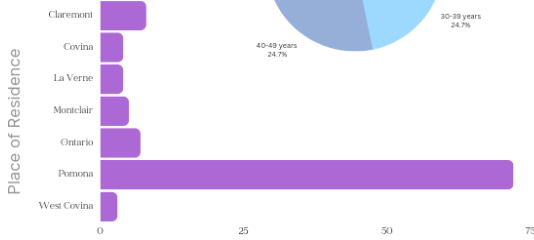
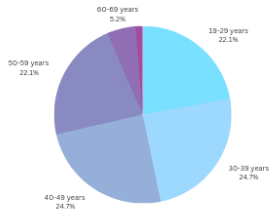
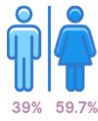


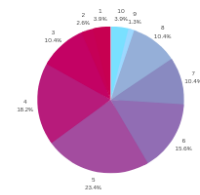
"Stop The Hate" Survey Analysis

The responses you are sharing will provide helpful information to lead anti-hate activities in the local community. Your responses will only be used in compiling final results. Those results will be used by La Nueva Voz newspaper in a series of articles to be published in coming months under a grant from the Latino Media Collaborative based on funds from the California State Library in their "Stop the Hate" program.

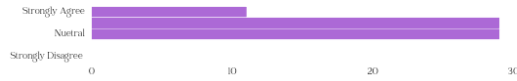
100 people interviewed as of 7/30/23
confidential surveys collected by Open Box Designs via circulated hardcopies and scanned QR code to Google Form



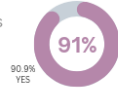
Rate the level of "hate" and "discrimination" of any type you believe describes Pomona? (level 10 being the highest)



"In Pomona, there is a stigma surrounding reporting hate incidents and hate crimes to law enforcement."



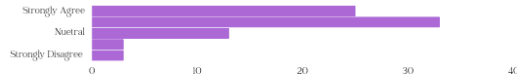
Do you believe programs like community healing efforts along with cross-cultural and cross-racial collaboration will help reduce hate incidents and hate crimes?



Which branch of government do you feel would be most effective in reducing hate and discrimination in the community?



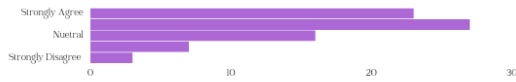
Do you agree with the following statement: "For the most part, race relations in the U.S. are bad."



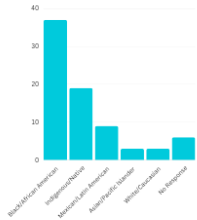
Do you agree with the following statement: "Trump's administration made race relations and discrimination worse."



Do you agree with the following statement: "Employers are less likely to hire BIPOC (Black, Indigenous, People of Color) individuals than they are to hire White individuals."



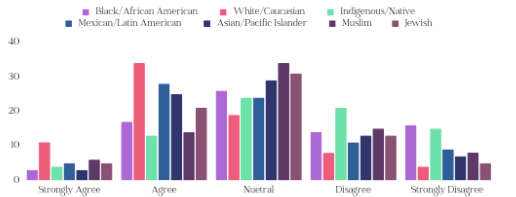
Of the following ethnic groups, who do you feel employers are least likely to hire? (select one)



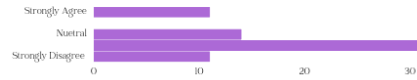
To what extent do you agree with the following statement: "Employers in the job market tend to discriminate against Muslim Americans" or "against Jewish Americans"



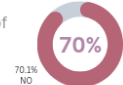
To what degree do you agree with the following statement: "_____ individuals are racist." (enter specific ethnic group in blank)



"When employers promote employees to a position of management, they are equally likely to promote a White employee as they are a BIPOC employee."



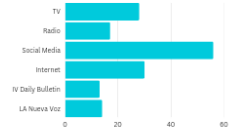
Do you believe all workers in a company, regardless of their race, have the same opportunity to excel and prosper?



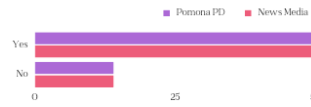
Are you aware of any action that may have been taken by the Pomona City Council that involves compassion?



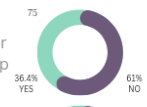
How do you receive most of your local news? (check all that apply)



Do you believe law enforcement (Pomona Police Dept) can or should be involved in any effort to develop solutions for "hate," "discrimination," hate crimes, etc.



