



Central Vancouver Island
Multicultural Society

**ANTI-RACISM &
ANTI-HATE TOOLKIT**
NANAIMO,
BRITISH COLUMBIA

Tool Development by CVIMS

May, 2026

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Acknowledgment of Funder

This project is funded by the Department of Justice Canada through the Victims and Survivors of Crime Week Grant Program.

We gratefully acknowledge this support, which has made it possible to develop and share this toolkit with the Nanaimo community.

Our Mission

We are committed to promoting the values of equity, diversity, inclusion and respect for all peoples.

Our Vision

An inclusive community where newcomers and diverse peoples thrive.

Services We Provide

- **Settlement**
- **Employment**
- **Family Services**
- **Language**
- **Community**

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CVIMS gratefully acknowledges the many individuals and organizations who contributed to the completion of the Anti-Racism Toolkit. In particular, we extend our sincere thanks to the Nanaimo Local Immigration Partnership and the Newcomer Advisory Table for their leadership, insight, and ongoing commitment. We are also deeply appreciative of the community members and partners whose lived experiences, perspectives, and collaboration made this work possible. Your contributions have been invaluable in shaping a more inclusive and equitable resource for our community.

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Multicultural Society

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INTRODUCTION

Land Acknowledgment



Central Vancouver Island Multicultural Society (CVIMS) respectfully acknowledges that this toolkit was developed on the unceded land of the Snuneymuxw First Nation. We are settlers on their land and receive the advantages and privileges of colonization.

Our Commitment to Reconciliation and Equity

We acknowledge that colonization established systems of hierarchy that did not affect all settlers equally. While many benefited from white settler privilege, racialized settler communities in particular were subjected to discriminatory laws and systemic barriers designed to exclude, control, and marginalize them.

We are committed to:

- Educating ourselves and newcomers about our colonial history and the impact of colonization that continues to today.
- Challenging colonial structures and oppression, in alliance with Indigenous Peoples.



Purpose

This toolkit was created to support newcomers, residents, students, organizations, and all members of the community in Nanaimo to:

- Recognize racism, discrimination, and hate incidents
- Understand how to safely report incidents and access support
- Respond effectively and compassionately to those impacted
- Build safer, more inclusive, and equitable communities

It emphasizes:

- Awareness → Understanding → Action

This toolkit provides practical tools, including:

- Clear definitions and examples
- Reporting pathways and local resources
- Guidance for supporting individuals experiencing harm
- Strategies for community action and prevention

Guiding Principles

This toolkit is grounded in the following principles:

Community-Centered & Inclusive

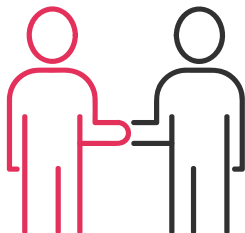
We recognize that meaningful anti-racism work must be shaped by the voices and experiences of those most impacted. This toolkit reflects input from diverse communities and encourages ongoing engagement.

Trauma-Informed & Victim-Centered

We acknowledge that experiences of racism and hate can be deeply harmful and traumatic. This toolkit prioritizes:

- Safety
- Choice
- Respect
- Empowerment

Support should always be guided by the needs of the person affected.



Equity & Intersectionality

We recognize that individuals may experience multiple and overlapping forms of discrimination. This toolkit promotes equitable approaches that address systemic barriers and diverse lived experiences.

Cultural Safety & Respect

We commit to creating environments where individuals feel safe expressing their identities, cultures, and beliefs without fear of discrimination or harm.

Accountability & Action

Addressing racism requires more than awareness — it requires action. This toolkit encourages:

- Reporting incidents
- Strengthening policies and practices
- Building community capacity

Municipal and community action plays a critical role in advancing equity and inclusion.

Continuous Learning & Adaptation

Anti-racism work is ongoing. This toolkit is intended as a **living resource** that can evolve with community needs, feedback, and new learning.

Racism and hate impact individuals, families, and entire communities. By increasing awareness, strengthening support systems, and taking collective action, we can work toward a Nanaimo where everyone feels safe, respected, and valued.



