



# 06-05-25

## REPORT

Peel Police Service Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: \_\_\_\_\_

Date: **May 2, 2025**

Subject: **DIVERSITY, EQUITY & INCLUSION - 2024 ANNUAL HATE-MOTIVATED CRIME REPORT**

From: **Mark Dapat, Deputy Chief, Community Safety and Well-Being Command**

### Recommendation

**That the Peel Regional Police Service Board (P.P.S.B.) receive the 2024 Annual Hate-Motivated Crime Report as information in accordance with the annual reporting requirements.**

### REPORT HIGHLIGHTS

- The total number of Criminal Code offences reported to Peel Regional Police (P.R.P.) in 2024 was 53,685. Of those, 166 (0.31%) have been designated as hate-motivated crimes. Notably, this percentage remains unchanged from 2023.
- Of the 166 reported hate-motivated crimes, 74 resulted in charges.
- The percentage of hate-motivated crimes that resulted in charges being laid saw a substantial increase, escalating from 22% in 2023 to 45% in 2024.
- There were three (3) public incitements of hatred investigations, two (2) of which resulted in charges, an exceedingly rare charge in our jurisdiction with no known occurrences in recent history.
- Internally, P.R.P. continued to build our organizational capacity as it relates to understanding and addressing hate-motivated crimes and incidents through various training programs and initiatives including the Countering Hate Committee and Online Hate Crime Reporting.
- In 2024, the Countering Hate Committee delivered 57 presentations to 2,266 community members and trained 34 multilingual facilitators to expand its reach and impact.
- The Diversity, Equity and Inclusion (D.E.I.) Bureau continued to promote and advance our Reassurance Protocol to support victims of hate and impacted communities.

### Discussion

#### 1. Background

The P.R.P.'s D.E.I. Bureau is tasked with educating employees and members of the community about hate-motivated crimes, incidents, and propaganda. Ongoing efforts to commence and maintain open and direct dialogue with all members of our diverse community include various initiatives developed and operationalized in recent years, some of which are discussed in this report.

D.E.I.'s primary responsibilities are to monitor and analyze data on hate-motivated crimes and incidents, and to identify and address related trends within the Region of Peel. That information is also included in this report.

Directive 1-B-130(F) “Hate-Motivated Crime” provides guidelines to P.R.P. employees on how to accurately identify, record and investigate hate crimes.

A hate-motivated crime is defined as:

- a. *“hate-motivated crime” – means a criminal offence committed against a person or property, which is motivated solely or in part, by the offender’s hate, bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or similar factor.*

A hate-motivated incident is defined as:

- b. *“hate-motivated incident” – means incidents which involve behaviours that, though motivated by hate or bias against a victim’s race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability or sexual orientation, gender identity, gender expression, or similar factor, are not criminal acts. (For example, disrespectful/discriminatory or hostile speech).*

There are two (2) types of hate-motivated crimes, as described in sections 318 and 319 of the *Criminal Code of Canada*.

- The first includes the offences of advocating genocide, public incitement of hatred, wilful promotion of hatred, wilful promotion of antisemitism, and mischief to religious property. These are characterized as hate propaganda offences under the *Criminal Code of Canada*. The Attorney General’s consent is required to initiate a prosecution for the offence of wilful promotion of hatred, wilful promotion of antisemitism and the offence of advocating genocide.
- The second refers to all other criminal offences where evidence establishes that bias, prejudice, or hate was a motivating factor in the commission of the offence.

Upon conviction of a crime where hate, bias, or prejudice is established as a motivating factor, the Crown is entitled to argue that such factor(s) are aggravating element(s) in consideration of penalty.

The investigation of all hate-motivated crimes and incidents in the Region of Peel is the responsibility of the respective divisional Criminal Investigation Bureau or other investigative units (i.e. Homicide, Robbery, etc.).

To ensure communication flow and effective support, each of the five (5) divisions has a Hate-Motivated Crime Coordinator to act as a resource for their division in such investigations. D.E.I. meets with the Divisional Coordinators quarterly to discuss investigations and ensure proper reporting practices.

All reports that are submitted by frontline officers and investigators are forwarded to the D.E.I. Regional Hate-Motivated Crime Coordinator for review and to ensure that support and specialized knowledge is provided to the investigating unit. The Regional Coordinator is also responsible for liaising with the local Assistant Crown Attorneys assigned to the hate-motivated crime portfolio.

Divisional investigators are also supported by P.R.P. Intelligence Services who provide context based on information shared amongst police services and governmental agencies on hate-motivated crime and extremism.

## 2. Findings

The information contained in this report is based on reported occurrences with an acknowledgement that some incidents are not reported to police. There are several factors that operate on their own or in combination, to shape the decision not to report. These include confusion/lack of knowledge about what hate-motivated crime is, fear of escalation and/or retaliation, embarrassment, a lack of trust in police (a sentiment that may also be present in some newcomer communities, wherein negative experiences with police in the country of origin shape perceptions of police in this country), a belief that if identified and charged the accused person(s) would not be convicted or adequately punished, dealing with the incident in another way, and concerns that a given incident may not be serious enough to report (which is often the case with hate-motivated incidents that do not meet the threshold for laying a criminal charge).

Given these considerations and in order to reduce victim reluctance to report, D.E.I. undertakes proactive outreach programs on behalf of the organization to build relationships and trust in our diverse community. It also educates community members about what constitutes a hate-motivated crime, and to spread awareness of the initiatives our service has implemented to support victims while also working to prevent and control hate-motivated crime and incidents.

## 3. Direction

Promoting the timely reporting of hate-motivated crimes incidents to police remains a priority. To that end, the D.E.I. Bureau has created additional resources in recent years for P.R.P. members and the community, including:

- a. Hate-Motivated Crime Information Fact Cards outlining the various elements of hate-motivated crimes and incidents, along with instructions on how to report such matters to the police, are available on the P.R.P. website, at police divisions and community stations.
- b. A Hate-Motivated Crimes Guidebook that serves as a resource tool for officers and provides investigative tips and guidelines when dealing with such matters.
- c. A Religious and Cultural Awareness Guidebook that provides guidance and information related to specific nuances associated with the most prominent cultural and religious communities within our region. This guidebook also identifies important information related to significant days, dates and times, as well as other topics such as gender-specific considerations, search/detention/arrest considerations, and death/funeral related matters. This resource helps to ensure that members further their understanding and awareness related to differing beliefs and that interactions with our diverse community members are culturally appropriate and effective.
- d. A Hate-Motivated Crimes Educational Video was made publicly available via YouTube. This video provides information related to hate-motivated crimes while encouraging victims of such incidents to report their matters to police promptly (hyperlink reference: <https://www.youtube.com/watch?v=8ZEEifrN5nl>).

