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, violence, and discrimination.

APPROACH

We address all incidents of bias and hate on the basis of a person or group’s religion, race/ethnicity, gender, gender identity/expression, abilities, age, sexual orientation, national origin, creed, immigration status, or genetic information. HCAH does this through education, research, relationship building, and prevention initiatives, as well as partnering with organizations to host events that celebrate the diversity that makes Houston strong.
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, 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 assert 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
As the world bears witness to the fragility and vulnerability of democracy, suffers through the impacts of climate change and environmental devastation, while coping within the confines of a global pandemic, justice beckons with an insistence that can no longer be abandoned. As we embark upon the milestone of the Coalition’s 5th anniversary, we have remained steadfast in our charge for justice over equity and supporting the cultural transformation necessary for the belonging and thriving of all.

If we have learned nothing else in these times, it is that together in community we have the answers because we are the answer. May we first seek the demands we make of systems within ourselves. For it is when we practice and embody acceptance, democracy, accountability, patience, grace, CARE, and restorative justice in our daily lives that we open the way to the cultural and systemic transformation we yearn for. The existence of justice on the micro level is what breeds the possibility on the macro. For it is “We the people” who created and have upheld our current systems and institutions. When we see failures of democracy and injustice it behooves us to examine where we have fallen short in these values and principles within our own families and communities.

It has been a privilege and honor to steward and facilitate space beholden and dedicated to activism and advocacy on behalf of all those who have been systematically-excluded and oppressed, providing the City of Houston a lodestar of hope and path toward the embodiment of racial and social justice. We have remained at the precipice of inequity indefinitely. The disparities are far too great. It is time to surrender to the vision of justice, forging a path forward through reconciliation, restoration, and reparation; relinquishing the paralysis of resistance to change. Without you, nothing changes.

Justice begets equity and belonging. Join us in solidarity as we forge ahead, continuing to actualize and embody justice over equity in 2022!

Onwards,

Marjorie Joseph
EXECUTIVE DIRECTOR
2021 was a year filled with questions. In the context of Houston Coalition Against Hate and our work, purpose, and value, it left me pondering the following:

How do we quantify the benefits of care, connection, and community?

With a deep understating that civil rights work is Coalition work, how do we nourish, create, support, and sustain social justice communities?

What are the tools and resources our friends and colleagues need to do their challenging work?

How do we continue to show up mentally and physically well in a world that is ripe with fear and uncertainty as guiding social and political paradigms?

What is the true purpose of being together when we are required to remain physically apart?

How does technology become a useful part of our lives, without further numbing and overworking us?

Who is not included in decision making?

How are power dynamics and organizational hierarchies being reimagined?

- In reflecting upon this past year of Coalition work and programming, a core theme of professional development has emerged.

At a time of social distancing, disconnection, and deep societal imbalance, the Coalition’s programming and commitment to its members supported me and others in qualifiable and quantifiable ways.

When we discerned and created our CARE principles a few years ago, in person, outside at a café that quietly closed during the pandemic (and has subsequently reemerged as a new space), I could not imagine how important this simple four-letter word would become.

Care is a daily practice, and unlike cure, recognizes the nature of ongoing commitment. Care is the doing, the action, the work of community; like coalition work, care is a radical practice and a revolutionary discipline.

I am uncertain what the future may hold, and simultaneously, I do know I feel held by the spaciousness and support of the Coalition. Our vision, mission, members, board, staff, and work are beacons of possibility, justice, and care in the world. I am proud and delighted to be a member of such a caring, connected, and courageous group of humans. We are doing the good work of civil rights authentically and unapologetically together, asking the questions, sharing the spaces of response, and calling forward a better and more peaceful world for all beings everywhere.

Justine Fanarof
JD, MPH, RYT
BOARD PRESIDENT
2021 saw the sunsetting of both the Organizational and Law Enforcement Committees and formation of the Advocacy and Policy Committee.

The Committee’s objectives are to:

- Expand awareness of systemic inequities by educating our members
- Harness the power of narrative to build and maintain movements through advocacy and lobbying on all political and social levels in order to create optimal circumstances for the emergence of justice
- Provide critical analysis to challenge and hold individuals, institutions, and systems accountable for harmful behavior; ultimately leading and informing the implementation of justice oriented strategies.
board of directors

President
Justine Fanarof, J.D., MPH

Treasurer
Rebecca Hove, GHCF Representative

Secretary
Karen Walrond, J.D.

Coalition Representative
Michelle Tovar, Ed.D

stewardship committee

Advocacy & Policy Chairs
Tiffany Echevarria
Cheryl Newcomb

Prevention Chairs
KaNeesha Allen
Sean Fitzpatrick, Ph.D., LPC

Research & Response Chairs
Paola Guzman
Zahra Jamal, Ph.D.