Have you heard of any on-going programs, projects or series of stories in any news media on the theme "stop the hate," either here or elsewhere in California or nationwide?



Do you believe law enforcement's role is to become involved in community education or collaboration with community groups to stop the hate?



Statistics show hate crimes in California have risen by 90 percent since 2012. Does that number surprise you?



Have you or a member of your family personally been impacted by, or been the victim of, a hate crime?



What do you think can be done, in just a few words, to reduce the stigma?

- Leaders, elected and law enforcement should, on a regular basis, denounce hate and discrimination. Our City should outwardly celebrate our diversity with multicultural celebrations and acknowledgement of all ethnicities in the City.
- Keep the reporting person safe
- City officials, police and managers should publicly encourage reporting
- Education & engagement
- Continu  to bring community together, educate folks in different forms, remain creative in everything we do to intrigue folks
- Reduce the stigma by writing, talking about it. Calling out an naming what do hate crimes look like and what is done when they are reported.
- Reduce personal/ internalized racism. Become part a new organization and movemebt called World Peace Now.
- I think the employees of our beautiful city that do not live in the city should spend time with people who do so they can better understand our dynamics.
- The city needs to be more culturally diverse with the african american community as actual humans not just a culture to emulate through music and style of clothing
- Keep people informed. "Transperancy"
- Cultural Outreach with underrepresented populations
- Better behavior
- Stronger partnerships with different community groups as well as advocating groups

"In Pomona, there is a stigma surrounding reporting hate incidents and hate crimes to law enforcement."

...**"STIGMA"** CONTINUED

- Implement stop hating crime programs in public school
- Start forums to talk about injustices and instances that need more recognition
- Normalize the activity — encourage it. Make it easy to do.
- Educate people on what hate crimes are.
- Create meaningful opportunities for diverse people to build relationships
- Share stories of people reporting hate crimes
- More marketing on the available confidential reporting system
- Have law enforcement organizations respond better and with more care to community members. Have patience with community members.
- Have conversations with the community about issues revolving around this topic
- More community events with PD involvement. "Education"
- A willingness to leave egos at the door and be open to listen to each other without prejudgements.
- More community options for youth. More money poured into our streets.
- Have more diversity in government, city council and other branches
- Many POC cultures believe calling the cops is not the right thing to do, most likely because the cops won't be there when the folks they called on retaliate
- Cross cultural collaboration, community building & support
- Many POC cultures believe calling the cops is not the right thing to do, most likely because the cops won't be there when the folks they called on retaliate
- Translators (Spanish/Mandarin), a Police Department people can walk inside to and speak to someone
- Emphasize that hate crimes are real crimes and it's important for us to build safe communities to keep an eye out on when our neighbors and community members are affected.
- Empower and believe those who call out systemic issues.



"What should Pomona PD's role be in any effort to develop solutions for "hate," "discrimination," hate crimes, etc.

- Statements and follow thru action speaking against discrimination and hate crimes. Bias training through all ranks.
- Punish a hate crime when its committed
- Public engagement, encourage to report, arrest of those who commit hate crimes
- Roundtable discussions
- In the event of hate crimes, they should bring perpetrators to justice.
- Treat folks equally and handle calls with integrity, train dispatchers on how to talk to people instead of coming off in a rude manner.
- To encourage compassion, be a part of community restorative circles within PUSD, take on restorative practices, be visible in the community as ambassadors for compassion.
- They should be trained in diversity and conflict resolution. They should team up with mental health professionals who actually care.
- When they know the people they serve better they can be of more help. Their jobs are dangerous true but if they treat people of color as threats before understanding the community they only make bad situations worse.
- Yes they should be, they should be hosts and teach classes on how we all need to be accepting of each other and work together sincerely or were domed
- Participate in community events.
- A voice at the table when concerning policy.
- They should set an example how people should be treated
- ACTUALLY aiding in situations when needed. Making the issue just as important as others.
- Be more involved
- Attend public schools and discuss solutions for hate crimes, discrimination.
- To mitigate the injustices in the community and bring exposure to situations
- Investigate / collect reports
- Facilitator and leader in race relations
- Learners. They need training
- They need their own training. Should not conduct training for the public.

