS). Information on RMCS, the OARH Coalition and the CCT are contained in the appendices to this document.
- ▶ The Richmond Community Protocol was made possible by funding from through the Ministry of International Trade (responsible for Asia Pacific Strategy and Multiculturalism)

# The OARH Organizing Committee

OARH Committee Member	Organization Name
The Honourable Linda Reid	Legislative Assembly of BC
Ms. Donna Lee	City of Richmond
Sergeant Ted Lewko	Richmond RCMP
Mr. Ken Hamaguchi	The Board of School Trustees, School District No. 38
Ms. Donna Sargent	The Board of School Trustees, School District No. 38
Mr. Eric Yung	The Board of School Trustees, School District No. 38
Mr. Jonathan Ho	The Board of School Trustees, School District No. 38
Ms. Sandra Nixon	The Board of School Trustees, School District No. 38
Mr. Lonnie Belfer	Avia Employment
Ms. Katie Graham	Language College - LINC, ISSBC
Rev. Victor Kim	Richmond Presbyterian Church
Ms. Stella Au	Richmond Resident
Dr. Beverley Pitman	United Way of the Lower Mainland
Mr. Edward Liu	Richmond Resident/Radio Show Host
Mr. Chak Kwong Au	City of Richmond
Mr. Rob Akimow	Richmond News - Glacier Media Group
Mr. Octavian Cadabeschi	Unite Here Local 40
Ms. Anne Bechard	Richmond Public Library
Dr. Marty Shoemaker	Kwantlen Polytechnic University - Multi Faith Centre
Ms. Parm Grewal	Richmond Multicultural Community Services

# Intent: Richmond Community Protocol

- ▶ The protocol acts as a mechanism for the quick assessment and responsive action towards critical incidents of racism and hate motivated incidents.
- ▶ This Protocol outlines procedures to respond to incidents of, hate crime or activity stemming from prejudice, stereotypes and xenophobia. It provides a **step-by-step, easy to use guide** designed to help community members and stakeholders react promptly and effectively whenever discrimination or a hate motivated incident occurs. The Protocol also offers referral to relevant resources and a **list of key terms and their definitions**.



# Content: Richmond Community Protocol

- ▶ Overview of Individual and Systemic/Institutionalized Racism
- ▶ Mechanisms for Community members to respond to incidents of Racism
- ▶ Organizational Roles and Expectations to respond to incidents of Racism
- ▶ Richmond Community Protocol: Mechanisms to Support Community Members who are Victims of Racism:
  - Victim Support
  - Referral
  - ▶ Referral List
  - ▶ Education and Resource List

# Appendices

- ▶ **APPENDIX 1**

Definitions

- ▶ **APPENDIX 2**

Information on Richmond Multicultural Community Services (RMCS)

- ▶ **APPENDIX 3**

Information on Richmond OARH Coalition

- ▶ **APPENDIX 4**

Information on Richmond Community Collaboration Table (CCT)

- ▶ **APPENDIX 5**

Victim Resource Guide

- ▶ **APPENDIX 6**

Information on the SAFE HARBOUR program

# What Makes a Sustainable Protocol?

- ▶ Meets the needs of the funder
- ▶ Neither too general or too specific in its commitments
- ▶ Understandable- jargon free, appropriate
- ▶ Has a clear focus and understandable objectives
- ▶ Has maximum buy-in by organizations and the community
- ▶ Balances community and organizational needs
- ▶ Actually works- tackles racism- fit for purpose
- ▶ Works alongside legal requirements
- ▶ Can be evaluated

# Consultation

- ▶ *THREE workshops -ONE with new immigrants and traditionally underrepresented groups and a SECOND with organizational representatives and a THIRD with the wider community. ONE day long dialogue/forum for all those involved in the initial workshops aimed at consolidation feedback on the Richmond Community Protocol, dialoging experiences of racism, officially launching the Protocol and identifying Protocol roll out strategies.*
- ▶ **Target audience:**
  - *a) Organisational representatives b) New immigrants and traditionally underrepresented groups c) wider Richmond community.*
- ▶ **Expected measurable outputs (e.g. number of participants, documents, workshops)**
  - *Number of workshops/forums held (3 Workshops One Forum/Dialogue, Number of participants (25 per forum, 100 + at the day long forum) number of OARH Committee Members recruited (10), number of Richmond Community Protocols distributed (200).*

# Community/Partner Dialogue

- *Receive input as to the practical usefulness/workability/effectiveness of the Richmond Community Protocol and thus allow any needed revision.*
- *Explore, dialogue and tweak approaches to dealing with racism (as contained in the Protocol).*
- *Increase community and organisational awareness of the Richmond Community Protocol and map out related community education and support needs.*
- *Recruit and Increase OARH Network membership and launch the Richmond Community Protocol.*
- *Devise strategies to continue ongoing dialogue on racism and community inclusiveness.*

# Questions/ Dialogue

- ▶ What systems and procedures are in place in your organization to deal with racism/a racist incident and how do you work with other organizations to respond to racism in the community?
- ▶ What feedback do you have on the RICHMOND COMMUNITY PROTOCOL? What works well and not so well about this document. Could this document be useful for your organization in responding to a racist incident/coordinating a cross organizational approach.

# Next Steps

- Consultation with individuals/newcomers/organizations
- Collation of feedback/protocol rewrites.
- Endorsement by Richmond CCT/OARH Organizing Committee
- Launch/Promotion/Rollout
- Monitoring and Evaluation

# Ways You Can Be Involved

- ▶ Consider being part of the OARH Organizing Committee
- ▶ Assist us to reach out and engage the community
- ▶ Speak to your organization about the Richmond Community Protocol
- ▶ Continue to send me your feedback



# Keep In Contact

**Alan Hill**

**Inclusive Communities Program Coordinator**  
**Richmond Multicultural Community Services**

210-7000 Minoru Boulevard, Richmond BC, V6Y 3Z5

P: 604.279.7160 Fax: 604.279.7168

Email: [alan@rmcs.bc.ca](mailto:alan@rmcs.bc.ca)

Visit us at [www.rmcs.bc.ca](http://www.rmcs.bc.ca) | [www.iamrichmond.ca](http://www.iamrichmond.ca) | [Facebook](#) | [Twitter](#)



*Harmony in Diversity*