Funder Representative
Long Chu

staff

Executive Director
Marjorie Joseph

Assistant Director
Liz Peterson
- 9/2021

Director of Operations
Swati Narayan
10/2021 +

Program Coordinator
Favour Aimufua
2021 began with the hope of recovery and renewal - a mass rollout of vaccines gave hint to the promise of a return to normalcy. The optimism came to a jarring halt, as millions watched insurrectionists storm our nation’s Capitol, and attempt to uproot Democracy. We looked for accountability and justice, in our leaders, in our courts, in our entertainment, in new laws, and in our collective health. As the Summer brought a new variant, the relentless pandemic seemed to blur the lines between 2020 and 2021.

Through it all, the Houston Coalition Against Hate continued to meet in a virtual space, tackling the overt issues at hand, diving deep into those more latent, all the while, finding ways to maintain relationships and protect each other simultaneously.

The work requires vigilance and commitment - which can be exhausting and joyful all at once. But there is no doubt that it is transformative, as we work towards centering justice and achieving our bold visions for a better world.
workshops

JANUARY
Our Roles in a Social Change Ecosystem
Deepa Iyer

FEBRUARY
Implicit Bias
Dr. Bryant Marks

MARCH
Avoiding Toxic Productivity
Marina Martinez-Bateman

APRIL
The Black Lives Matter Movement in Houston
Brandon Mack

MAY
Creating LGBTQ+ Inclusive Spaces
Jeannie Gainsburg

JUNE
Authentic Brand Activism: Impact Beyond Hashtags and Trending Moments
Nora Rahimian

“Success on your own terms as your whole self is possible. You don't have to compromise.”

Nora Rahimian
Early on in my work as an ally, someone said to me, "Allow yourself to be raggedy."... We need to give ourselves permission to be vulnerable, not know all the answers, and mess up sometimes. 

— Jeannie Gainsburg
If the goal was to increase the love, rather than winning or dominating a constant opponent, I think we could actually imagine liberation from constant oppression. We would suddenly be seeing everything we do, everyone we meet, not through the tactical eyes of war, but through eyes of love. We would see that there’s no such thing as a blank canvas, an empty land or a new idea – but everywhere there is complex, ancient, fertile ground full of potential.”
**MEMBER FEEDBACK**

95% of HCAH members

say their organization’s needs and interests are met through our workshops and trainings*

“HCAH has connected us to organizations with shared values. It has provided invaluable training for our staff. It quietly provides ongoing accountability regarding our efforts to see what is unconscious or unseen in our internal processes and our work in the world. We have created relationships with passionate, committed people.”

“I carry HCAH as an inner voice now, checking my decisions and suggesting new paths for our organizational growth.”

“Having space to simply listen and absorb speakers' perspectives and information in a work environment that demands constant production is truly refreshing. It gives me a much needed moment to reflect and be in community around important issues that often to relate to the "hows" of the work we do.”

“...space where I can share my input and help member organizations be strategic.”

“HCAH continues to be a source of inspiration and accountability to our work.”

---

*2021 HCAH Member Survey*
outreach & programming to support our communities

- **JANUARY**: Keynote for Interfaith Ministries for Greater Houston annual MLK Day Celebration, *Art Liberates: Creative Justice Creates Justice*

- **JANUARY**: Girls Inc. town hall, *Creating Solutions Not Suspensions*

- **MARCH**: Holocaust Museum Houston panel, *Peacebuilding in Troubled Times: A Dialogue on Hate & Extremism*

- **MARCH**: Presentation of HCAH’s #JusticeOverEquity framework for Emgage USA Houston’s Emerging Leader’s Retreat

- **MARCH**: *Stop Asian Hate* vigil and rally at Discovery Green

- **APRIL**: Houston Public Library panel, *Our AAPI Community in Houston: Where We Go From Here*

- **APRIL**: Presented on the impact of art and activism at Rice University Professor Luis Duno-Gottberg’s class, *What’s Hate? Deconstructing Systems of Violence*

- **APRIL**: Co-sponsored the *Combating Extremism & Hate Seminar* with ADL and FBI Houston

- **APRIL**: YMCA panel, *Stand Up Against Racism for Youth & Families*

- **MAY**: Presented #JusticeOverEquity model to New Leaders Council-Houston’s 2021 cohort.