## **Initiative - Countering Hate in Our Community - Progress and Impact**

In 2023, Community Safety & Well-Being (C.S.W.B.) Services was awarded a Community Resilience Fund grant from Public Safety Canada to support the National Strategy on Countering Radicalization to Violence (C.R.V.). As a result of the grant, in April 2023, P.R.P. assembled the Countering Hate Committee consisting of over 25 community partners. Utilizing this collaborative approach, a countering hate training module was co-created, ensuring that the curriculum was readily adaptable and appropriate for a wide range of community settings and audiences.

Through a train-the-trainer model, the training was intended to be delivered to the community, by the community, with the support of P.R.P. The purpose of this module is to educate our region, strengthen the trust between police and the community we serve, and to bolster our collective capacity to identify, prevent and respond to incidents of hate and extremist violence in our region.

In 2024, P.R.P. continued to build upon this foundation, further strengthening efforts to counter hate in the community. As a direct result of this initiative, a total of 57 presentations were delivered, reaching 2,266 community members across the region. This marked a significant increase in community engagement and public awareness.

A key factor in this success was the expansion of the train-the-trainer model, which grew to include 34 community members trained, and delivering the module in multiple languages. This approach ensures that diverse communities are effectively engaged, making the training more accessible and impactful.

The overwhelming commitment from community partners and interest-holders reinforced the need for sustainable efforts. With the support of the Proceeds of Crime – Frontline Policing grant, P.R.P. was able to further develop this initiative by hiring an Education, Training, Outreach, and Navigation (E.T.O.N.) Coordinator. This role has been instrumental in expanding outreach, strengthening collaboration, and ensuring long-term impact.

Additionally, the introduction of a permanent hate crime vehicle has enhanced public awareness and reporting efforts, serving as a visible resource for education and engagement. These advancements reflect P.R.P.'s continued commitment to fostering a safer, more inclusive region through proactive collaboration and education on combating hate.

## **Initiative - Reassurance Protocol – Progress and Impact**

Hate-motivated crimes and incidents impact our community members in several negative ways. The residual impact of such crimes and incidents often results in feelings of fear, marginalization, and alienation. These occurrences can erode community trust and heighten social divisions, disrupting the sense of safety in shared spaces and undermining community cohesion and the sense of inclusion and belonging. To ensure that victims of hate-motivated crimes and incidents receive the necessary support and reassurance from P.R.P., and to help mitigate and minimize the above-noted concerns, P.R.P.'s 'Reassurance Protocol' has been formally implemented in recent years by the D.E.I. Bureau.

In response to any hate-motivated crime or incident, the following steps are taken by D.E.I. officers:

- a. The Regional Hate-Motivated Crime Coordinator or designate ensures that they follow up with the victim/complainant of all hate-motivated crime and hate incidents.

- b. Follow-ups with the victims/complainants are done in a timely manner. Given that public/personal safety is a crucial aspect of our service delivery, appropriate follow-ups and the provision of supports are imperative. During the follow-up process, Victim Services and any other relevant social support services are offered to affected community members.
- c. The D.E.I. officer that conducts the follow up also ensures that a supplementary narrative is added to the original occurrence report.

The Reassurance Protocol continues to evolve as an essential component of P.R.P.'s commitment to community safety and support. In addition to police-led follow-ups, P.R.P. has expanded its collaborative efforts, through the Countering Hate Committee E.T.O.N. to encourage coordinated responses when a non-police intervention is more appropriate, ensuring that affected individuals receive tailored and culturally responsive support through community-based programs and services. This integration has provided additional avenues for education, prevention, and community-led engagement, reducing fear and fostering resilience among victims and their communities.

This initiative continues to succeed and expand, with increased participation from community partners and interest-holders. By offering both police-led reassurance and non-police interventions where needed, P.R.P. remains at the forefront of addressing hate-motivated crimes and incidents in a way that prioritizes both justice and community well-being. As a result, this model was recognized as a Canadian best practice by the National Hate Crime Task Force and the Ontario Association of Chief of Police. Various law enforcement agencies, both within and outside the country, have expressed an interest in adopting similar protocols to enhance their own community support frameworks.

#### **Initiative - Online Hate Crime Reporting Platform – Progress and Impact**

In 2023, the creation of an online hate crime reporting platform began. Keeping to P.R.P.'s ongoing modernization and accessibility improvement efforts, this online platform allows for a higher degree of reporting in that any computer or mobile device can be utilized. Acknowledging the many barriers to reporting hate crimes and incidents, this platform provides a more accessible, discreet and less intimidating method of reporting, while strengthening community service and relationships. Improved data collection and analytics aids police mobilization efficiencies and community response models. It is important to note that this does not change or compromise P.R.P.'s response or service delivery, and all active or emergent needs are diverted to Communications for dispatch. In addition, D.E.I. officers maintain their customer service model and ensure every online hate report receives follow-up and the applicable reassurance protocol.

In May 2024, the P.R.P.'s online hate crime reporting platform was officially launched. In this six (6) month period, a total of 120 incidents were reported, 15 (12.5%) of which were hate related. While this online platform's accessibility has empowered some individuals to come forward, there is recognition that greater education and outreach about this reporting mechanism could further encourage community reporting.

## **4. Strategic Plan Alignment**

Goal: 1. Community Safety and Well-Being

Objective:

1.4 Align with the CSWB Plan to implement strategies identifying/supporting victims/offenders/priority populations.

As indicated above, officers from the D.E.I. Bureau will continue to educate and promote awareness of hate-motivated crimes and incidents in our region. Officers will continue to provide reassurance to victims of hate and to streamline and simplify the reporting process for members of our community. The D.E.I. Bureau will continue to monitor world events and maintain a lens on the impact that these events have on our local communities. They will continue to establish and maintain positive connections with our affected community members, while striving to create collaborative opportunities focused on mitigating the risk and harm associated with hate-motivated crimes and incidents.

