Community Relations Service

U.S. DEPARTMENT OF JUSTICE

America’s Peacemaker
conciliate | mediate | facilitate | educate

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Agenda

► What is CRS?

► Is a CRS forum right for your community?

  - **Hate Crimes Forum**
  - **Protecting Places of Worship Forum**

► How can CRS help your community prevent or respond to escalating tension?

  - **School-SPRIT**
  - **City-SPRIT**

► Questions and Answers
What is CRS?

CRS, a U.S. Department of Justice agency, is the Federal government’s “peacemaker” for community conflicts and tensions arising from differences of race, color, and national origin.

Created by Title X of the Civil Rights Act of 1964

Photo: President Lyndon Baines Johnson signs the Civil Rights Act of 1964, surrounded by civil rights and congressional leaders. Taken from the 2015 Annual Report.
Services expanded under the Hate Crimes Prevention Act of 2009, CRS acts to prevent and respond to violent hate crimes:

- Gender
- Gender Identity
- Sexual Orientation
- Religion
- Disability
- Race
- Color
- National Origin
Foundational Values of CRS Services

- Impartial
- Voluntary
- Confidential
- No Cost
CRS Services

- **Facilitation**
  Guided process that bring parties together to clarify information, identify issues, and develop solutions

- **Consultation**
  Technical assistance, best practices, models, and evidence-based resources

- **Mediation**
  Structured, problem-solving process that develops agreements between parties

- **Training**
  Knowledge or skills-based programs
Who We Work With
CRS Service Areas

Administration of Justice
- Police-community relations
- Controversial incidents
- Alleged bias or hate incidents/crimes

Education
- Intergroup tensions in schools
- Alleged bias or hate incidents/crimes in schools
- Alleged bullying

General Community Relations
- Demographic shifts
- Language-based conflicts
- Public demonstrations or controversial events
- Alleged bias or hate incidents/crimes
CRS Programs

Administration of Justice
- Law Enforcement and the Transgender Community
- Strengthening Police and Community Partnerships (SPCP)
- Engaging and Building Partnerships with Muslim Americans
- Engaging and Building Partnerships with Sikh Americans
- Customized Information and Education Sessions

Education
- School-Student Problem Identification and Resolution of Issues Together (School-SPIRIT)
- Campus-Site Problem Identification and Resolution of Issues Together (Campus-SPIRIT)
- Customized Information and Education Sessions

General Community Relations
- City-Site Problem Identification and Resolution of Issues Together (City-SPIRIT)
- Protecting Places of Worship
- Dialogue on Race
- Bias Incidents and Hate Crimes Forums
- Customized Information and Education Sessions
Oak Creek, Wisconsin

- August 2012
- White supremacist killed 6 Sikh worshipers, and wounded 3 others, at the Sikh Temple of Wisconsin

**Training**
- Facilitated Sikh and Muslim community awareness trainings

**Facilitation**
- Facilitated dialogue between community leaders and law enforcement
- Facilitated community forums with local and federal law enforcement and community members
Charleston, South Carolina

• June 2015
• White supremacist killed 9 African American worshipers at the Emanuel AME Church

Consultation
• Best practices for safe marches and demonstrations

Facilitation
• Facilitated dialogue between community leaders and law enforcement
• Facilitated onsite communication and problem solving between marchers and law enforcement
FORUMS:

- Hate Crimes Forum
- Protecting Places of Worship Forum
What is a Forum?

A customizable, educational session for concerned citizens to learn how to respond to and prevent hate crimes and bias incidents

Typically 3 hours long

Consists of multiple panel discussions and Q&A sessions with experts, followed by a networking reception
Why Host a Forum in Your Community?

- **Learn**
  - Prevention techniques
  - Available resources
  - Lessons learned
  - Capacity building/forming working groups

- **Connect with**
  - Experts
  - Interested community members

- **Prevent and Respond**
  - Bias incidents
  - Hate crimes
  - Reporting

Learn
Connect with
Prevent and Respond
# What Happens at the Hate Crimes Forum?

