The past year has been marked physically and symbolically by death. In many cultures death is not final, but marks a transition. Symbolic deaths are seen as opportunities for rebirth and shedding what no longer serves. Folx everywhere have realized we have no desire to return back to normal, but to vision a new way into being. Across all sectors, many have begun to reevaluate mission, vision, strategy, methodology, implementation, execution, and evaluation. Brick and mortars and inflexibility have become vague remnants of the past. Reach and messaging no longer contained are ever expanding across time zones. Connectivity has increased while physical human interaction has decreased. It has been a time to go within. The physical, economical, mental, and emotional impacts of COVID-19 and the disease of racism and systemic oppression have jolted us forwarded from a complacent and complicit silence into actionable urgency. 2020 has been a year of personal and national reflection, acknowledgement, reckoning, and movement toward restorative justice. May we embrace one another and this cultural initiation by gracefully surrendering into the work that beckons in 2021.

We look forward to continuing to serve the Greater Houston community and our membership as we forward our mission of reducing hate and encouraging belonging. The creation of the Justice Statement and #JusticeOverEquity framework is one we hope will continue to serve for years to come. The invitation to start with yourself, your organization, institution, or corporation in order to shift and impact cultural transformation has never been timelier. We are proud of our diversity and the deep relationships that have been fostered within the community. We hope those who have not yet joined us heed the call, and know they are welcome. We are deeply grateful for the dedication of our staff, board, membership, committees, and committee chairs and co-chairs. The Coalition’s work to expand capacity through collaboration and increasing access to resources, relationships, experiences, and information has never been more crucially vital. Thank you for courageously standing with us in solidarity as we vision a new world into being where everyone is accepted and belongs.

Marjorie Joseph
EXECUTIVE DIRECTOR
To look back on 2020 is to survey a year full of pain, awareness, and awakening. We see the tragedy of the murder of George Floyd displayed amidst the context of a global pandemic and the subsequent reawakening of consciousness and activism, always present yet historically diminished in coverage by gatekeepers, connected to the movement for Black lives. All this within the context of the daily dystopia of the Trump presidency could have almost been too much for anyone individually to bear. And, this is where the strength of the Coalition emerged rather beautifully — we were not in or at it alone.

Members of the Coalition were held in this “pandemic year” in a space of connection, communication, healing, training, reflection, presence, care, and courage. The Coalition continued to do its work amid and through all the angst and uncertainty, and served as a regular and regulated reminder of the beauty and resiliency of humanity and the good, challenging, and ongoing work of community building and organizing.

In 2020, the Coalition emerged as a space of research, strength, peace, prevention, and education. Going with the flow of the time, the Coalition became a virtual space where people felt safe to collectively gather, going deep to do the work of community building. This work is not glamorous, it is the often gritty deep work of confronting both inner critic and unconscious bias. And, we did it, and supported others across the nation in teaching us and sharing their experience and wisdom. The Coalition has created a space of true diversity, not just because of its membership, but because of its purposeful mission, thoughtful approach, and caring and open leadership.

As we walk into the next phase of the Coalition’s work with a keen eye towards the future, we are together stronger, more connected, and more whole because of our commitment to each member and member organization’s success and well-being. May we continue to emerge, educate, and coalesce in a way that serves both the mission of the Coalition and the function of its member organizations. May we continue to make this world a peaceful and more caring space.

May the good work that we do shine brightly for all to see. May we be recognized as a beacon of possibility and for how organizations can function in contrast to a patriarchal and colonized approach. May we support and be supported as the change we already are in the world with a strong back and a soft heart.

Justine Fanarof
JD, MPH, E-RYT
BOARD PRESIDENT
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Organizational

- Transitioned from being a component fund of the Greater Houston Community Foundation (GHCF) to a 509(a)(3) supporting organization.
- Promoted Marjorie Joseph from part-time Coordinator to full-time Executive Director.
- Promoted Liz Peterson from Communications/Outreach Consultant to Assistant Director.
- Created Board of Directors and formed Stewardship Committee out of previous Oversight Committee.
- Hired part-time development and communications contractors to promote continued growth.
- Formalized membership requirements and implemented annual membership fees on a sliding-scale basis.

