UNIVERSITY
OF ONTARIO
INSTITUTE OF TECHNOLOGY

ACADEMIC COUNCIL REPORT

SESSION:			**ACTION REQUESTED:**	
Public	☒		**Approval**	☐
			Recommendation	☒
			Discussion/Direction	☐
			Information	☐

TO: **Academic Council**

DATE: **January 23, 2018**

PRESENTED BY: **Douglas Holdway, Chair, Research Board**

SUBJECT: **Proposal for the Centre on Hate, Bias and Extremism**

RECOMMENDATION:

The Research Board, at its January 23, 2018 meeting, reviewed the proposal by Dr. Barbara Perry to establish a Centre on Hate, Bias and Extremism and unanimously approved the motion of a recommendation that it go forward to Academic Council.

We request that Academic Council review the proposal and find it appropriate to recommend to the Board of Governors for its approval.

BACKGROUND/CONTEXT & RATIONALE:

Hateful ideas about foreigners, immigrants and various cultural minority groups are traditionally accompanied by, and enable, prejudicial practices such stereotyping, discrimination and hate crimes – that is, crimes motivated by hatred and bias. Recent years have seen dramatic increases in hateful, biased and extremist ideas, movements and practices, with violent and sometimes fatal consequences (e.g., mass shooting of Muslims in a Quebec City mosque). Sadly, there has not in recent memory been a time in which increased capacity to understand and counter hate, bias and extremism has been so necessary. To this end, the Faculty of Social Science and Humanities, with the help of a colleague in the Faculty of Education, is proposing a Centre on Hate, Bias and Extremism.

Globally, extremist violence, in myriad forms, is on the rise. The refugee crises brought on by persecution, the resurgence of far-right politics of hate in Europe and the United States support the timely need to understand and counter hate, bias and extremism. In Canada, there are also growing signs of intolerance. The latest Canadian data on police-reported hate motivated crimes indicated a 5% increase between 2014 and 2015 and a further 3% increase between

2015 and 2016, (Statistics Canada, 2017). More recently, in the aftermath of the election of Donald Trump in the US, media and law enforcement have noted significant upticks in hate crime and hate speech targeting LGBTQ, Muslim, immigrant, and Jewish communities, in particular. This has been accompanied by increased visibility and activism among right-wing extremists (Bryan, et al., forthcoming). Successive RCMP terrorism assessments have also warned of the risk of home-grown and foreign terrorism associated with Islamist extremism. Generally speaking, the attendant prejudices and biases that underlie hate-motivated actions show a stubborn persistence over time, as sizable proportions of the Canadian population appear to harbour negative, sometimes hostile perceptions toward, *inter alia*, LGBTQ, immigrant, Muslim, and Indigenous communities (Geddes, 2013; Soroka and Robinson, 2010). Recent crises in policing – disproportionate shootings of black people, racial profiling, systemic racism and sexual harassment in the RCMP, for instance – also draw attention to the prevalence of bias within law enforcement. There is, then, an urgent need in Canada, and globally, to build a comprehensive understanding of hate crime, bias and extremism that will lead to intervention strategies for government, law enforcement and community agencies. The Faculty of Social Science and Humanities is aptly positioned to create a Centre for Research and Intervention on Hate, Bias and Extremism to study and concretely respond to the growing and inter-related social problems of hate, bias and extremism in Canada and abroad.

The Centre on Hate, Bias and Extremism (CHBE) will assemble internationally recognised researchers located at UOIT along with academic and community partners locally and globally to research and counter hate, bias and extremism to promote an equal, inclusive and non-discriminatory society. The mission is to:

> Advance awareness, understanding and prevention of hate, bias and extremism by providing research that will inform evidence based policies and practices to promote a just and equitable society for all.