CONTEXT

Understanding the Impact

Racism and hate are not isolated events — they have deep and lasting effects on individuals, communities, and society.

Impact on Individuals

Experiencing racism or hate can lead to:

- Fear for personal safety
- Anxiety, stress, and trauma
- Reduced sense of belonging
- Withdrawal from school, work, or community life

Some individuals may feel pressure to:

- Hide their identity
- Avoid certain spaces
- Change their behaviour to stay safe

Impact on Communities

Hate incidents affect more than one person - they impact entire communities:

- Erosion of trust between communities
- Increased fear and vulnerability
- Reduced participation in public life
- Weakened social connections

Even a single incident can send a message that a community is not safe or valued.

Impact on Society

When racism and hate are not addressed:

- Social cohesion and trust decline
- Inequality increases
- Communities become more divided

We also lose the contributions, perspectives, and strengths of diverse communities.

Hate is often underreported, meaning its true impact is greater than what is visible



Criminal Legal Context & Canadian Charter of Rights and Freedoms

Understanding the legal framework helps clarify:

- What constitutes a hate crime
- What protections exist
- What options are available for action

Hate Crimes in Canadian Law Federal Level

Under the Criminal Code of Canada, certain acts are recognized as hate-related offences, including:

- Advocating genocide
- Public incitement of hatred
- Wilful promotion of hatred
- Hate-motivated damage to property (e.g., places of worship, a mural¹ with graffiti², or an object identified³ with a racialized group).

In addition:

- Many crimes (e.g., assault, threats) can be treated more seriously if motivated by hate
- Courts may impose stronger penalties when bias or prejudice is a factor

Canadian Charter of Rights & Freedoms

The Charter protects fundamental rights, including:

- Equality rights
- Freedom of expression
- Protection from discrimination

However:

- Freedom of expression is not absolute
- Laws can limit speech that promotes hatred or harm

Canadian courts have confirmed that restrictions on hate speech are valid in a free and democratic society.

Provincial Level

Human Rights Protections

BC Human Rights Code (What is protected | BC's Office of the Human Rights Commissioner)

In addition to criminal law:

- Individuals can file complaints through the BC Human Rights Tribunal
- Protections apply in areas such as:
 - Employment
 - Housing
 - Services

Why This Matters

Not all harmful acts are crimes — but they can still:

- Cause serious harm
- Be reported
- Require support and response

Understanding this distinction helps people choose the right pathway for action and support.



Nanaimo Context & Community Needs

Nanaimo is a diverse and growing community, home to:

- Indigenous Peoples (including Snuneymuxw First Nation)
- Newcomers and immigrants
- Youth and students
- 2SLGBTQI+ individuals
- Racialized communities

While diversity is a strength, challenges remain.

Community Diversity in Nanaimo

Nanaimo has a population of approximately 110,000 residents, with increasing diversity. From 2019 to 2024 Nanaimo's racialized population increased from 11,829 (11.8% of the total population) to 15,907 (14.4%) in 2024.⁴



Key Demographic Highlights:

- **Indigenous Peoples:** 8.2% of the population
- **Racialized communities:** 14.8 % of the total population. The largest visible minority groups are South Asian⁴, Chinese, Filipino, Black, and Southeast Asian.

These numbers show that Nanaimo is becoming more diverse, reinforcing the need for inclusive and culturally responsive supports.

Hate & Racism Trends (Regional Context)⁵

While local hate crime data specific to Nanaimo is limited, regional and provincial trends provide important context.