Research

- Released our first research report: *Hate in Houston: A Study of Hate Crimes and Hate Incidents in the city of Houston, Texas.*
- Hosted our first public webinar titled *Hate in Houston: A Virtual Discussion on Hate and Hate Crimes in our Community.* Guests included Fort Bend County Judge K.P. George and HCAH members Sarah Haider from Sisterhood of Salaam Shalom and Harrison Guy from Fifth Ward Community Redevelopment Corporation.

Outreach

- Released Justice Statement outlining our commitment to justice over equity and describing the steps we intend to take to build a community centered on belonging.
- Executive Director Marjorie Joseph’s powerful essay inspired by the murder of George Floyd was featured on Understanding Houston’s blog.
- Offered *Justice Over Equity* presentation to OpenRICE, a project of the Glasscock School of Continuing Studies.
- Marjorie was a featured panelist for *Searching for Scapegoats* with the Minaret Foundation and *LATINAS Activate Power Panel* with the Power on Heels Fund.
Programming

- **JANUARY:** Monthly meeting at River Oaks Islamic Center with a presentation by member CAIR-Houston.

- **FEBRUARY:** Monthly meeting hosted by HCAH member Resurrection Metropolitan Community Church featuring a Census 101 presentation by member Nabila Mansoor of Emgage.

- **MARCH:** Monthly meeting hosted by The Jung Center featuring a presentation by Executive Director Sean Fitzpatrick on avoiding burnout.

- **JUNE:** Virtual monthly meeting featuring Trans 101 training by Lou Weaver.

- **JULY:** Virtual monthly meeting featuring a presentation on our Phase 1 research report by Dr. Anita Kalunta-Crumpton.

- **AUGUST:** Virtual monthly meeting featuring a viewing of the play *Obstacle Course* and discussion with the playwright, Jamil Khoury of Silk Road Rising.

- **SEPTEMBER:** Virtual monthly meeting featuring Vu Le of Nonprofit AF speaking on community-centric fundraising.

- **OCTOBER:** Virtual monthly meeting featuring a preview of the new Bystander Intervention Training we co-designed with Hollaback! and HCAH member OCA-Greater Houston.

- **OCTOBER:** Webinar with Jen Powis of Bolder Advocacy on the guidelines around nonprofit advocacy related to the presidential election.

- **NOVEMBER:** Virtual monthly meeting with an open discussion around the results of the presidential election facilitated by The Jung Center Executive Director Sean Fitzpatrick.

- **DECEMBER:** Virtual monthly meeting featuring anti-racism training with Berwick 'Mahdi' Davenport of Soul Focus Group.

- **DECEMBER:** Lobbying and Advocacy 101 Webinar with Jen Powis of Bolder Advocacy discussing guidelines for nonprofits related to the 2021 Texas Legislative Session.
Houston Coalition Against Hate challenges diversity and inclusion policies that tokenize people with marginalized identities without addressing systemic barriers and institutional oppression. The Coalition eschews traditional “diversity and inclusion” statements in favor of this Justice Statement in our stance and call for justice over equity, and agrees to support institutions and organizations committed to this higher cause and ethos.

The purpose of this statement is to flip the narrative and reclaim power. We refuse to adopt any language of a system that has been systemically and generationally oppressive. The root causes of hate and bias can be disrupted when we choose to (1) actively learn about and value our differences and (2) intentionally embrace BELONGING—the belief we all have value and are intrinsically included by virtue of our existence.

In order to repair generations of harm, we recognize the need to consciously adopt a new paradigm that transcends inclusion and strives to create balance by first acknowledging the disparities of the past, then encouraging action leading toward solid institutional, organizational, and societal cultural shifts. While current diversity, equity, and inclusion policies may have made strides in ensuring the hiring and retention of those previously excluded, many of these policies upheld the status quo by keeping deserving candidates from positions of power, equitable compensation, and the ability to cultivate, create and herald their own opportunities. Therefore, we call for and commit to leadership pipelines and mentorship programs for Black, Indigenous and People of Color (BIPOC), along with people from all ethnicities, genders/gender identities, sexual identities, religions, ages, and abilities in order to have people in strategic positions who represent society and the communities served. We call for and commit to a new paradigm that includes but is not limited to: pay equity, living wages, childcare, equitable family leave, workplace accommodations, and robust benefits packages.