... "PD ROLE" CONTINUED

- Should be part of a committee that focuses on hate crimes
- Promoting compassion
- Model for the community
- Apologies and accountability within their own org
- As part of the problem, they need to shift their culture and engage the community differently
- Mediator
- They should start by treating all citizen equal
- To prove they are there to serve and protect the community regardless of their race, sex, or sexual orientation.
- Help people recognize instances of hate crime and model better alternatives
- Quit being a*holes
- They should not be involved
- After them receiving training, they should train
- I think your phishing trying to gin up controversy.
- They should be there to share their experiences as LE but mostly to listen to the concerns of the community about their approach and solutions to change.
- To stop listening to propaganda and got to the source of what they do not know.
- Do more community policing.
-



- "What should the news media's role be in any effort to develop solutions for "hate," "discrimination," hate crimes, etc.
- It's everyone's responsibility to work together to create a non-racist compassionate community.
 - Engagement, positive articles, forums
 - Highlight organizations that help more often, report on such stories until a resolution is reached, give more than a sound byte to those explaining what the problem is.
 - Show all forms of media coverage instead of the focus of blacks and whites when something bad has been done
 - Have articles or columns that inform readers on anti hate organizations, people, activities, etc
 - Report on solutions. Do not sensationalize news.
 - News media should report more of the food there is a lot of it instead of promoting the bad.
 - Yes, teaching how they've created so much tension and now need our help to fix it.
 - Less negative activities and more positive vibes
 - Stop spreading less negative information and more positive/helpful information.
 - To bring light to community injustices
 - They should have regular segments that call out hateful behavior and others that promote community wellness.
 - The way they handle stories of bipoc should be more compassionate
 - Listening to everyone and letting everyone have a voice
 - They should encourage being non prejudice.
 - Telling the truth and uplifting voices
 - So to report accurate information to community.
 - Accurately cover stories that are free of bias
 - They can focus on both sides of news not just what gets them more attention.
 - Compassionate/Inclusive language, promotion of events, storytelling of individuals in Pomona (diverse)
 - Only report one efforts
 - It's their job to report the news
 - Regularly reporting on actions and maybe even sponsor workshop
 - Actually putting out factual information

Additional Comments:

- Hate is a serious issue in our community that needs to be addressed.
- Survey seemed too generalistic, without defining terms, and ignoring time frames
- Yes , some Pomona council , commissioners are hateful to others , they just put on a game face around others , they don't practice what they preach , they have their own Circle and want their own people to run the city
- Reads more like a how to cause strife
- I do not think all individuals of the groups that I marked as being racist are racists. However, I think that all groups have a problem with racism, especially anti-Black sentiments and this should be addressed. However, I also think that each of the minority groups are also vulnerable to hate crimes. I marked that Black and Indigenous individuals are not racist because the term racism implies a position of institutional power that is used in the historic oppression of other groups and Black and Indigenous groups have been subject to the most institutional oppression and therefore are not historically in positions of power to oppress. Individuals in this group can however be biased and use their individual power to exclude and show prejudice towards other.
- Hate and systemic issues are nuanced. These questions are too generic and biased to be answered completely or honestly.
- Unfortunately, I do not have as much information as necessary to answer these questions honestly or with enough education. I do not watch the news due to propaganda and the hopeless way things make me feel. I focus on my sphere of influence, but I am caucasian and only know what I see on social media. I'm an isolationist due to social anxiety disorder and therefore feel my answers may not have enough education to back them up. I can only testify that the Trump Administration ripped the wounds of deeply embedded racism in this country wide open and brought the scum to the surface and it continues today. Which I despise. But the disease needs to be healed from the inside, with education and training to see how the others live in this world. It's hatred run amok and it's time to stop it by love and education.



Additional Comments:

- I'm a Caucasian, cis-gendered female. My experience with racism and discrimination is fairly low. I have seen it, but it hasn't been directed at me, so I feel totally unqualified to answer. I don't think being a particular group is what makes one racist, but I do think whites are more racist than others. There are very broad statements in this survey which are difficult to answer. I also work for the city of Los Angeles, and government hiring practices are very different than private industry. I answered based on the city of Los Angeles.

...**"ADDITIONAL COMMENTS" CONTINUED**