<table>
<thead>
<tr>
<th>Description</th>
<th>Typical Presenters</th>
</tr>
</thead>
</table>
| **Law Enforcement Panel**                                                 |► U.S. Attorney’s Office  
► Federal, state, local hate crime laws  
► Hate crime statistics  
► Audience Q&A  
► Federal Bureau of Investigation  
► State Attorney General’s Office  
► Local District Attorney  
► Local Police Department  
 Hate Crimes Unit or Major Crimes Unit |
| **The Community Speaks Panel**                                            |► Community leaders  
► Challenges communities face when responding to hate crimes and bias incidents  
► Audience Q&A  
► Civil rights organizations  
► Victim advocacy organizations |
| **Resources Panel**                                                        |► Human Relations Commissions  
► Available resources in the aftermath of bias incidents or hate crimes  
► Audience Q&A  
► Local government offices that work on hate crime issues  
► Local, state, or federal law enforcement  
► Victim’s advocates  
► Local, state, or national civil rights organizations  
► Jurisdictional community groups |
What Happens at the Protecting Places of Worship Forum?

<table>
<thead>
<tr>
<th>Description</th>
<th>Possible Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overview of Hate Crimes Prosecutions</strong></td>
<td>USAO, Local District Attorney, FBI</td>
</tr>
<tr>
<td>► Federal, state, local hate crime laws</td>
<td></td>
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<tr>
<td>► Hate crime statistics</td>
<td></td>
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<tr>
<td>► Case studies of hate crimes that targeted places of worship</td>
<td></td>
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<tr>
<td>► Audience Q&amp;A</td>
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<tr>
<td><strong>Hate Crimes Statistics and Symbols of Hate</strong></td>
<td>FBI, Non-profit/civil rights groups</td>
</tr>
<tr>
<td>► Current hate crime statistics</td>
<td></td>
</tr>
<tr>
<td>► Description of symbols of hate</td>
<td></td>
</tr>
<tr>
<td>► Audience Q&amp;A</td>
<td></td>
</tr>
<tr>
<td><strong>Active Shooter Training and Protecting Places of Worship</strong></td>
<td>FBI, Department of Homeland Security Office of Infrastructure, Federal Emergency Management Agency</td>
</tr>
<tr>
<td>► Strategies to prepare staff, clergy, and congregants for active shooter situations</td>
<td></td>
</tr>
<tr>
<td>► Audience Q&amp;A</td>
<td></td>
</tr>
<tr>
<td><strong>Protecting Places of Worship Community Panel and Questions</strong></td>
<td>Faith communities with experience in this topic</td>
</tr>
<tr>
<td>► Lessons learned from faith-based communities</td>
<td></td>
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<tr>
<td>► Audience Q&amp;A</td>
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</table>
### Which Forum is Right For Your Community?

<table>
<thead>
<tr>
<th>Who should attend</th>
<th>Hate Crimes Forum</th>
<th>Protecting Places of Worship</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Community members who:</strong></td>
<td>► Have experienced bias incidents or hate crimes of any type</td>
<td>► Have experienced bias incidents or hate crimes of any type</td>
</tr>
<tr>
<td></td>
<td>► Want to proactively prevent hate crimes from happening locally</td>
<td>► Want to proactively prevent hate crimes from happening locally</td>
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<tr>
<td><strong>Faith-based leaders and congregations who:</strong></td>
<td></td>
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<tr>
<td><strong>Focus</strong></td>
<td>► Broader discussion of hate crime laws and resources</td>
<td>► Basic security measures for faith-based members and buildings</td>
</tr>
<tr>
<td><strong>Outcomes</strong></td>
<td>► Network with subject matter experts, community members, and law enforcement to share ideas, best practices, and resources to prevent and respond to bias incidents and hate crimes</td>
<td>► Network with subject matter experts and members of other faith communities to share ideas, best practices, and resources to protect places of worship</td>
</tr>
<tr>
<td></td>
<td>► Identify federal, state, and local resources, programs, and tools to help prevent and respond to bias incidents and hate crimes</td>
<td>► Build a faith-based working group to continue to share and work on these issues</td>
</tr>
<tr>
<td></td>
<td>► Create a local working group</td>
<td>► Identify federal, state, and local resources, programs, and tools to help protect/secure places of worship</td>
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<td></td>
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<td>► Create a local working group</td>
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FACILITATED PROGRAMS:

School-SPIRIT

City-SPIRIT

Student/Site Problem Identification and Resolution of Issues Together
What is a SPIRIT Program?

Customizable, facilitated program to:
- Identify issues
- Develop solutions
- Improve communications
- Improve relationships/trust
- Minimize the potential for future conflict

Consists of plenary and small group breakout sessions

Usually one full day or two half-days

Results in the creation of a community action plan and a self-sustaining SPIRIT Council to implement solutions developed by community members
Who Are the Primary Groups Involved in the SPIRIT Program?

School-SPRIT

- Student Leaders
  - Middle school
  - High school
  - College

- School Personnel
  - Administration
  - Faculty
  - Staff

City-SPRIT

- Community Leaders
  - Local government
  - Law enforcement (LE)
  - Interfaith communities
  - Civil rights groups
  - Community-based organizations (CBO)
  - Youth groups
Issues Identification with Like Groups
Issues Identification with Like Groups

- Officials
- Youth
- Faith based
- CBO
- LE
- Civil Rights
Developing Solutions in Mixed Groups
### Why Host a SPIRIT Program in Your Community?

<table>
<thead>
<tr>
<th>Build</th>
<th>Collaborate</th>
<th>Prevent and Respond</th>
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<tbody>
<tr>
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<tr>
<td>Skills</td>
<td>Issue identification</td>
<td>Bias incidents</td>
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<tr>
<td>Understanding</td>
<td>Develop solutions and actions</td>
<td>Hate crimes</td>
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<tr>
<td>Trust</td>
<td>Community action plan</td>
<td>Bullying</td>
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<tr>
<td>Relationships</td>
<td>SPIRIT Council</td>
<td>Critical incident</td>
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<tr>
<td>Community capacity</td>
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**Why Host a SPIRIT Program in Your Community?**
- **Build**
  - Skills
  - Understanding
  - Trust
  - Relationships
  - Community capacity
- **Collaborate**
  - Issue identification
  - Develop solutions and actions
  - Community action plan
  - SPIRIT Council
- **Prevent and Respond**
  - Bias incidents
  - Hate crimes
  - Bullying
  - Critical incident
CRS Regional and Field Office Locations

- **New England Regional Office** (ME, VT, NH, MA, CT, RI)
- **Northeastern Regional Office** (NY, NJ, VI, PR)
- **Mid-Atlantic Regional Office** (DC, DE, MD, PA, VA, WV)
- **Southeastern Regional Office** (AL, FL, GA, KY, MS, NC, SC, TN)
- **Midwestern Regional Office** (IL, IN, MI, MN, OH, WI)
- **Central Regional Office** (IA, KS, MO, NE)
- **Southwestern Regional Office** (AR, LA, NM, OK, TX)
- **Rocky Mountain Regional Office** (CO, MT, ND, SD, UT, WY)
- **Northwestern Regional Office** (AK, ID, OR, WA)
- **Western Regional Office** (AZ, CA, GU, HI, NV)