CHBE will bring together researchers from UOIT, along with collaborators and international researchers through the creation of an open and dynamic intellectual space to produce, exchange and disseminate knowledge about historical and contemporary patterns of hate, bias and extremism in Canada. The goal of the CHBE is to understand and develop strategies to counter the social conditions that motivate hate, bias and extremism, past and present, in Canada and around the world. Specifically, the Centre will facilitate networks with local, national and international academics, law enforcement, government and community agencies to examine the social causes, sources, incidents, and consequences of hate, bias and extremism. The Centre will broadly disseminate research results to enhance public awareness and better inform public knowledge and opinion. Further, it will enable evidence-based policies and programs intended to counter hate, bias and extremism. In short, the core objectives of the Centre are to:

1. Investigate critical social challenges and increase Canadian research capacity in the inter-related areas of hate, bias and extremism;
2. Encourage interdisciplinary and multi-sectoral research and scholarship in the areas of hate, bias and extremism;
3. Promote community engagement and awareness through broad dissemination of research results;
4. Support training of students, postdoctoral fellows, academics, practitioners and the public to build capacity in Canada;
5. Develop solutions to benefit Canada and the international community, through the development of evidence-based policy, practice and programming in the private and public sectors.

RESOURCES REQUIRED:
The budget and draft funding plan (from Advancement) outline expenses and anticipated sources of income. The only resource requests asked of the Faculty and/or university are two office spaces (one for RAs and administrative assistant, and one for interviews/public meetings), and one course release per year for the Director.

IMPLICATIONS:
There is a great deal to be gained by the establishment of the Centre. It will enhance the reputation of the university as a leader in the field of hate studies. Dr. Perry is already widely recognized by the academy, the media and policy makers as the leading scholar on hate crime and right-wing extremism in Canada, and globally. The presence of the Centre at once exploits that recognition and expands its. It will also draw even more research dollars and students/post-doctoral fellows. The Centre will also strengthen community partnerships through training as well as collaborative work on program development. There are also streams that are intended to bring in additional revenue, namely the training and workshops. The research and community engagement developed under the Centre will also directly enhance evidence-based policy making in the field of hate, bias and extremism – all key priorities of the federal and provincial (Ontario) governments at this time.

The research, training and programming coming out of the Centre will have significant community impacts. The broad dissemination of research on hate, bias and extremism will shape evidence-based policy and practice in the community and among provincial, federal and global decision-makers. As noted in the proposal, many of the affiliated faculty members are already engaged with stakeholders who will benefit from and contribute to our activities.

ALIGNMENT WITH MISSION, VISION, VALUES & STRATEGIC PLAN:
The Centre's core research emphases align with two of the six strategic research themes of the university: 1) Human Health and Community Wellness; and, 2) Information and Communication Technology (ICT) and Informatics.

- *Human Health and Community Wellness.* The Centre's research focuses on how (in)tolerance for hate, bias and extremism may cement community bonds or break them; build trust between community members or undermine them; support peace and harmony or incite hatred and violence; encourage civic participation or foster alienation; inform and inspire citizens to participate in democratic decision-making or distract and manipulate them to take up violence. The Centre will explore how hate, bias and extremism undermine the livability of communities, locally, regionally, nationally and globally, and will develop and promote strategies and tactics for countering these ills in order to foster community wellness in Canada and elsewhere.
- *Information and Communication Technology (ICT) and Informatics.* ICTs are part and product of a society's economy, politics, and culture. The Centre's research examines how information and communication technologies (ICTs) and digital media may be used to support or undermine the actors, movements and ideologies spreading hate, extremism and bias in society. It explores how the old and new means of imparting and receiving messages and images may by used by a plurality of actors to promote and protect or discourage and destroy the values of cultural diversity, equity, social justice and empowerment. By studying ICTs as a tool of hate, extremism and bias, as well as a means to counter these social ills, the center analyzes ICTs with regard to social power relations and consequences.