- **JUNE**: Interfaith Alliance panel, *A Grassroots Approach to Combating Hate*

- **JUNE**: *Town Square with Ernie Manouse* on Houston Public Radio to discuss anti-Asian hate and bystander intervention, joined by Hollaback!, and OCA-Greater Houston

- **OCTOBER**: UNA-Houston keynote address delivered by Executive Director, Marjorie Joseph for the *United Nations Day 2021 76th Anniversary Celebration*

- **NOVEMBER**: Moderated the Jung Center’s *A Place at the Table - The Lightmaker’s Manifesto: Wisdom from Lightmakers on the Intersection of Joy and Activism* with author Karen Walrond (HCAH board member)

- **NOVEMBER**: Presented #JusticeOverEquity: *Wielding Individual and Community Power for Cultural Transformation* at the Common Field Convening

- **NOVEMBER**: Co-sponsored American Jewish Committee Houston’s *America’s Table* presented by Community of Conscience
Bystander Intervention Training with OCA-GH

The onset of the Covid-19 pandemic saw a rise in xenophobic sentiments and anti-Asian hate crimes and hate incidents. In response to this increase, HCAH took action by partnering with OCA-GH and Hollaback! and created a free bystander intervention training that was offered six different times throughout the year and reached almost 900 participants. HCAH and Hollaback! Will continue to partner in the space of Bystander Intervention. Please keep an eye out for 2022 offerings and dates.

MJ - UNA Houston’s 2021 Global Citizen Award

Marjorie Joseph was selected as one of the 2021 Global Citizens by the Houston chapter of the United Nations Association and gave the keynote address at their signature event.

Matriarch

Day 3 of ATOP, HCAH in collaboration with The Roots and Wings (RAW) Project (Jesse Bliss and Gabriela López de Dennis, Co-Producers) presented Matriarch, a transformative theatre experience that explores the roles women play in our patriarchal society and the urgent need to change that dynamic. The performance followed with a panel discussion featuring Jesse Bliss, Marjorie Joseph (HCAH), and local domestic violence prevention advocates and coalition members, Dr. Nusrat Ameen (Daya), Isabel Martinez (Houston Area Women’s Center), and Barbie Brashear (Harris County Domestic Violence Coordinating Council).
highlights

I Too

A Time of Perspective concluded with "I, Too" a youth workshop that explored empathy and belonging through music and the poem I, Too by Langston Hughes. The workshop was created in conjunction with HCAH member HGOco, and facilitated by Houston Grand Opera’s soprano Chabrelle Williams.

Emerging Artist

Kristi Rangel, a longtime member of HCAH through her professional role as Public Health Education Chief for the My Brother’s Keeper (MBK) Houston Movement, was HCAH’s emerging artist. Her work draws the connection between art and activism. She curated a collection titled “Seven” focusing on gender, equity, and environmental justice.
Houston 2030 Task Force on Equity

In preparation for the bicentennial of Houston in 2036, the American Leadership Forum, Dialogue Houston, University of St. Thomas, University of Houston-Downtown, are bringing leaders from across the city to form a task force and create and act upon a powerful vision of social justice for Houston’s future. HCAH’s Executive Director, Marjorie Joseph is a member of the Houston2036 Task Force and will work with other members to develop a vision, design a plan for realizing that vision, and take collective action to drive measurable change so that every Houstonian has a fair chance to build the life they want without being held back by systemic obstacles or discrimination.

Upcoming release of phase 2 research

In 2020, we released the results of our Phase 1 research project entitled “Hate in Houston: A Study of Hate Crimes and Hate Incidents in the City of Houston, Texas” led by Texas Southern University’s Dr. Anita Kalunta-Crumpton. The report studied the true state of hate in the Houston area, how it compared regionally and nationally and what local law enforcement agencies could do to better handle and track hate crimes and hate incidents.

The findings from the first report initiated a second phase of research by HCAH led by Professor Aabha Brown at the University of Houston’s Graduate College of Social Work. The Phase 2 Report “Building Hate Crime Capacity in Community Based Organizations (CBOs)” seeks to identify and strengthen capacity within community-based organizations to effectively respond to victims of hate crimes. This report will be published by June 2022.
DONATE

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
P.O. Box 734918
Dallas, TX 75373-4918

515 Post Oak Blvd., Suite 1000
Houston, TX 77027

832-224-6219

www.facebook.com/HCAHTX

@HCAH_TX

@hcah_tx

info@houstonagainsthate.org

www.houstonagainsthate.org
Generations of American Indians have been Native and connected to the stolen land now known as the Texas Gulf Coast. Among them are the Atakapa-Ishak, Karankawa, Mariame, and Akokisa tribes. We honor their elders, past and present, as well as the Indigenous people from many nations who live and work in this region today. May this acknowledgement be a humble first step in the undoing of Indigenous erasure, providing accurate historical context while serving as a reminder to current non-native inhabitants, as we strive toward peace, reconciliation, and justice.