By implementing these suggestions, Toronto Police Services can enhance their efforts to maintain public order, protect marginalized communities, and combat hate speech effectively.

Education and Training

1.Comprehensive Hate Speech Training: Educate officers on the historical context, meaning, and impact of antisemitic and genocidal hate speech. It is critical that police understand that the chance we are hearing at protests are calls for genocide – i.e., they are not innocuous.

2.Understanding Propaganda: Train police to recognize and understand the tactics and symbols used in hate speech and propaganda, including those that mask as anti-racism or other forms of advocacy. “Anti-Palestinian racism” is one example - a category of racism that is completely not data driven, and essentially criminalizes Jewish and Israeli identities.

3.Chant Awareness: Educate the force on specific chants and symbols that call for the annihilation of Jews, making their use explicitly unacceptable.

4.Historical Context Lessons: Incorporate lessons from history to highlight the dangers of unchecked hate speech and the path it can lead to actual violence.

5.Psychological Training: Equip officers with skills to recognize and respond to gaslighting and implied threats of violence.

6. Collaborative Workshops: Organize collaborative workshops with community organizations, religious leaders, and experts to educate officers on the experiences and perspectives of marginalized communities, including the Jewish community.

7. Cultural Competency Training: Provide officers with cultural competency training to ensure they have a deep understanding of diverse religious and cultural practices, including those of the Jewish community.

8. Victim-Centered Approach: Train officers on how to effectively and empathetically engage with victims of hate speech and violence, ensuring their safety and well-being are prioritized.

Policy and Enforcement

1.Zero Tolerance for Hate Speech: Implement and enforce a strict no-tolerance policy for antisemitic and genocidal hate speech.

2.Public Masking Ban: Prohibit public masking that can be used to intimidate or conceal identity during demonstrations and protests. “Fear of COVID” is not a viable excuse, it, especially when protests are taking place outdoors

3.Noise Control: Enforce regulations against the use of extreme noise as a form of assault or intimidation.

4.Barrier Implementation: Use wide barriers with designated no-go zones to separate opposing groups during protests to prevent clashes.

5.Unobstructed Daily Life: Ensure that demonstrations do not obstruct or prevent people from going about their everyday business.

6.Traffic and Road Management: Maintain clear roadways and prevent traffic obstruction during public events and protests.

7.Anti-Intimidation Measures: Actively prevent and address any tactics used to intimidate individuals or groups.

8. Hate Crime Reporting: Establish a streamlined process for reporting hate crimes, ensuring that victims feel supported and encouraged to come forward.

9. Community Liaison Officers: Assign dedicated community liaison officers who can build trust and establish open lines of communication with the Jewish community and other marginalized groups.

10. Surveillance and Intelligence: Enhance efforts to monitor and gather intelligence on individuals and groups promoting hate speech, ensuring proactive measures are taken to prevent potential violence.

11. Online Hate Speech Monitoring: Collaborate with social media platforms to monitor and address online hate speech, taking necessary actions to hold perpetrators accountable.

Reinforcement and Accountability

1.Consistent Policy Enforcement: Reinforce existing policies uniformly without bias, ensuring all violations are addressed.

2.Punishment for Violence: Ensure that any act of violence, regardless of the perpetrator’s background or motivation, is punished appropriately.

3.Bias Awareness: Train officers to recognize and avoid biases in their enforcement of laws and policies.

4. Transparent Investigations: Ensure that investigations into hate speech incidents are conducted transparently and with utmost diligence, providing regular updates to the affected communities.

5. Collaboration with Legal Authorities: Work closely with legal authorities to ensure that perpetrators of hate speech and violence are prosecuted to the fullest extent of the law.

6. Internal Review Processes: Implement regular internal reviews to evaluate the effectiveness of policies and procedures in addressing hate speech incidents and make necessary improvements.

Community Engagement

1.Open Dialogues: Facilitate open dialogues and community meetings to discuss the impact of hate speech and the importance of tolerance.

2.Collaborative Efforts: Work with community leaders and organizations to educate the public and promote understanding and cooperation.

3.Support Networks: Establish support networks for victims of hate speech and violence to provide them with the necessary resources and assistance.

4. Diversity Training for Community Organizations: Provide training to community organizations and leaders on diversity, inclusion, and combating hate speech, fostering a united front against discrimination.

5. Joint Community Events: Organize joint community events that celebrate diversity, promote understanding, and build relationships between different communities.

6. Public Awareness Campaigns: Launch public awareness campaigns to educate the general public on the impact of hate speech and the importance of creating a safe and inclusive society.