It is important to note that the CHBE also supports UOIT's strategic "vision" and "mission" in general—and FSSH's vision and mission in particular—while advancing research, teaching and knowledge mobilization activities that complement the intellectual and pedagogical work done by the FSSH and across UOIT faculties. UOIT's strategic vision is to "advance the discovery and application of knowledge that accelerates economic growth, regional development and social

innovation and inspires graduates who will continue to make an impact on the world, as it is and as it will be." The CHBE will support this vision by pursuing, generating and circulating knowledge about the economic, political, technological and cultural dimensions of hate, bias and extremism in society while using this knowledge to understand and change the world around us for the better. Both the emphases on enhancing awareness, and promoting evidence-based policy work toward social change that minimizes the negative impacts of our growing diversity, promote the strategic vision of our faculty and university.

The strategic "Vision" of the FSSH is as follows: "Through scholarship, teaching and public service, the FSSH attempts to promote human rights, justice, equality, and inclusiveness throughout the region, nation, and world at large." The Centre aims to support the FSSH's "Vision" through scholarship about hate, bias and extremism in our complex and fast-changing society, teaching courses about relevant topics, trends, debates and problems pertaining to hate, bias and extremism, and doing public service, by using communications and digital media tools to support social movements, practices and policies that fight extremism, racism and oppression, advocate for social justice and advance social change for the better. It must also be noted that the development of the Centre is embedded in our latest Strategic Plan, and will be supported by funding one course release per year for the Director.

ALTERNATIVES CONSIDERED:
NA

CONSULTATION:
NA

COMPLIANCE WITH POLICY/LEGISLATION:
The work of the Centre links to important foci among core international human rights agencies. The Office of Security and Cooperation in Europe, for example, highlights the need to better understand and respond to hate and related forms of discrimination and violence through its Office for Democratic Institutions and Human Rights (ODIHR). The Centre's research, awareness and policy initiatives will align with the Office's particular interests in countering terrorism, gender inequality, intolerance and discrimination. Dr. Perry is connected to ODIHR through research partnerships. She has also addressed their annual general meetings to speak on hate in North America. Similarly, the Centre's focus on research and programming around countering hate and extremism will support the United Nations commitment to "maintaining international peace and security" and "protect human rights."

The Centre's potential for sustainability is also demonstrated by its alignment with current federal and provincial priorities in Canada. The recent M-103 (2017) expressed Canada's commitment to the protection of faith communities in condemning not just Islamophobia but "all forms of systemic racism and religious discrimination," while also highlighting the need for more comprehensive research in the area. In April of 2017, Foreign Affairs Minister Freeland told the World Jewish Congress that the Canadian government "has promised to tackle another problem in Canadian communities – anti-Semitism" (Globe and Mail). She also said that the federal government would double the funding for a security infrastructure program that enables communities to defend against hate crime, by adding technology and other related equipment. The 2016 federal budget set aside $35-million over five years, with $10-million thereafter, for a Canada Centre for Community Engagement and Prevention of Violence (CCCEPV). The Centre will address three of the four key pillars of that office: policy, research and evaluation; public education and awareness; and community collaboration. The Centre is also aligned with the establishment of an Ontario Racism Directorate, and the recently adopted Ontario Anti-Racism Strategic Plan (June, 2017), specifically with respect to its emphasis on policy, research and evaluation; public education and awareness; and community collaboration. These parallel

developments are associated with increased grant and contract opportunities around the broad themes of hate, bias and extremism.

NEXT STEPS:
Send proposal to the Board of Governors for approval.

MOTION FOR CONSIDERATION:

Motion: To recommend the Centre for Hate, Bias and Extremism proposal to the Board of Governors.

SUPPORTING REFERENCE MATERIALS:

1. Summary of Procedures for the Establishment of Research Units, Centres and Institutes

SUMMARY OF PROCEDURES
FOR THE ESTABLISHMENT OF RESEARCH UNITS, CENTRES AND INSTITUTES

1. Application to Establish Research Units, Centres and Institutes

   1.1. A research unit/centre/institute is recognized and designated following review and approval, first by the faculty or faculties involved and then by the Research Board, Academic Council, and the Board of Governors.