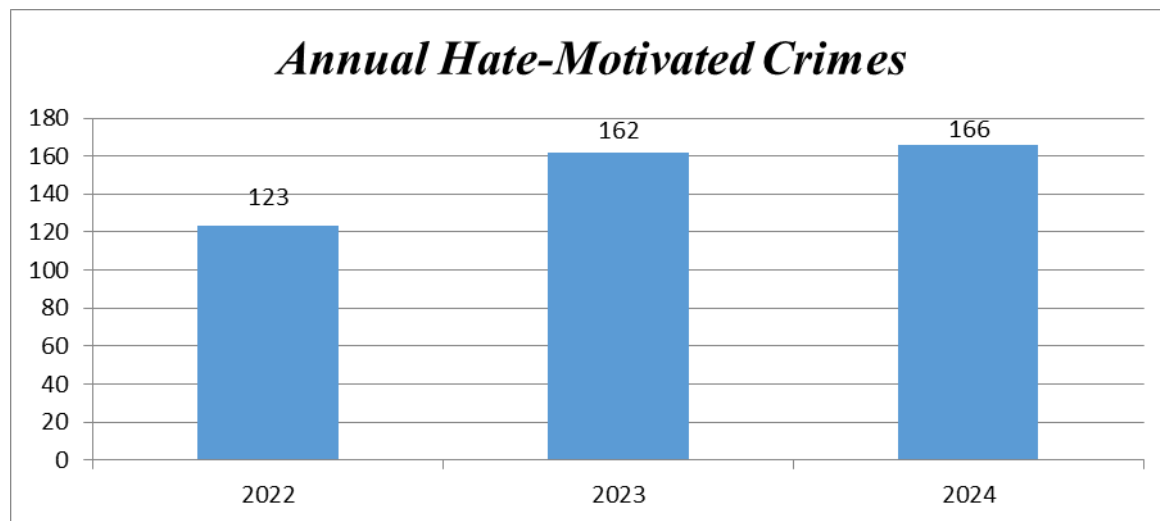
## 5. 2024 Statistics

### **Annual Hate-Motivated Crimes**

In 2024, it was recorded that the total number of Criminal Code offences reported to P.R.P. was 53,685. Of those, 166 (0.31%) have been designated as hate-motivated crimes. From the 166 hate-motivated crimes, 74 (45%) resulted in Criminal Code charges.

As noted in Chart 1 below, the number of reported hate-motivated crimes in our Region increased from 162 in 2023, to 166 in 2024.

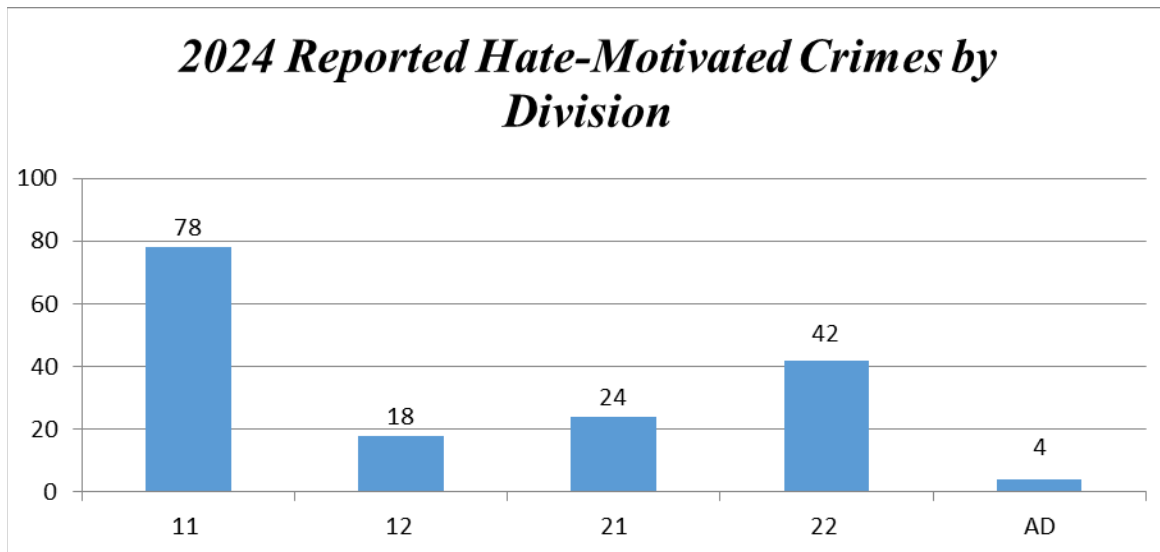
**Chart 1: Total number of reported hate-motivated crimes - 2022 to 2024**



### **Reported Hate-Motivated Crimes by Division**

There were 166 hate-motivated crimes reported to P.R.P. in 2024. As noted in Chart 2, hate-motivated crimes are not evenly distributed across P.R.P. divisions, with 11 Division experiencing the highest number of these offences (78) and the Airport Division experiencing the lowest incidence (4).

**Chart 2: Number of reported hate-motivated crimes by Division – 2024**

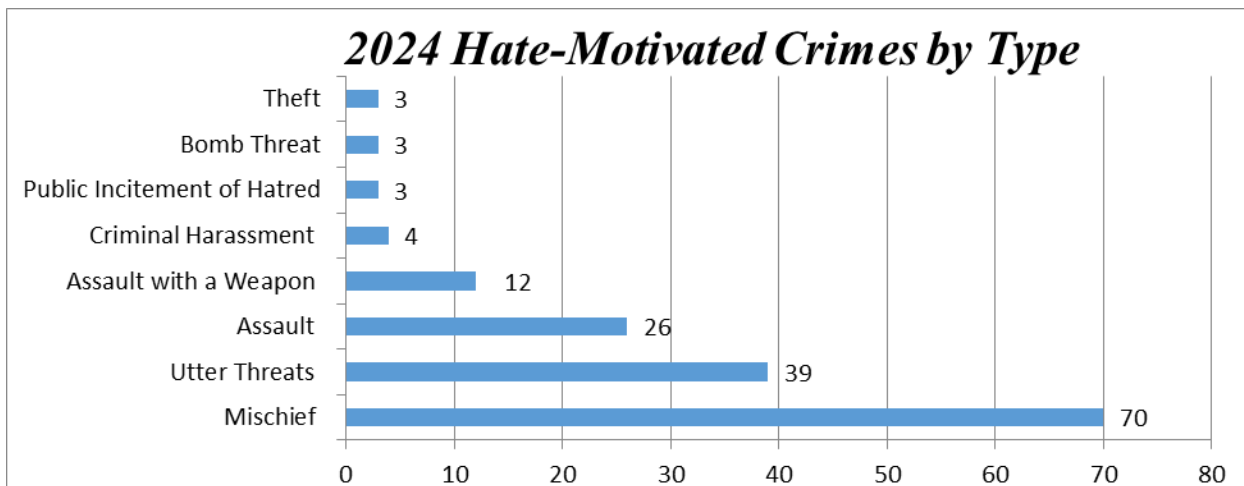


**Hate-Motivated Crimes by Type**

The 166 reported hate-motivated crimes in 2024 involved a range of offence types as illustrated in Chart 3 below. As many as 70 (42%) hate-motivated crimes involved mischief, followed by 39 (23%) utter threats.

Of note, in 2024, there were three (3) incidents of public incitement of hatred, an offence that has been exceptionally rare in our jurisdiction, with no known occurrences in recent history.