We commit to having the diversity of the world and the City of Houston represented in our Coalition’s membership, board of directors, leadership, and staff. We assent to ensure equitable treatment, provide equal opportunities, access to information, and resources for all. In turn, we ask our member institutions, organizations, and leaders to review their procedures, educate their communities, and implement these principles into tangible practices and policies in order to manifest true shifts in paradigm and culture.

Society thrives when we celebrate everyone for who they are and welcome them to be active, participating, powerful members of the communities in which they live. We encourage and invite you to take and use this framework, citing the Coalition as the inspiration for the development of your own justice statements and/or policies of belonging.

One Kind - Humankind
#houstonagainsthate #justiceoverequity
In collaboration with OCA-Greater Houston and Hollaback!, HCAH will offer seven free online Bystander Intervention workshops designed to disrupt instances of identity-based hatred and bigotry online and in person. Inspired by the Covid-fueled increase in anti-Asian and xenophobic harassment, the series is designed to embed the recent attacks within the larger context of systemic oppression and white supremacy. It will offer both practical tips for standing up to racism and a deeper understanding of what generates these attacks. Trainings will include both knowledge sharing and scenarios where participants can practice intervention strategies. With 2,000 participants per training, the scope/reach to capacity build and provide resources in the City of Houston will be far and wide. This series was made possible through a generous grant from the Four Freedoms Fund.

Monthly Meetings

We have curated an exciting lineup of capacity-building workshops for our monthly member meetings in 2021. HCAH members are guaranteed at least two "seats" at each training, all of which will be held virtually for the foreseeable future. Topics include:

- **Black Lives Matter in Houston** with Brandon Mack of BLM-HOU
- **Creating LGBTQ+ Inclusive Spaces** with Jeannie Gainsburg of Savvy Ally Action
- **Authentic Brand Activism** with Nora Rahimian of #CultureFix
- **The Roots of Islam** with Mustafaa Carroll of CAIR-TX
- **Decolonizing Professionalism** with Nora Rahimian of #CultureFix
Adapting and Innovating

The COVID-19 pandemic forced HCAH to move its programming entirely online to stay connected with members throughout the crisis. While we have missed the fellowship and camaraderie of our in-person meetings, the shift has allowed us to host dynamic trainings with highly sought after speakers from around the United States. These workshops have been consistently well attended and well received, demonstrating the dedication of our members to the fight to eradicate hate. We also hosted our first public webinar in conjunction with the release of our first research report on the state of hate in Houston. We plan to continue virtual programming through 2021 to ensure the health and safety of our team and our members. After postponing our 2020 A Day of Perspective, we plan to host a virtual version this year featuring keynote speaker, artistic performance and children's book read aloud.
HCAH members share how the Coalition has impacted their work

“I’ve learned more about resources that I wouldn’t have known about otherwise and built relationships with organizations so that when the time comes those relationships are in place. I’ve also been inspired and challenged to really think about what I want to do in combating hate.”

“HCAH has reignited my passion for social justice and fostered a sense of connection with a like-minded committed community.”

“Right now what's most important is how it is pushing our organization to become inclusive in leadership -- we have made significant changes in committee membership already and are close to real changes in board composition.”

“I'm proud of the speed with which the coalition has developed, the depth of the relationships created in meetings (and especially through the retreat), and the complexity with which real issues of difference are handled.”
RAISING AWARENESS

IF YOU DON'T SEE RACE, HOW WILL YOU SEE RACISM?

WE ARE ALL IMPlicated WHEN WE ALLOW OTHER PEOPLE TO BE MISTREATED.

AN ABsence OF COMPASSION CAN CURrupt THE DEcENCY OF A COMMUNITY, A STATE, A NATION.

Houston Coalition Against Hate @HCAH_TX - May 14, 2020

There were six antisemitic incidents per day on average in the US in 2019. Six, Per, Day. #houstonagainsthate

Antisemitic incidents in the United States reached the highest on record in 201...

Antisemitic incidents in the United States reached the highest on record in 2019, according to a press release from the Anti-Defamation... edition.cnn.com

Houston Coalition Against Hate @HCAH_TX - Nov 16, 2020

Hate crime incidents increased 2.7% last year, rising to their highest level in more than a decade, the FBI says in a new report.

