

**GOVERNING PRINCIPLES OF THE
MICHIGAN ALLIANCE AGAINST HATE CRIMES**

*ADOPTED, APRIL 29, 1998
ADOPTED AS REVISED April 23, 2008*

Article I. ESTABLISHMENT

Section 1.01 Name

The name of this body shall be the Michigan Alliance Against Hate Crimes (MIAAHC).

Section 1.02 Creation

MIAAHC is created by authority of the President of the United States to the Department of Justice, United States Attorneys' Offices, and the Governor of the State of Michigan to the Michigan Civil Rights Commission and Civil Rights Department.

Section 1.03 History

In April 1994, the Governor of the State of Michigan responded to reports of increased hate and violence by requesting the Michigan Civil Rights Commission and Department of Civil Rights to establish the Bias Crime Response Task Force.

The task force, a diverse group representing populations victimized by bias crimes as well as agencies and governmental units which offer various related services, researched the issues of data collection, victim support and community response. It then developed a comprehensive report that outlines best method recommendations for combating hate crimes.

The formation and work of the task force put Michigan at the national forefront in the effort to actively address hate crimes. As a direct result, the Michigan Department of Civil Rights was invited to attend the White House Conference on Hate Crimes.

Early in 1997 the Attorney General of the United States directed her counselor to develop a Department of Justice initiative to address hate crimes. In October 1997 the counselor presented recommendations from the Working Groups which were then used by the President with regard to the White House Conference on Hate Crimes scheduled November 10, 1997.

Following the conference, the President and Attorney General directed each of the nation's United States Attorneys to establish a statewide working group to coordinate hate crimes enforcement and encourage hate crime education.

The Michigan Alliance Against Hate Crimes (MIAAHC) is the result of the collaborative effort which combines federal, state, and local law enforcement, civil rights organizations, community groups, educators and anti violence advocates to establish a coordinated statewide effort against hate crimes.

Section 1.04 Approval

Before any MIAAHC committee or sub-committee can take any final action or make any statement(s), the MIAAHC co-chairs must approve the final action or statement in advance by a majority vote.

Article II. MISSION STATEMENT, DEFINITIONS, PRINCIPLES AND GOALS

Section 2.01 Mission Statement

The People of Michigan will not ignore or condone hate crimes or bias incidents, and will vigorously report, investigate and prosecute these acts at the federal, state, and local level.

Section 2.02 Definitions

- (a) **MIAAHC Terminology:** In this document and the materials designed, developed and used to educate the public, MIAAHC adopts “hate crime” **as the universal term to collectively refer** to hate crimes/incidents and bias incidents/crimes. MIAAHC recognizes that while not all bias incidents will involve a hate crime, as defined below, criminal incidents and/or criminal offenses may touch upon or involve conduct defined as a bias incident. MIAAHC also recognizes that as information and the details of such events are exposed and examined, how the perpetrator’s conduct and the event is ultimately categorized and recorded as either a hate crime or bias incident by the victim, criminal justice system, advocacy groups, communities, and those who champion social justice, will involve the opinion and judgment of professionals and non-professionals alike. MIAAHC recognizes too that this multifaceted process and interplay of persons, professions, opinions, and judgments, involving the same alleged events and information, can itself lead to strained relationships and heightened tension. As discussed in this document and others, the intent of MIAAHC is to address the harms cause by hate, prejudice, bias, and bigotry, to educate the public, and to ultimately employ systems to prevent such acts.
- (b) **Hate Crime:** A criminal act of intimidation, harassment, physical force, or threat of physical force, whether or not performed under color of law, directed against a victim or their advocate or property, motivated in whole or in part by bias against a protected group, based on the real or perceived race, color, ethnic background, national origin, religion, gender, sexual orientation, gender identity, or disability of the victim. Hate crimes include those acts reported by a law enforcement reporting agency as involving a criminal incident, criminal offense, or both, as those terms are defined and used by the Michigan State Police in the Michigan Uniform Crime Reporting Program and the Federal Bureau of Investigation in the Uniform Crime Report.
- (c) **Bias Incident:** A non-criminal act, whether or not performed under color of law, directed against a victim or their advocate or property, motivated in whole or in part by bias against a protected group, based on the real or perceived race, color, ethnic background, national origin, religion, gender, sexual orientation, gender identity, or disability of the victim. Bias incidents may be associated with a criminal incident, criminal offense, or both, as those terms are defined and used by the Michigan State Police in the Michigan Uniform Crime Reporting Program and the Federal Bureau of Investigation in the Uniform Crime Report.
- (d) **Perpetrator Intent:** For MIAAHC, the perpetrator of a hate crime or bias incident has the intent of causing fear, intimidation, or additional pain/suffering to the victim or victim’s group or has the intent of deterring the victim or victim’s group from the free