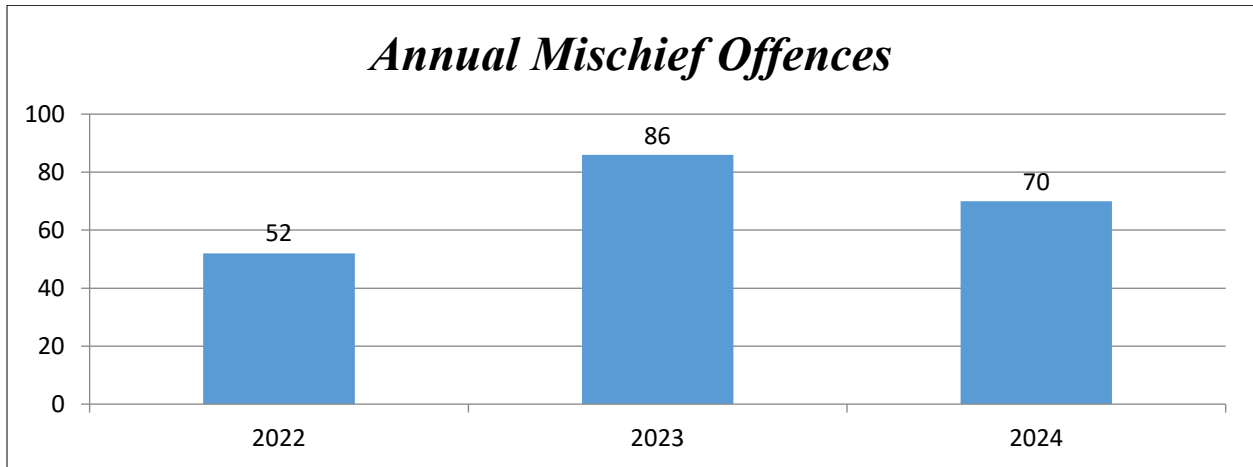
**Chart 3: Reported hate-motivated crimes by type of offence - 2024**



### **Mischief Remains the Highest Reported Incident Type**

Mischief consistently remains the highest reported incident type between 2022 and 2024, although there was a decrease from 86 occurrences in 2023, to 70 occurrences in 2024.

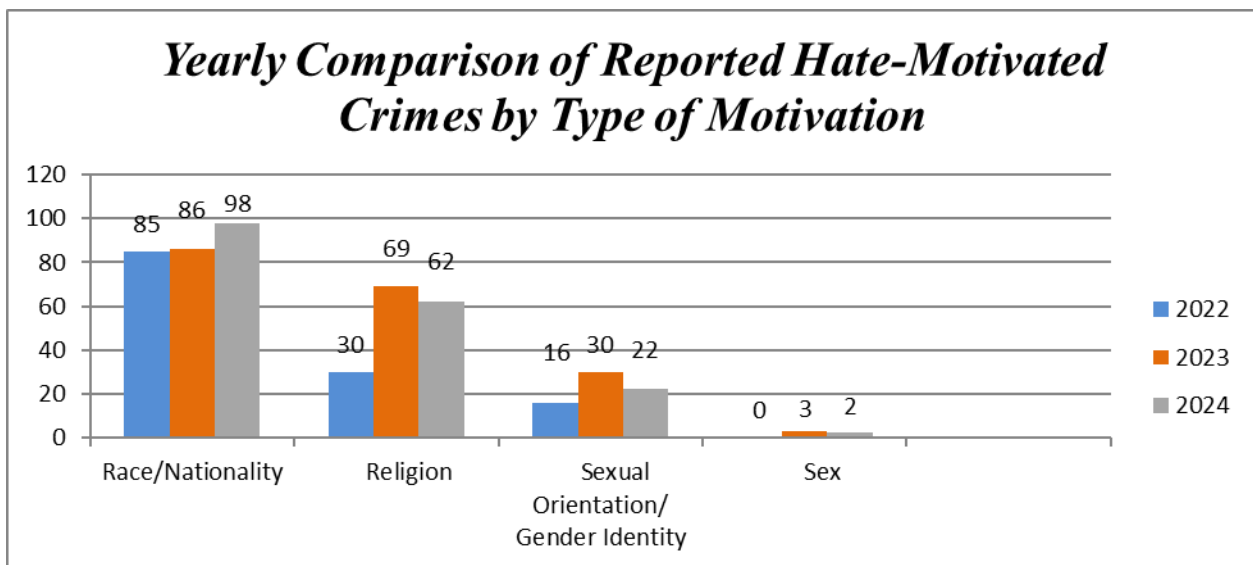
**Chart 4: Annual Mischief Offences – 2024**



### **Targeted Groups - Motivation**

Chart 5 presents the number of hate-motivated crimes reported to P.R.P. from 2022-2024. Crimes motivated by race/nationality increased from 86 in 2023, to 98 in 2024. Those motivated by religion decreased from 69 in 2023, to 62 in 2024, while those motivated by sexual orientation decreased from 30 in 2023, to 22 in 2024.

**Chart 5: Yearly Comparison of hate-motivated crimes reported to police, by motivation type - 2022 to 2024**

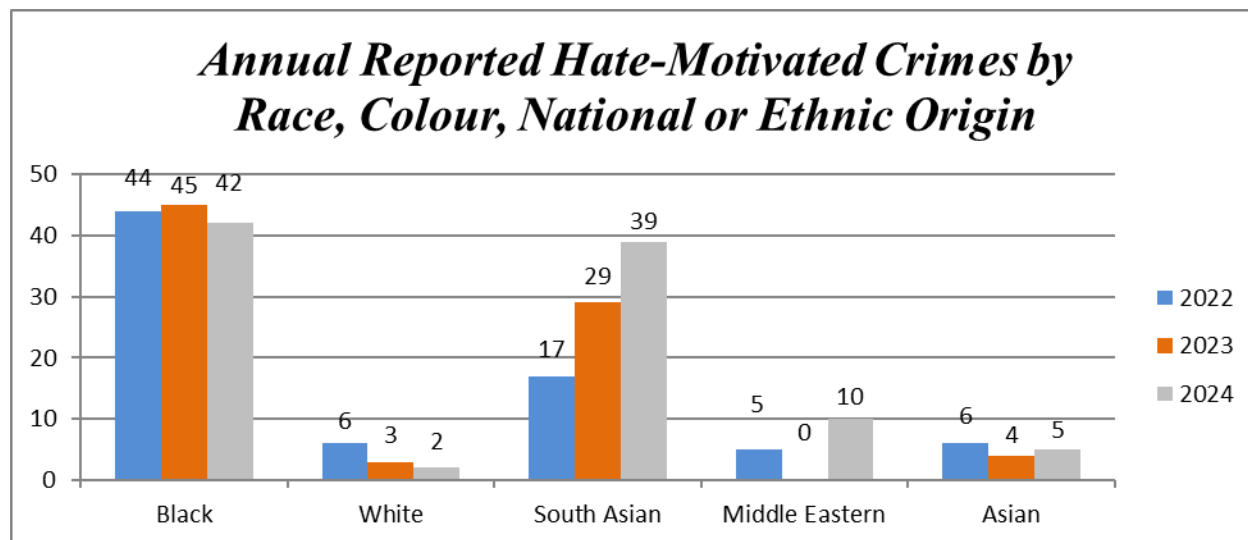




### **Type of Race, National or Ethnic Origin as Motivation for Hate Crimes**

A statistical review of hate crime victimization based on ethnic and/or racial background is provided in Chart 6. Of note, members of the region's Black communities continue to experience the highest reported victimization numbers, with 42 incidents (25%). South Asian community members experienced the second highest victimization numbers, which have increased by 34% from 29 in 2023, to 39 in 2024.