Rising Hate Incidents in BC

- Hate incidents in British Columbia increased by 118% between 2019–2021
- Vancouver Island has the second highest number of reported hate incidents in BC, after the Lower Mainland

Vancouver Island Context

- About 25% of reported hate incidents in BC occurred in the Vancouver Island/Coastal region
- Community members reported experiencing hate repeatedly, not just as isolated incidents

National & Provincial Context

- Hate crimes in Canada have more than doubled since 2020, reaching nearly 4,900 incidents in 2024
- British Columbia consistently reports among the higher rates of hate crime in Canada

Identified Community Needs

Based on local insights:

- Limited awareness of how to recognize and report hate
- Confusion about the difference between hate incidents and crimes
- Barriers to reporting (fear, mistrust, lack of knowledge)
- Lack of accessible, culturally relevant resources
- Need for stronger community support systems

Local Safety & Crime Indicators

While not all crime is hate-related, general safety trends help provide context:

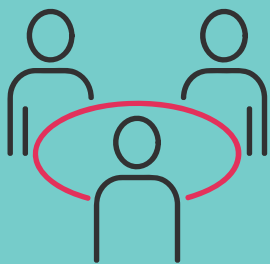
- According to Statistics Canada, the crime severity index in Nanaimo decreased from 2021 to 2025. However, Nanaimo still ranks in the top ten in crime severity when compared to metropolitan areas nationally.⁶
- These indicators highlight the importance of community safety initiatives, including those addressing hate and discrimination.

Local Examples of Hate Incidents

Reported incidents in Nanaimo include:

- Defacing of Pride crosswalks and murals
- Theft of Indigenous memorial items (e.g., red dresses)
- Vandalized signs connected to Iranian community
- Hate incidents based on race, Indigeneity, and sexual orientation

These incidents demonstrate that racism and hate are present locally, not just in larger urban centres.



Why This Toolkit Matters Locally

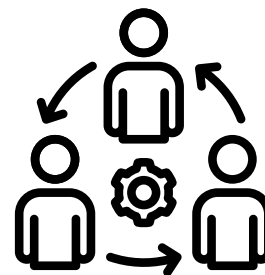
This toolkit responds directly to these gaps by:

- Providing clear, accessible information
- Connecting users to local resources and supports
- Building confidence in recognizing and responding to hate
- Supporting youth, service providers, and community members

Community Approach

Addressing racism in Nanaimo requires:

- Collaboration between organizations, schools, and local government
- Engagement with Indigenous and racialized communities
- Ongoing education and dialogue
- Commitment to action and accountability



Key Takeaway

Racism and hate are not just individual issues — they are community issues.

By understanding:

- Their impact
- The legal framework
- The local context

we can respond more effectively and work toward a safer, more inclusive Nanaimo.

UNDERSTANDING RACISM & HATE

Individuals have a right to feel safe and participate in their community. Canada is a popular country for its immigration, multiculturalism and diversity; people from different regions, races, genders, and religions reside in Canada. Unfortunately, not everyone feels safe or is treated fairly.

Definitions

Discrimination:

is an action or a decision that treats a person or a group differently for reasons such as their race, age or disability. These reasons, also called grounds, are protected under the [Canadian Human Rights Act](#).

Example: a person is systematically referred to secondary screening at airports due to the colour of their skin. This may be a case of discrimination based on the ground of colour.

Report discrimination: <https://www.chrc-ccdp.gc.ca/en/complaints/make-a-complaint>

Hate Motivated Crime:

are criminal offences against people or property motivated by hate or prejudice against a person or group that are distinguishable by race, ethnic origin, sex, religion or any other factors. This may include assault, threats, harassment, sharing material on social media, or property vandalism.



Hate Incident:

are actions and speech rooted in prejudice that, in the view of the person who experiences or witnesses them, are:

- Aimed at a person or a group of people because of their actual or perceived individual, collective or intersecting characteristics, including age, disability, gender expression or identity, ethnicity, Indigenous identity, place of origin, race, immigration status, religion, sex, sexual orientation and social condition, and
- Intended to, or do, significantly dehumanize, humiliate, degrade, injure, silence and/or victimize the targeted individual or group.

Intersectionality:

is the understanding that different social identities—such as race, class, disability, sexual orientation, and gender identity—interact and overlap, leading to interconnected systems of discrimination and disadvantage. For example, a racialized woman with diversabilities may face more discrimination than a white, able-bodied woman.