exercise or enjoyment of rights or privileges secured by the Constitution or laws of the United States or the State of Michigan.

Section 2.03 Principles

Hate crimes are acts motivated by prejudice and hatred. These acts affect the victim's fundamental rights and the rights of the victim's group, whether real or perceived. Perpetrators commit these acts to force victims to feel violated, depersonalized, and isolated, and ultimately deprive individuals of their sense of security and self-worth.

Hate crimes pose a unique danger to our society. Such acts can be particularly devastating not only because of the significant cost to the victim but also because of the polarizing effect that such acts have on a community.

Section 2.04 Goals

MIAAHC is committed to working together to secure the right of every person in this State to be free from hate crimes. MIAAHC is committed to supporting victims and assisting communities, organizations and groups that seek effective means to identify, combat and eliminate such acts. To achieve its mission, MIAAHC will:

- (a) Coordinate federal, state and local law enforcement agency resources and unify law enforcement agencies with community resources in a manner necessary and appropriate to ensure a complete and effective response to hate crimes ;
- (b) Use a community outreach approach to help ensure effective reporting, investigation, prosecution and referral of hate crimes, heal wounds in the community, and ultimately promote community safety;
- (c) Expand hate crime education and training opportunities to include programs for law enforcement and community resources and classroom-based educational programs; and
- (d) Improve data collection so Michigan can understand the scope of the problem, identify trends, and effectively deploy resources to combat hate crimes.

Article III. ACTIVITIES

Section 3.01 Principal Activities

- (a) Collect and analyze data on hate crimes to determine the extent of the problem;
- (b) Provide guidance and assistance for the investigation, prosecution, and referral of hate crimes;
- (c) Provide support to hate crime victims and assist organizations that seek to address and prevent such conduct;
- (d) Educate communities on the scope of the problem and the strategies needed to combat hate crimes;
- (e) Promote hate crime enforcement training for federal , state and local law enforcement officers; and
- (f) Create and maintain advantageous partnerships across the state and nationally to address common goals and objectives to capitalize on best practices for eliminating hate and bias.

Article IV. ORGANIZATIONAL STRUCTURE AND COMPOSITION

Section 4.01 Membership

MIAAHC membership shall consist of permanent members and members by terms. MIAAHC membership is intended for individuals with outstanding civil rights leadership and organizations that demonstrate unequivocal support for the MIAAHC mission and will work toward the common good of MIAAHC.

(a) Permanent Members

- (i) The United States Attorneys from the Eastern and the Western Districts of Michigan, the Chairperson of the Michigan Civil Rights Commission, and the Chair of its Hate Crime Committee are permanent members and shall serve as the MIAAHC co-chairs.
- (ii) The Hate Crime Coordinators from each United States Attorney's Office and the Director of the Michigan Department of Civil Rights shall serve as permanent members of MIAAHC.

(b) Members by Terms

- (i) All members who are not designated permanent members are members by terms.
- (ii) The MIAAHC Steering Committee is empowered to review an application for membership by MIAAHC member organizations, federal, state and local law enforcement, civil rights organizations, community-based groups, educators and anti-violence advocates, which support the mission and will work toward the common good of MIAAHC.