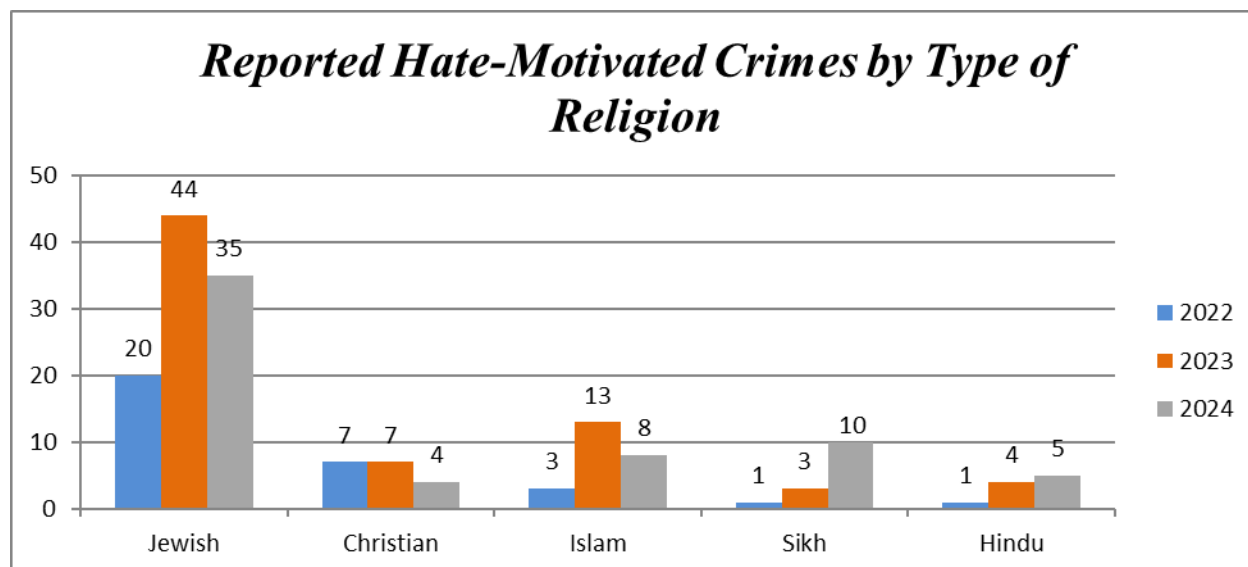
**Chart 6: Annual reported hate motivated crimes by race, colour, national or ethnic origin - 2022 to 2024**



### **Type of Religion as Motivation for Hate Crimes**

Chart 7 demonstrates that 62 of the 166 (37%) hate-motivated crimes reported to P.R.P. in 2024 were motivated solely, or in part by religion.

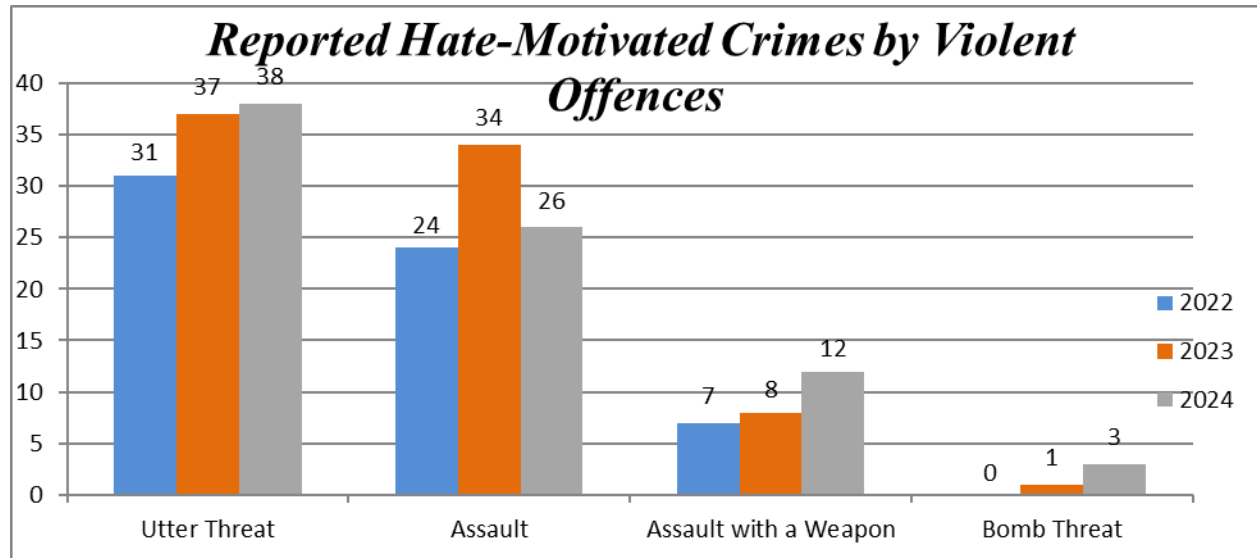
**Chart 7: Reported hate-motivated crimes, by type of religion – 2022 to 2024**



## **Violent Hate-Motivated Crimes**

As shown in Chart 8, 79 (48%) of the 166 hate-motivated crimes reported to P.R.P. in 2024 involved acts of violence, or threats of violence. With 38 uttering threat occurrences being the most common, 26 assaults, and an additional 12 assault with a weapon occurrence.