Regional and Field Office Locations
<table>
<thead>
<tr>
<th>Office</th>
<th>Address</th>
<th>Telephone and Fax Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>New England Regional Office (Region I) (ME, VT, NH, MA, CT, RI)</td>
<td>408 Atlantic Avenue, Suite 222, Boston, MA 02110</td>
<td>T: (617) 424-5715, F: (617) 424-5727</td>
</tr>
<tr>
<td>Northeastern Regional Office (Region II) (NY, NJ, VI, PR)</td>
<td>26 Federal Plaza, Suite 36-118, New York, NY 10278</td>
<td>T: (212) 264-0700, F: (212) 264-2143</td>
</tr>
<tr>
<td>Mid-Atlantic Regional Office (Region III) (DC, DE, MD, PA, VA, WV)</td>
<td>200 2nd &amp; Chestnut Street, Suite 208, Philadelphia, PA 19106</td>
<td>T: (215) 597-2344, F: (215) 597-9148</td>
</tr>
<tr>
<td>Southeastern Regional Office (Region IV) (AL, FL, GA, KY, MS, NC, SC, TN)</td>
<td>61 Forsyth Street, SW, Suite 7B65, Atlanta, GA 30303</td>
<td>T: (404) 331-6883, F: (404) 331-4471</td>
</tr>
<tr>
<td>Southeastern Field Office</td>
<td>51 SW First Ave., Ste. 624, Miami, FL 33130</td>
<td>T: (305)536-5206, F: (305)536-6778</td>
</tr>
<tr>
<td>Midwestern Regional Office (Region V) (IL, IN, MI, MN, OH, WI)</td>
<td>230 South Dearborn Street, Room 2130, Chicago, Illinois 60604</td>
<td>T: (312) 353-4391, F: (312) 353-4390</td>
</tr>
<tr>
<td>Midwestern Field Office</td>
<td>211 West Fort St., Ste. 1404, Detroit, MI 48226</td>
<td>T: (313)226-4010, F: (313)226-2568</td>
</tr>
</tbody>
</table>

Email us at askcrs@usdoj.gov for Regional and Field Offices.
## Regional and Field Offices Contacts (2 of 2)

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<tr>
<td><strong>Southwestern Regional Office (Region VI)</strong> (AR, LA, NM, OK, TX)</td>
<td>Hardwood Center Building, 1999 Bryan Street, Suite 2050, Dallas, TX 75201</td>
<td>T: (214) 655-8175, F: (214) 655-8184</td>
</tr>
<tr>
<td><strong>Southwestern Field Office</strong></td>
<td>515 Rusk Avenue, Suite 12605, Houston, TX 77002</td>
<td>T: (713) 718-4861, F: (713) 718-4862</td>
</tr>
<tr>
<td><strong>Central Regional Office (Region VII)</strong> (IA, KS, MO, NE)</td>
<td>601 E. 12th Street, Suite 0802, Kansas City, MO 64106</td>
<td>T: (816) 426-7434, F: (816) 426-7441</td>
</tr>
<tr>
<td><strong>Rocky Mountain Regional Office (Region VIII)</strong> (CO, MT, ND, SD, UT, WY)</td>
<td>1244 Speer Boulevard., Suite 650, Denver, CO 80204-3584</td>
<td>T: (303) 844-2973, F: (303) 844-2907</td>
</tr>
<tr>
<td><strong>Western Regional Office (Region IX)</strong> (AZ, CA, GU, HI, NV)</td>
<td>888 South Figueroa Street, Suite 2010, Los Angeles, CA 90017</td>
<td>T: (213) 894-2941, F: (213) 894-2880</td>
</tr>
<tr>
<td><strong>Western Field Office</strong></td>
<td>90 Seventh Street, Suite 3-300, San Francisco, CA 94103</td>
<td>T: (415) 744-6565, F: (415) 744-6590</td>
</tr>
<tr>
<td><strong>Northwestern Regional Office (Region X)</strong> (AK, ID, OR, WA)</td>
<td>915 Second Avenue, Suite 1808, Seattle, WA 98174</td>
<td>T: (206) 220-6700, F: (206) 220-6706</td>
</tr>
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Email us at [askcrs@usdoj.gov](mailto:askcrs@usdoj.gov) for Regional and Field Offices.
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