2. Proposal for the creation of a research unit/centre/institute

   2.1. Name of the Unit/Centre/Institute and type of entity

   2.2. Proposers – including name, title, and contact information

   2.3. Background Description and Justification

   2.3.1. Explain why the entity is needed at UOIT, and if possible, the larger community. Describe how the entity will foster synergistic collaboration, which would not otherwise be possible, and how the entity would facilitate research among scholars within the university and in the wider community.

   2.4. Research Mandate

   2.4.1. Outline the type of research to be performed and identify the scope of activities envisaged.

   2.4.2. Explain how the research activities align with UOIT's Strategic Research Plan.

   2.4.3. Provide evidence for long-term sustainability of the entity, including research activities that go beyond collaboration on a single project.

   2.5. Student Involvement and Training

   2.5.1. Explain the level and type of involvement of undergraduate or graduate students in the entity's activities. Describe the unique research and training opportunities that will arise as a result of the entity.

   2.5.2. Describe the contribution, if any, to the development of new courses, seminars, or instructional programs in collaboration with the appropriate Faculty/ies.

   2.6. Research Dissemination and Service Plan

   2.6.1. Describe any unique plans for dissemination of research, and/or how the research entity will provide service and impact programs and policies within UOIT and to the outside community.

   2.7. Membership List, CVs and Affiliations

   2.7.1. Provide the name, faculty (or institutional affiliation), Curriculum Vitae, and expected contribution of principal members.

   2.7.2. Research entities shall not normally require the hiring of new full-time academic faculty. Each member, including the director, should hold an academic appointment at the university.

   2.8. Resource Requirements

   2.8.1. *Physical Requirements*

   2.8.1.1. Explain the type, size and location of space desired, and how the desired space is appropriate to the proposed research entity's needs. Specific space commitments must be secured from the office of the Provost. Mention all special equipment or other requirements that have space implications.

   2.8.1.2. Provide a complete list of all required resources and equipment including computers, phones, and copiers. Specify what internal resources (i.e. library, audio-visual) will be used and to what extent.

   2.8.2. *Staffing Requirements*

2.8.2.1. Explain any requirements for administrative, and/or technical personnel support from the University. List the following for each support staff member:
- Proposed Employer (University or Entity)
- Role or Duties
- Source of Compensation

2.8.2.2. For personnel within the research entity who are employees of external institutions or corporations and not employees of UOIT, provide copies of agreements outlining the obligations of both UOIT and the external institution or corporation.

2.8.3. Budget and Financial Requirements

2.8.3.1. Prepare a detailed budget projection for the first five years of operation, including all sources of income, expected expenses/disbursements.

2.8.3.2. Start-up funding may be available for the establishment of research entities. If start-up funding is requested, its need must be clearly justified.

2.8.3.3. A plan for long-term financial sustainability, including external funding, must be provided.

2.9. Intellectual Property and Commercialization

2.9.1. Describe any proposed arrangements with members (including members from external institutions) relating to the ownership and/or commercialization of intellectual property created through work undertaken at the Research Entity

2.9.2. Describe proposed arrangements for the conduct of private sector contract research.

3. Evaluation of a Proposal for the creation of a Research Unit, Centre or Institute

3.1. Proposals will be evaluated on the following criteria:
- Clearly Identified Goals and Objectives that align with UOIT's Strategic Research Plan.
- Permanence beyond collaboration on a single project
- Ability to attract scholars to UOIT (including post-doctoral fellows, visiting professors, and other scholars)
- Long-term sustainability and ability to attract external funding
- Quality of Training for future researchers (including undergraduates, graduate students, and post-doctoral fellows)

4. Approval of a research unit/centre/institute

4.1. The authority to establish a research unit/centre/institute resides with the Board of Governors, on recommendation of the Research Board and Academic Council.

4.2. Proposals are submitted to the Dean(s) of the appropriate Faculty(ies) for approval. If approved at this stage, proposals will be transmitted to the Research Board for formal review. On receipt of a proposal to establish a new unit/centre/institute, the Research Board will appoint an Ad Hoc Review Committee, who will submit a summary report and recommendation to the Research Board.