(c) Steering Committee Members

The Steering Committee shall be comprised of the MIAAHC permanent members and representatives from each of the following organizations:

- (i) Federal Bureau of Investigation - (1)
- (ii) Michigan Attorney General - (1)
- (iii) Michigan State Police - (1)
- (iv) Prosecuting Attorneys Association of Michigan (PAAM) - (1)
- (v) Community-based Organizations - (9)

Section 4.02 Appointment, Removal and Vacancies

- (a) A member by terms shall be confirmed by majority vote of the MIAAHC co-chairs and/or their designee and may be reappointed for successive terms. Each member by terms shall serve a two-year term, made by the MIAAHC co-chairs no later than September 30.
- (b) The MIAAHC co-chairs may modify the terms of Steering Committee membership at any time to suit the needs of MIAAHC.
- (c) Removal

(i) Any member may be removed from MIAAHC and any individual may be removed from the Steering Committee by majority vote of the Steering Committee with confirmation by a majority vote of the co-chairs whenever in their judgment, the interest of MIAAHC would be better served.

(ii) A member shall be informed of removal by written notice.

(d) Vacancies

Any vacancy in MIAAHC or on the Steering Committee may be filled by majority vote of the co-chairs for the unexpired portion of the term.

Article V. COMMITTEES

Section 5.01 MIAAHC shall have the following Standing Sub-Committees:

- (a) Community Response
- (b) Data Collection/Trend Analysis
- (c) Victim Support
- (d) Education and Public Awareness
- (e) Enforcement and Training

Section 5.02 Appointment of Sub-Committee Chairs and Members

- (a) The MIAAHC co-chairs by majority vote, shall appoint the Chairs of each standing sub-committee.
- (b) With the advice and consent of the MIAAHC co-chairs, the Sub-Committee Chairs may appoint members to their respective committee.
- (c) All MIAAHC members will also serve on a standing sub-committee. All standing sub-committees shall exercise such powers as are delegated to them by the MIAAHC co-chairs.

Section 5.03 Special Committees

A majority of the co-chairs may establish special committees as deemed necessary.

Article VI. MEETINGS

Section 6.01 Regular Meetings

- (a) The Steering Committee shall meet quarterly on the fourth Wednesday of January, April, July and October or as deemed necessary by its members.
- (b) MIAAHC shall hold regular meetings on such dates, times and at such places specified by majority vote of the Steering Committee. MIAAHC will meet annually or as determined by majority vote of the co-chairs. The Steering Committee will give members written notice of meetings at least fifteen-days in advance of the meeting.
- (c) The Standing Sub-Committees will meet at least quarterly.

Section 6.02 Special Meetings

A special meeting of MIAAHC may be called by a majority vote of the co-chairs. The Steering Committee will give members at least five days advance written notice.

Article VII. PARLIAMENTARY PROCEDURES

- Section 7.01 To achieve the MIAAHC Mission, the Steering Committee will act as the governing body for MIAAHC.
- Section 7.02 All matters of procedure not covered by these Governing Principles or by MIAAHC resolution will be governed by Robert's Rules of Order (Revised).
- Section 7.03 A member of MIAAHC shall reveal his or her interest on any issue before MIAAHC that may result in a conflict of interest or appearance of conflict of interest and shall abstain from participation on that issue.
- Section 7.04 The MIAAHC co-chairs have the power to amend, alter or repeal these Governing Principles by majority vote, after discussion with the Steering Committee.

Article VIII. REPORTS

- Section 8.01 The Chairs of the Standing Sub-Committees shall submit a written report of their committee activities two weeks before the Steering Committee quarterly meetings.

Article IX. DISSOLUTION

- Section 9.01 MIAAHC may be dissolved by majority vote of the MIAAHC co-chairs.

Adopted: April 29, 1998

Revised and Adopted April 23, 2008