**Chart 8: Reported hate-motivated crimes, by violent offences – 2022 to 2024**

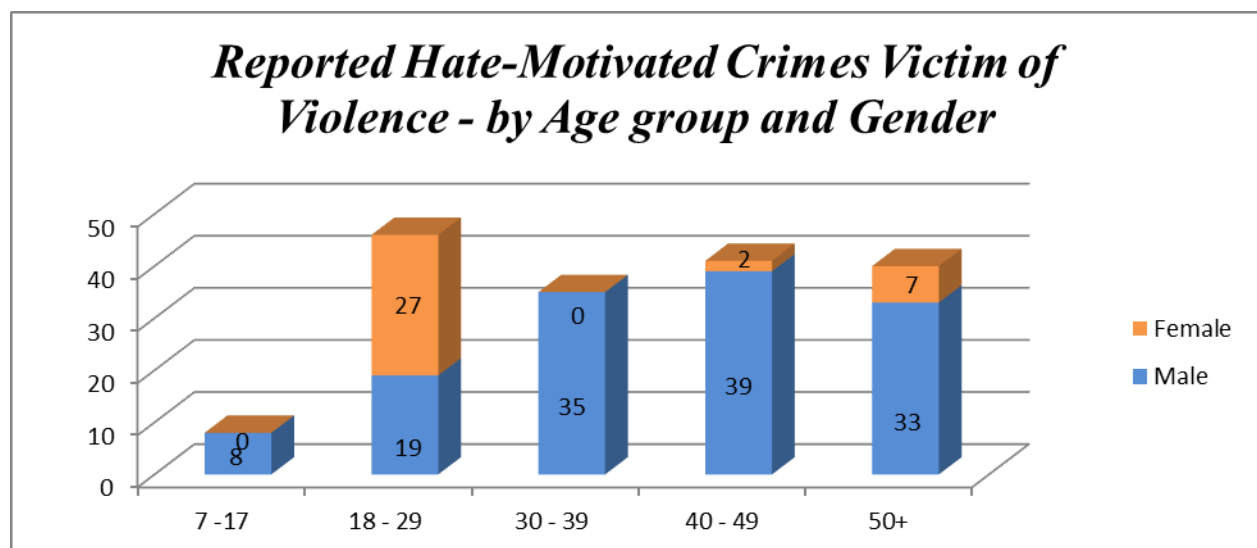


## **Gender, Race/Ethnicity and Age of Victims**

As shown in Chart 9, 170 persons were victims of reported hate-motivated crimes in 2024; 134 were male (79%), and 36 were female (21%).

Concerning age, the majority of male victims were between the age of 40-49, while the largest percentage of female victims were between the age 18-29.

**Chart 9: Reported hate-motivated crimes, victims of violence by age group and gender – 2024**



## Conclusion

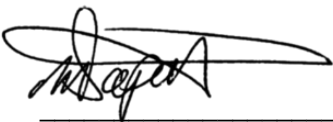
In 2024, 166 hate-motivated crimes were reported to P.R.P. The Region of Peel's population is 1.4 million, with visible minority populations making up over 69% of the total population. The 2021 census data show the top five (5) ethno-cultural groups in Peel Region to be South Asian, Black, Asian (Chinese), Filipino and Arab. When compared to other forms of criminal victimization, the proportion of hate-motivated crimes reported to police are low.

As illustrated in Chart 1 above, the total number of reported hate-motivated crimes in our region remained consistent between 2023 and 2024. In both years, these crimes accounted for 0.31% of all crimes reported to P.R.P. However, there was a significant increase in the proportion of reported hate-motivated crimes that resulted in charges. In 2023, 22% of these incidents led to charges being laid, whereas in 2024, this figure rose to 45%. This increase could be attributed to a variety of factors, including but not limited to; a shift in the types and severity of crimes that are motivated by hate, a continued enhancement of our investigators expertise and understanding of hate related matters, along with ongoing collaboration with community partners who recognize the importance of reporting such incidents. The increase in the percentage of charges laid can also be partially attributed to heightened trust and confidence among community members in police and its response to hate-motivated crimes. This strengthened relationship has fostered greater willingness to engage in investigations and provide essential statements, thereby enhancing the ability to hold offenders accountable.

Also of note, as depicted in Chart 3 above, in 2024 there were three (3) reported incidents of public incitement of hatred, two (2) of which resulted in charges. This type of offense has been rare in our jurisdiction, with no known occurrences in recent history. The emergence of such cases highlights the evolving nature of hate-motivated crimes and underscores the importance of public awareness, community collaboration, and a coordinated police response.

P.R.P.'s D.E.I. Bureau will continue to monitor all hate-motivated crimes and incidents, engage and support individuals and communities that are victimized by hate, and refine investigative strategies and approaches. The D.E.I. Bureau remains dedicated to enhancing public awareness, providing targeted training, and fostering a safer, more inclusive region. Through collaboration, education, and enforcement, P.R.P. will continue to enhance prevention and mitigation efforts to address crime proactively, while prioritizing the support of victims and ensuring that hate has no place in our communities.

### Approved for Submission:



Mark Dapat, Deputy Chief, Community Safety and Well-Being Command

For further information regarding this report, please contact Inspector Feras Ismail #2403 at extension 3609 or via email at [2403@peelpolice.ca](mailto:2403@peelpolice.ca).