4.3. If approved, the Research Board will forward its recommendation to the Academic Council for review and approval.

4.4. If approved by the Academic Council, the recommendation to establish a research unit/centre/institute will be forwarded to the Board of Governors.

UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY | FACULTY OF SOCIAL SCIENCE AND HUMANITIES

January 30, 2018

Dear Members of Academic Council:

The Faculty of Social Science and Humanities strongly supports the proposal to create the UOIT Research Centre for the Study of Hate, Bias and Extremism. The Centre for the Study of Hate, Bias and Extremism directly aligns with the Faculty strategic research priorities, academic programs and the research strengths of the Faculty.

The Faculty of Social Science and Humanities, has committed financial resources (e.g. teaching release) to the Centre to ensure its success; in addition, the Faculty will assume any financial risk associated with this initiative. The funding for the Centre will come from external grants, contracts, and donations.

The Centre will provide a framework to conduct leading edge research into the dynamics and preventive interventions associated with the physical and psychological violence shaped by hate and extremism and related groups in North America and beyond. In addition, the Centre will provide opportunities for collaboration with faculty members from across the University. As one of the only Centre's of its kind globally, it has the potential to shine a light on the powerful scholarship emerging out of UOIT and have produce significant societal impacts.

Sincerely,

Dr. Peter Stoett, Dean
Faculty of Social Science and Humanities
University of Ontario Institute of Technology
Phone: 905-721-8668, x5856

1. Name of the Centre
Centre on Hate, Bias and Extremism
Research, Resilience, Praxis

2. Proposer
Dr. Barbara Perry

3. Background Description and Justification
Explain why the entity is needed at UOIT, and if possible, the larger community. Describe how the entity will foster synergistic collaboration which would not otherwise be possible, and how the entity would facilitate research among scholars within the university and in the wider community.

Hateful ideas about foreigners, immigrants and various cultural minority groups are traditionally accompanied by, and enable, prejudicial practices such stereotyping, discrimination and hate crimes – that is, crimes motivated by hatred and bias. Recent years have seen dramatic increases in hateful, biased and extremist ideas, movements and practices, with violent and sometimes fatal consequences (e.g., mass shooting of Muslims in a Quebec City mosque). Sadly, there has not in recent memory been a time in which increased capacity to understand and counter hate, bias and extremism has been so necessary. To this end, the Faculty of Social Science and Humanities, with the help of a colleague in the Faculty of Education, is proposing a Centre on Hate, Bias and Extremism.

Globally, extremist violence, in myriad forms, is on the rise. The refugee crises brought on by persecution, the resurgence of far-right politics of hate in Europe and the United States support the timely need to understand and counter hate, bias and extremism. In Canada, there are also growing signs of intolerance. The latest Canadian data on police-reported hate motivated crimes indicated a 5% increase between 2014 and 2015 and a further 3% increase between 2015 and 2016, (Statistics Canada, 2017). More recently, in the aftermath of the election of Donald Trump in the US, media and law enforcement have noted significant upticks in hate crime and hate speech targeting LGBTQ, Muslim, immigrant, and Jewish communities, in particular. This has been accompanied by increased visibility and activism among right-wing extremists (Bryan, et al., forthcoming). Successive RCMP terrorism assessments have also warned of the risk of home-grown and foreign terrorism associated with Islamist extremism. Generally

speaking, the attendant prejudices and biases that underlie hate-motivated actions show a stubborn persistence over time, as sizable proportions of the Canadian population appear to harbour negative, sometimes hostile perceptions toward, *inter alia*, LGBTQ, immigrant, Muslim, and Indigenous communities (Geddes, 2013; Soroka and Robinson, 2010). Recent crises in policing – disproportionate shootings of black people, racial profiling, systemic racism and sexual harassment in the RCMP, for instance – also draw attention to the prevalence of bias within law enforcement. There is, then, an urgent need in Canada, and globally, to build a comprehensive understanding of hate crime, bias and extremism that will lead to intervention strategies for government, law enforcement and community agencies. The Faculty of Social Science and Humanities is aptly positioned to create a Centre for Research and Intervention on Hate, Bias and Extremism to study and concretely respond to the growing and inter-related social problems of hate, bias and extremism in Canada and abroad.