Microaggressions:

are the indirect, subtle and, sometimes, unintentional phrases people use to discriminate against others. An example of a microaggression could be to ask a person of colour where they “really come from” despite being born in the same country. Other examples include racist comments and questions, racist gestures, facial expressions, avoidance, etc. This may also include similar behaviours on social media and online platforms.

Examples:

What Kind of Asian Are You?
(<https://youtu.be/DWynJkN5HbQ>).

Where Are You From? The Game
(https://youtu.be/RU_htgjIMVE).

Racism:

racism is conscious or unconscious the belief that one group of people is superior to another because of the difference in the way they look. Racism can also be defined as unfair or harmful assumptions, beliefs, actions, behaviours, policies and/or practices that target and/or disadvantage individuals based on their race, ethnicity, or status as a person of colour. This also includes behaviours on social media and online platforms.

Stereotyping:

a stereotype is a conventional, intuitive, and oversimplified conception, opinion, or image of a group of people. For example, women are not capable trades’ workers because they lack the needed physical strength. Stereotypes assume that individuals from a particular group (e.g., racial, ethnic, gender, age, etc.) are all the same.

Systemic Racism

is a form of racism that is embedded in the laws and regulations of a society or an organization. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education and political representation

Embracing your cultural identity can help you feel more satisfied, more connected to yourself, your relationship, and your loved ones, and give you more confidence in who you are.

Why It Matters (Local Impact)

- Impacts sense of safety and belonging
- Affects entire communities, not just individuals
- Often underreported, masking the real scale

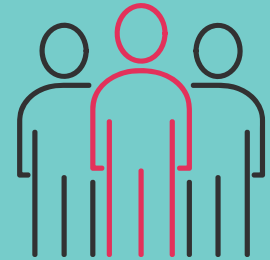


Recognizing Racism & Hate

The “5 W’s” Tool

Use this to assess incidents:

- Who was targeted? (identity group)
- What happened? (language, symbols, violence)
- When did it occur? (significant dates/events)
- Where did it happen? (schools, online, community spaces)
- Why might it be hate-motivated?



The 5 W’s (Who, What, When, Where, Why) help you understand whether an incident may be racism, a hate incident, or a hate crime.

You do not need all 5 to be “yes” — even one can be enough to take it seriously.

Who Was Involved?

Ask

- Who was targeted?
- Who was responsible?
- Was a specific identity group targeted?

Look For

- A person targeted because of their identity (race, religion, gender, sexual orientation, disability, etc.)
- A group or community targeted (e.g., graffiti on a mosque or Pride space)
- The person was targeted even if the assumption was incorrect

Example

- Someone is verbally harassed because they are perceived as Muslim
- A racial slur is directed at an Indigenous youth

What Happened?

Ask

- What was said or done?
- Were there symbols, language, or actions linked to hate?

Look For

- Slurs, insults, or threats
- Harassment or intimidation
- Property damage (graffiti, vandalism)
- Violence or physical harm
- Hate symbols or gestures

Example

- Someone writes racist graffiti on a school wall
- A person is followed and shouted at with slurs

Even if it’s “just words,” it can still be harmful and should be taken seriously.

When Did It Happen?

Ask

- Did this happen at a significant time?

Look For

- Around cultural, religious, or Pride events
- After major news or political events
- Repeated patterns over time

Example

- Hate graffiti appears during Indigenous Peoples Day
- Harassment increases after a global event

Where Did It Happen?

Ask

- Where did the incident take place?

Look For

- Schools, workplaces, public transit
- Homes or neighborhoods
- Cultural or religious spaces
- Online spaces (social media, gaming, messaging apps)

Example

- A student experiences racism at school
- A hate comment is posted in a local Facebook group

Online hate is real and should be treated seriously.

Why Might This Have Happened?

Ask

- Was the behaviour motivated by bias, prejudice, or hate?

Look For

- No clear reason except identity
- Comments about race, religion, gender, etc.
- Targeting a specific group or symbol
- Disproportionate or extreme behavior

Example

- A person is attacked with no prior interaction
- Someone uses identity-based insults during conflict

If there is no other clear explanation, bias or hate may be a factor.