Authored By: A/Staff Sergeant Sarah Wood #2936

06-05-25



# 2024 ANNUAL HATE-MOTIVATED CRIME REPORT

## HIGHLIGHTS

DIVERSITY, EQUITY AND INCLUSION BUREAU

COMMUNITY SAFETY AND WELL-BEING SERVICES

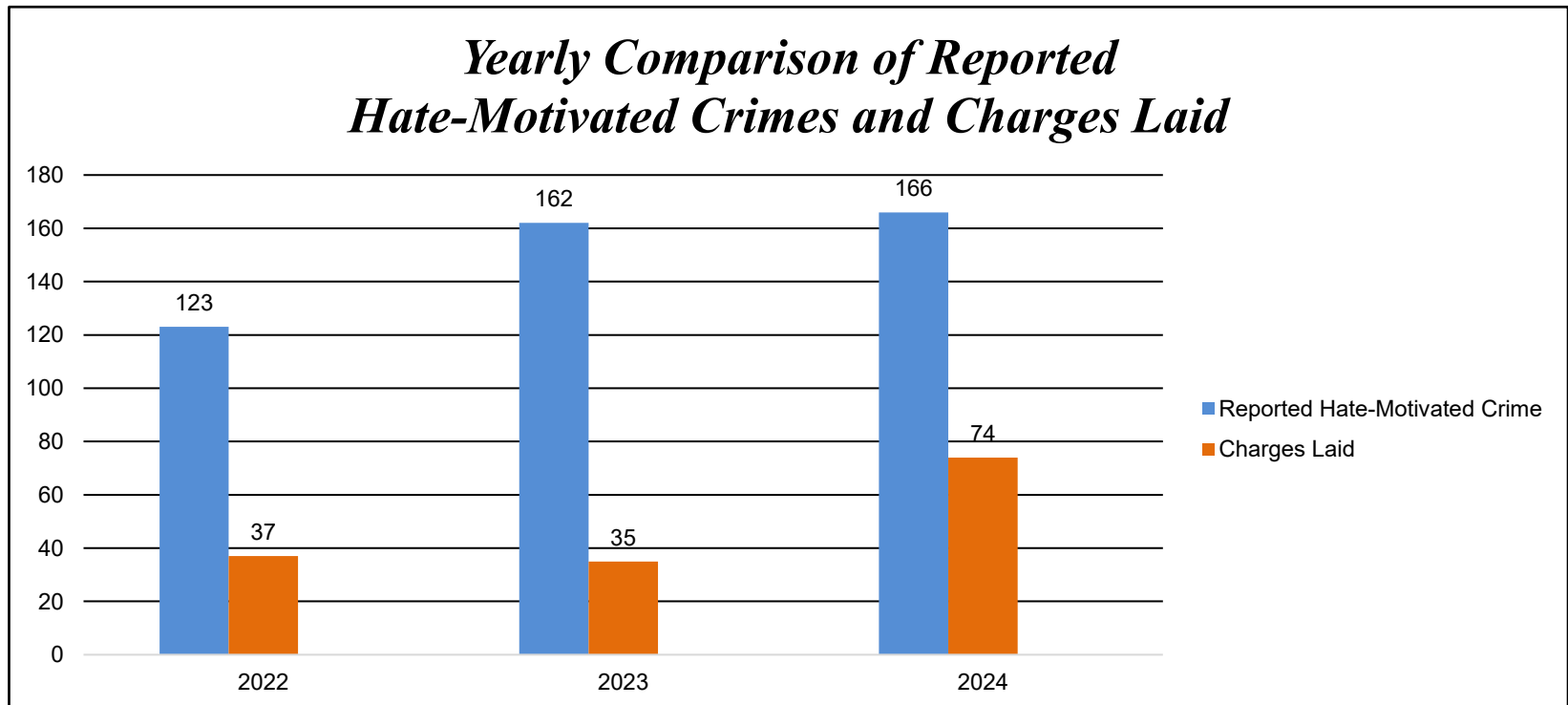




# DATA HIGHLIGHTS

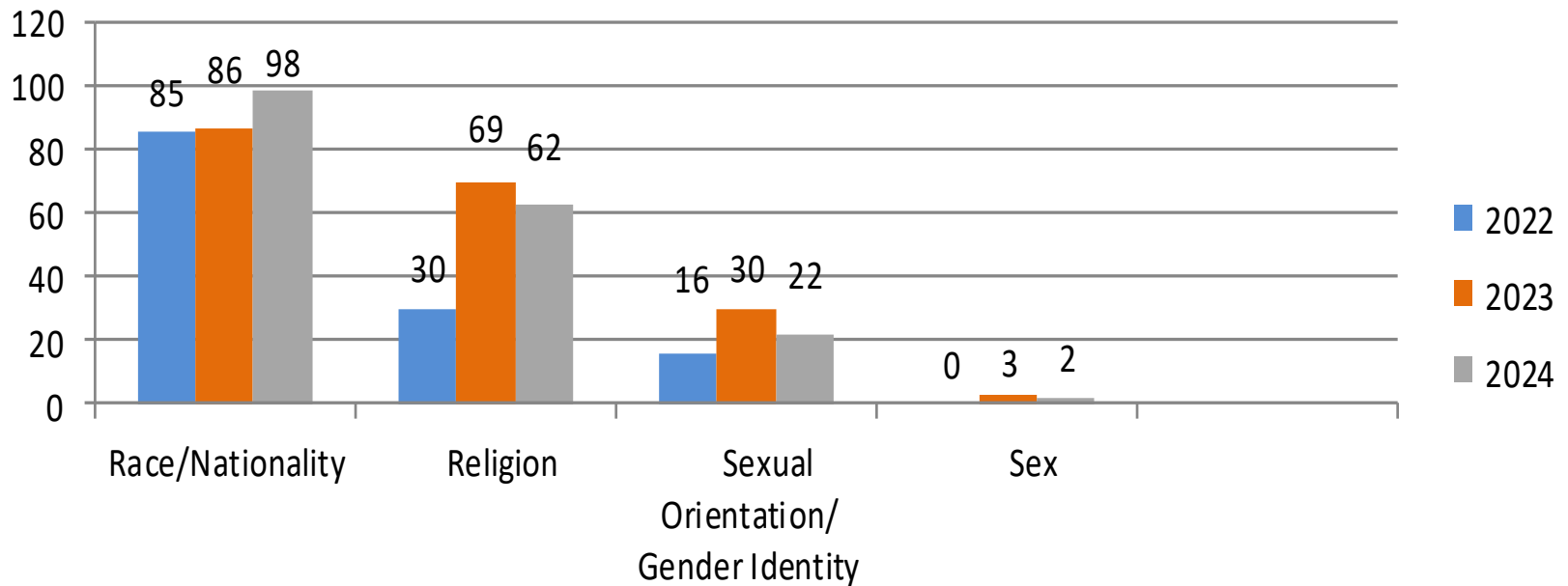
# 2024 HATE MOTIVATED CRIMES (HMC)

- Total Criminal Code Offences (2024): 53,685
- Hate-Motivated Crimes Reported: 166
- Proportion of Total Offences: 0.31%
- Charges Laid: 74 incidents



# TARGETED GROUPS – MOTIVATION

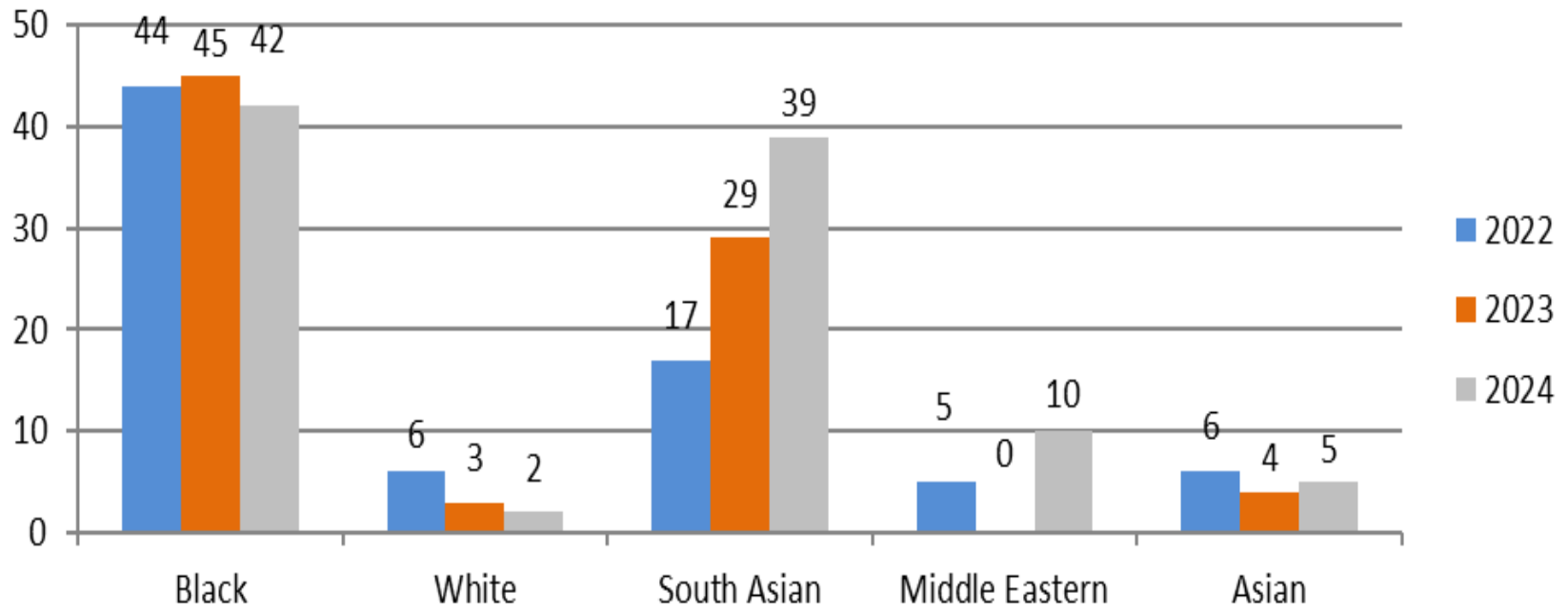
## *Yearly Comparison of Reported Hate-Motivated Crimes by Type of Motivation*