FBI: Hate Crime Incidents Rose 2.7% in 2019

U.S..voanews.com

Houston Coalition Against Hate @HCAH_TX - ?

As a person who wants to be an ally to members of marginalized groups, how should you respond after a colleague calls you out for committing a microaggression?

Transgender, Gender-Nonbinary, and Gender-Nonconforming Employees Deserve Better Policies

HCAH | ANNUAL REPORT 2020 | PAGE 11

Dear CEOs of America: This is how you can help Black people.

medium.com • 5 min read
OUR TEAM

board of directors

Justine Fanarof, J.D., MPH, Board President
Michelle Tovar, Ed.D.
Karen Walrond, J.D.

staff

Marjorie Joseph, Executive Director
Liz Peterson, Assistant Director

stewardship committee

KaNeesha Allen, Prevention Co-Chair
Long Chu, Funder Representative
Tiffany Echevarria, Organizational Chair
Sean Fitzpatrick, Ph.D., LPC, Prevention Co-Chair
Paola Guzman, Research and Response Co-Chair
Zahra Jamal, Ph.D., Research and Response Co-Chair
Bob Meyer, Stewardship Committee Chair
Cheryl Newcomb, Law Enforcement Chair

MISSION
Houston Coalition Against Hate (HCAH) is a network of community-based organizations, institutions, and leaders who come together to reduce hate and encourage belonging.

VISION
To be a successful model for the prevention of hate, bias, discrimination, and violence.

Houston Coalition Against Hate is a 509(a)(3) supporting organization under the Greater Houston Community Foundation (GHCF).
COALITION MEMBERS

Ant-Defamation League (ADL)
BakerRipley
Betterment Project
Catholic Charities
Center for Advancing Innovative Policy (CAIP)
Center for African American Military History
Center for the Healing of Racism
Chinese Community Center (CCC)
Coalition Of Community Organizations (COCO)
Contemporary Arts Museum Houston (CAMH)
Council for American Islamic Relations (CAIR)
Dawn Mountain
Daya
Dr. Anita Kalunta-Crumpton, Texas Southern University
Educational Excellence Resource Group (EERG)
Emgage USA
Fifth Ward Community Redevelopment Corporation
Harmony House
HCDVCC
Hindu American Foundation (HAF)
Hindus of Greater Houston (HGH)
Holocaust Museum Houston (HMH)
Houston Area Women's Center (HAWC)
Houston Arts Alliance (HAA)
Houston GLBT Political Caucus
Houston Grand Opera (HGOco)
Houston Immigration Legal Services Collaborative (HILSC)
Houston In Action (HIA)
Interfaith Ministries of Greater Houston (IMGH)
Irene Greaves (Lovescaping)
Mayor Turner's LGBTQ Advisory Board
Mi Familia Vota
Minaret Foundation
MindShift LLC
MultiCultural Center
My Brother's Keeper (MBK) - City of Houston
OCA - Greater Houston
Partnership for the Advancement & Immersion of Refugees (PAIR) Houston
Resurrection Metropolitan Community Church (RMCC)
Rice University's Boniuk Institute for Religious Tolerance
Rothko Chapel
SAYHU: South Asian Youth in Houston Unite
Sisterhood of Salaam Shalom (SoSS)
Tahirih Justice Center (TJC)
Texas Organizing Project (TOP)
Texas Partnership For Out Of School Time (TXPOST)
The Alliance
The Jung Center
The Montrose Center
United Against Human Trafficking
University of Houston (UH) - Graduate College of Social Work
YMCA of Greater Houston
Houston Coalition Against Hate (HCAH) is a 509(a)3 Supporting Organization with Greater Houston Community Foundation (GHCF). All donations are tax deductible to the extent allowed by law.

**Donations by Credit Card**
Please go to www.houstonagainsthate.org/donate.

When donating by credit card there is a 3% credit card processing fee charged to the donor at the time of the transaction.

**Donations by Check**
Please make checks payable to Houston Coalition Against Hate and mail to:

Houston Coalition Against Hate
ATTN: Gift Processor
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