Important Reminder

Hate can happen even if:

- The person didn't intend harm
- The act wasn't criminal
- It only happened once

Impact matters more than intent

COMMUNITY RESPONSE FRAMEWORK



One vital step to creating communities where people feel safe and are free of racism and hatred is to report racist incidents and crimes. Every individual in our community has the right to live without feelings of fear or intimidation. Our right and responsibility as a community is to report these incidents while we feel safe and protected.

The most frequently given answer for hesitancy to report racism is the lack of awareness about where to go and whom to report it to. In addition, many individuals feel that nothing will be done if the incident of racism is reported. Sometimes people do not report incidents of racism because they fear losing their job, housing, a friend, etc. Another consideration is that for many individuals, particularly newcomers, country of origin and previous experience with police may preclude disclosing to the police.

If you or someone else is in danger, please contact 911

Reporting incidents depend on the urgency of the incident. For emergency incidents and crimes, please contact 911. Always consider the safety and comfort level of the person targeted by racism before contacting the police.

What to Do if You WITNESS a Hate Crime

You can use the 5D's of Bystander Intervention– Distract, Delegate, Document, Delay, and Direct to support someone who is experiencing a hate crime or an incident of racism. Always consider the safety of yourself and the group around you before any action is taken.



To Report an Emergency Hate Crime

To report an emergency, call 911.

Emergency circumstances involving a hate crime include:

1. A crime in progress;
2. An immediate threat to your safety;
3. An immediate threat to the safety of someone else;
4. A threat to property in immediate danger of a criminal act.

Nanaimo RCMP – 250-754-2345
303 Prideaux Street, Nanaimo

Non-emergency circumstances involving hate crime include:

1. You are the victim of a hate crime, but there is no immediate threat to your safety;
2. Someone else is the victim of a hate crime, but there is no immediate threat to safety;
3. Internet or social media posts that include threats, promote hate, or indicate a criminal act against a person or property; or
4. A property was targeted by a hate crime.

To Report a Non-Emergency Hate Crime

To make a report, call the non-emergency number for your local police department or visit your local police department in person.

Alternatively, you can report discrimination incidents here:

<https://www.chrc-ccdp.gc.ca/make-a-complaint>

If You Are Unsure What You Experienced or Witnessed Is a Hate Crime, Report It

To report a hate incident, or if you are unsure whether a hate crime has occurred, call your local police department using the non-emergency number, or use a community resource which you trust. You can also go to the police station and make a report in person.

Reporting any incident, no matter how minor it may seem, is very important. Your reports can help police and community partners better tackle prevention, education and outreach initiatives in your community. Reports can also help identify social trends and prevent possible escalation of crime.

What to Do if You EXPERIENCE a Hate Crime

Consider Your Safety

- Make sure you are in a safe place, public, or a nearby trusted office
- If you need to, leave the scene and go to a friend or a trusted person's home

Ask for Help

- Ask for medical help if needed
- Ask a bystander to record if possible
- Talk loudly to the perpetrator so people around you can hear

Document

- Record or write down all possible details as soon as the incident ends, including time and location
- Take the names and phone numbers of the bystanders and people who were witnessing the incident

Report

- If you are comfortable, contact the police and mention that you are reporting a hate crime. Note down the report number and other details.
- There are other organizations that might also help. Check the Community Resources section.

Do not forget your mental well-being; as these incidents can cause anxiety or depression. Taking care of your mental well-being is important. Take care of yourself. Seek mental health support after experiencing racism. Visit the Community Resources section for details on resources and contact information.

Reporting & Response Pathways

What Should You Do Next?