# HATE MOTIVATED CRIMES BY RACE, NATIONAL/ETHNIC ORIGIN



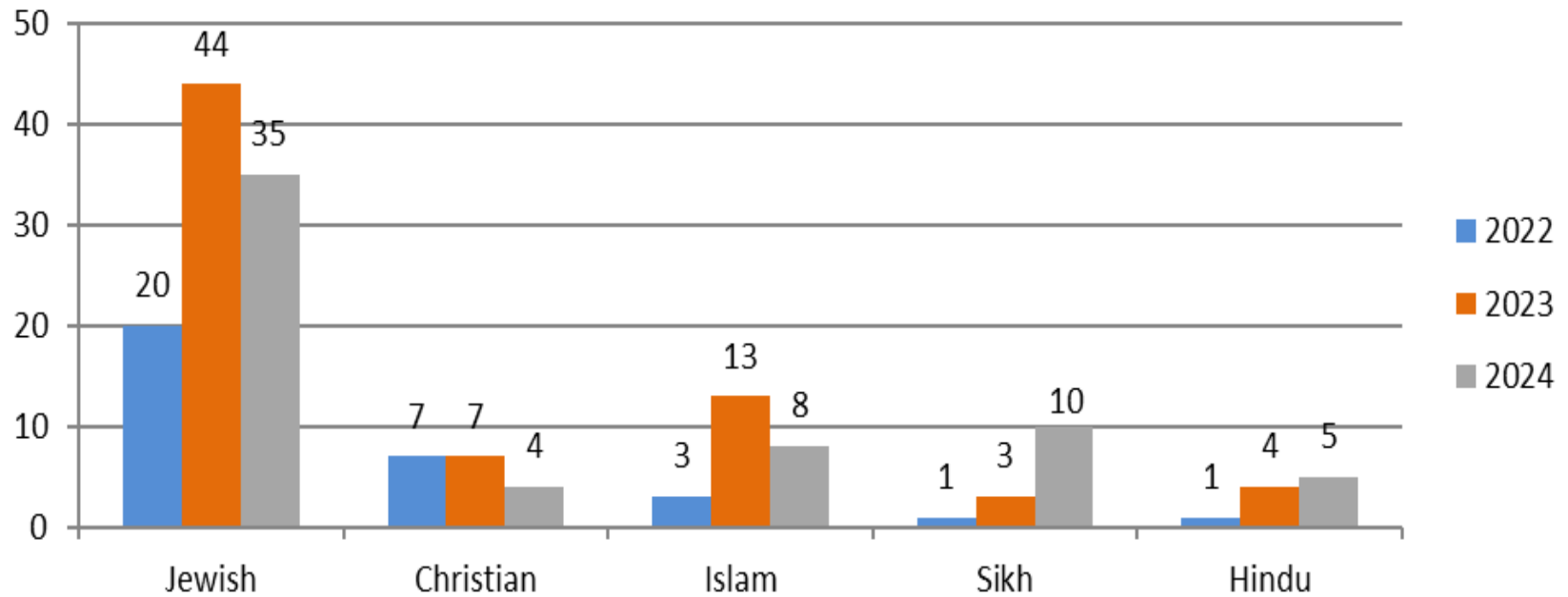
## *Annual Reported Hate-Motivated Crimes by Race, Colour, National or Ethnic Origin*





# HATE MOTIVATED CRIMES BY RELIGION

*Reported Hate-Motivated Crimes by Type of Religion*





# SUPPORTS & INITIATIVES

# REASSURANCE PROTOCOL



- Timely follow-up with the victims/complainants of all hate-motivated crime and hate incidents.
- Support sense of victim safety by connecting them to social supports, Victim Services, and community-specific resources.
- A supplementary narrative is added to the original occurrence report.



# REPORTING OPTIONS





# Continued Service to Community



Investigations



Wrap Around Support

# COUNTERING HATE IN OUR COMMUNITY

## PROCEEDS OF CRIME – FRONT LINE POLICING (P.O.C. – F.L.P.) GRANT

- April 2024, Community Safety and Well-Being Services was awarded a Proceeds of Crime Front-line Policing (P.O.C.- F.L.P.) grant through the Ministry of the Solicitor General to continue the Countering Hate program work and build out additional resources and education pieces for the community by the community.

### CURRENT OVERVIEW:

- This grant enabled P.R.P., the Countering Hate Committee, and its partners to keep the Education, Training, Outreach and Navigations (E.T.O.N.) Coordinator role and expand on the work that was constructed in 2023 to new developments in 2024 - present.
- A Youth focused module was developed in 2024 and began its delivery in 2025 along with a Senior module that will have pilot session throughout the Summer of 2025.
- Within 2025, new branding and marketing initiatives will be undertaken along with additional education resources and thinktank initiatives to ensure the sustainability and longevity of this important program.

# CURRENT HIGHLIGHTS



## **EDUCATION, TRAINING, OUTREACH, NAVIGATIONS (ETON) CO-ORDINATOR**

- Safe City Mississauga was able to expand the team
- Countering Hate is now managed by 1 Manager and 1 Coordinator

## **PRESENTATIONS**

- Delivered to 80 groups, reaching over 2600 community members.
- Youth and Senior Module with interactive exercises, including bystander intervention and bias recognition



THANK YOU