If you think an incident may involve racism or hate:

1. Check Safety

- Are you or someone else in danger?
- If yes → Call 911

2. Consider Reporting

- RCMP (if criminal)
- BC Racist Incident Helpline (1-833-457-5463)
- School or workplace
- Community organizations (e.g., CVIMS)

3. Document What Happened

- Date, time, location
- What was said/done
- Witnesses or evidence

4. Get Support

- Talk to someone you trust
- Access victim services or community support
- Seek mental health support if needed

Barriers to Reporting in Nanaimo (and beyond)

Community members may hesitate to report because of:

- Fear of retaliation
- Lack of trust in institutions
- Language or cultural barriers
- Uncertainty about what qualifies as hate
- Concern that nothing will change
- Trauma

These barriers contribute to underreporting and unmet needs.

Supporting Individuals Experiencing Hate

Best Practices

DO

- Listen and validate experiences
- Offer options (not pressure)
- Maintain confidentiality
- Provide follow-up support

DON'T

- Dismiss or minimize
- Assume what they need
- Force reporting

Ongoing Support May Include

- Mental health services
- Legal information
- Peer/community support
- Cultural safety resources

Reporting and fighting racism is crucial for creating a safer and more welcoming space for everyone living in Nanaimo. Recognising that more work needs to be done, Commissioner Kasari Govender, states that,

“To address the rise of hate in our communities, people who experience hate need to feel that they have somewhere safe to turn to seek support, and we need mechanisms in place to hold perpetrators accountable for their actions. Without safe and credible responses and supports, we risk sending the message that hate is okay in our society and allowing it to flourish.”



COMMUNITY RESOURCES


IMMEDIATE HELP


Emergency Services

 **911**

➔ Use for immediate danger or urgent threats

Nanaimo RCMP (Non-Emergency)

 **250-754-2345**

 <https://bc-cb.rcmp-grc.gc.ca>

➔ Report non-emergency hate incidents or crimes

REPORTING RACISM & HATE

BC Racist Incident Helpline (RAISE Network)

 **1-833-457-5463 (1-833-HLP-LINE)**


 <https://racistincidenthelpline.ca>

➔ **Multilingual support available**

- Free & confidential
- Emotional support
- Help reporting incidents
- Referrals to local services

Primary provincial resource for racism in BC

Crime Stoppers (Anonymous Reporting)

 **1-800-222-8477**


 <https://www.crimestoppers.net>

➔ Report anonymously

LOCAL NANAIMO SUPPORTS

Victim Services

Nanaimo RCMP Victim Services


 **250-755-3100**

➔ Provides:


- Emotional support
- Safety planning
- Court navigation

VictimLinkBC

 **1-800-563-0808**


 VictimLinkBC@bc211.ca

BC 211 Web and Phone Support


 <https://bc211.ca/contact-us>

➔ BC211 offers multilingual operator assistance and a website listing of services available across BC.

Community Outreach Response (COR)

 **1-888-494-3888**


Vancouver Island Crisis Society

 **1-888-494-3888**

- Crisis Line available 24/7 1-888-494-3888
- Crisis Chat 6:00 pm—10:00 pm nightly
www.vicrisis.ca
- Crisis Text 6:00 pm—10:00 pm nightly
250-800-3806

INDIGENOUS SERVICES

Tillicum Lelum Aboriginal Friendship Centre

 250-753-6578


 <https://tillicumlelum.ca>


➔ Offers:

- Cultural support
- Youth & family programs
- Community connection

NEWCOMER & MULTICULTURAL SUPPORT

Central Vancouver Island Multicultural Society (CVIMS)

 250-753-6911


 <https://cvims.org>


➔ Services:

- Settlement support
- Language services
- Anti-racism programs

YOUTH SUPPORT

Foundry Nanaimo (Youth Wellness Centre)


 250-591-8811

 <https://foundrybc.ca/nanaimo>

➔ Offers:


- Mental health support
- Peer support
- Safe youth space

VIU Students

 250-740-6440


➔ Contact the *Diversity, Equity and Human Rights Office* for confidential advice and information.

Island Health – Youth Mental Health Services

 250-739-5710

2SLGBTQI+ SUPPORT

AVI Health & Community Services


 250-753-2437

 <https://avi.org>

➔ Provides:

- Inclusive health services
- Harm reduction
- Community support

Gender Journeys – Nanaimo Family Life Association

 250-754-3331 ext. 202


 <https://www.nflabc.org/programs/gender-journeys>

➔ Provides:

- Peer support for 2-spirit, trans, gender diverse and questioning folks aged 18 +

Generation Q – BGCCVI

 youth@bgccvi.com


 <https://www.bgccvi.com/generation-q>


➔ Provides:

- Safe, weekly drop-in group for LGBTQSIA+ youth ages 12-18, as well as their allies

FAMILY & COMMUNITY SERVICES

Nanaimo Family Life Association


 250-754-3331

 <https://nflabc.org>

- ➔ Services:
- Counselling
 - Family support
 - Crisis support

LEGAL & HUMAN RIGHTS


BC Human Rights Tribunal

 **1-888-440-8844**

 <https://www.bchrt.bc.ca>


BC Human Rights Clinic


 **1-855-685-6222**

 <https://bchrc.net>

- ➔ Help with discrimination complaints and legal support.


Access Pro Bono


 **1-877-762-6644 (toll-free)**

 <https://accessprobono.ca>

- ➔ An independent organization composed of volunteer legal service providers across BC

Legal Aid BC


 **1-866-577-2525**

 <https://legalaid.bc.ca>

- ➔ Non-profit organization that provides legal advice and representation to people of low income.

MENTAL HEALTH & CRISIS SUPPORT

Vancouver Island Crisis Line (24/7)

 **1-888-494-3888**


 <https://crisiscentre.bc.ca>


KUU-US Indigenous Crisis Line (24/7)

 **1-800-588-8717**

- ➔ Safe space and mental wellness for Indigenous people.


Black Mental Health Canada Inc.


 **1-833-294-8650**

 <https://blackmentalhealth.ca/mental-health-provider-directory>

- ➔ BC-based Healing in Colour provides a list of therapists with lived experiences and resources for healing and learning for the IBPOC community.

SNIWWOC Mental Health Services

 **250-277-2545**

 <https://www.sniwwoc.ca/mental-health>

- ➔ The Support Network for Indigenous Women and Women of Colour (SNIWWOC) offers free therapy to low-income racialized women.

EDUCATION & AWARENESS

Canadian Race Relations Foundation (CRRF)

 <https://crrf-fcrr.ca>

- ➔ Provides:
- Hate crime education
 - Reporting guidance
 - Community resources

HOW TO USE THIS DIRECTORY

Step-by-Step

- ➔
1. Ensure safety
 2. Report (Police or Helpline)
 3. Get support
 4. Follow up (mental health / legal help)

LINKS & RESOURCES

BC Human Rights Tribunal, <https://www.bchrt.bc.ca>

Canadian Charter of Rights and Freedoms, <https://laws-lois.justice.gc.ca/eng/acts/c-46>

Canadian Human Rights act, <https://laws-lois.justice.gc.ca/eng/acts/h-6>

Criminal Code of Canada, <https://laws-lois.justice.gc.ca/eng/acts/c-46>

Department of Justice Canada, <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl>

Report discrimination incidents, <https://www.chrc-ccdp.gc.ca/make-a-complaint>

Victims and Survivors of Crime Week Grant Program, <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl>

What is protected by the BC Human Rights code, <https://bchumanrights.ca/human-rights/what-is-protected>

1 a mural, <https://vancouversun.com/news/local-news/artists-business-owners-shocked-and-angry-after-mural-defaced-in-chinatown>

2 graffiti, <https://www.vancouverisawesome.com/local-news/mural-in-vancouvers-chinatown-targeted-in-racist-attack-3932501>

3 an object identified, <https://globalnews.ca/news/8748939/vancouver-chinatown-lions-vandalism>

4 2025 State of the Economy Report, City of Nanaimo, p. 12.

5 From Hate to Hope: Report of the Inquiry into Hate in the Covid-19 Pandemic. British Columbia's Office of the Human Rights Commissioner, March 2023.

6 Statistics Canada, <https://shorturl.at/ZMFJv>



**Central Vancouver Island
Multicultural Society**