The Centre on Hate, Bias and Extremism (CHBE) will assemble internationally recognised researchers located at UOIT along with academic and community partners locally and globally to research and counter hate, bias and extremism to promote an equal, inclusive and non-discriminatory society. The mission is to:

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programs intended to counter hate, bias and extremism. In short, the core objectives of the Centre are to:

1. Investigate critical social challenges and increase Canadian research capacity in the inter-related areas of hate, bias and extremism;

2. Encourage interdisciplinary and multi-sectoral research and scholarship in the areas of hate, bias and extremism;

3. Promote community engagement and awareness through broad dissemination of research results;

4. Support training of students, postdoctoral fellows, academics, practitioners and the public to build capacity in Canada;

5. Develop solutions to benefit Canada and the international community, through the development of evidence-based policy, practice and programming in the private and public sectors.

The Faculty of Social Science and Humanities is well situated to build upon critical research capacity and academic programming in social justice. The Centre will be led by Dr. Barbara Perry, the proposed Director, who is a recognized global authority on hate crime, and the primary national authority on right-wing extremism in Canada. Further, she is the founding (2013) and current co-Chair of the International Network for Hate Studies, an organization that strives to share information, engage with public policy, and collaborate on research around hate and hate crimes. Dr. Perry has made significant contributions to scholarship on hate crime in Canada, and as a direct result is in high demand among media (e.g. The Agenda, CBC, The Current, The Globe and Mail, and The New York Times) and among police and government policy makers. Dr. Perry also consults regularly with Justice Canada, Public Safety Canada, the RCMP and Canadian HIV/AIDS Legal Network and is very engaged locally with social justice organizations (e.g., PFLAG Durham Region, and the Whitby Ethno-Diversity Advisory Committee).

Additionally, we have developed a strong Steering Committee that brings together interdisciplinary perspectives in Criminology, Communication, Education, Political Economy, and Psychology to further scholarship and praxis around hate, bias and extremism. Members of the Steering Committee have a history of collaboration in

both scholarship and service initiatives around inclusivity and social justice. We have been working together as a research working group for over a year, collaborating on papers, research grants, and faculty-oriented activity (e.g., campus climate survey). The 7 Faculty members share a commitment to furthering scholarship and action around hate, bias and extremism in ways that complement rather than replicate one another. Dr. Perry's emphasis on right-wing extremism, for example, is supplemented by Dr. Douai's focus on Islamist inspired extremism, and Dr. Aquanno's research on the political economy of inequality and marginalization. Dr. Clow's research on gender bias is related to, but distinct from, Dr. Marques's scholarship on the intersection of race and gender. Dr. Laffier's focus on bullying connects with Dr. Mirrlees's consideration of how communications and digital media may reproduce social privilege. Note, too, that the Committee is interdisciplinary, drawing insight from Criminology, Communications, Education, Political Economy, and Psychology. The diversity of our membership enhances our capacity to make collective sense of complex patterns of interpersonal and intercultural engagement.

The Centre, to be hosted at UOIT, is also supported by a strong geopolitical justification. Oshawa is a traditionally white European city, but with a diverse student body at UOIT, as well as an increasingly diverse population as a whole. Four percent shares indigenous ancestry (highest in Oshawa), and 17% of the Durham region population identifies as a visible minority, which constitutes a 5% increase between 2001 – 2016 (Region of Durham Community Trends 2008). Indeed, Durham Region is likely to continue to experience a dramatic increase in non-white, non-Christian populations as newcomers move eastward out of Toronto. Hate and bias often erupt when homogeneous communities are confronted with demographic changes—especially in tough economic times. The establishment of the Centre, in Oshawa, will provide an opportunity for research and intervention within the community and to follow the up-ticks in negative, possibly violent inter-cultural exchanges, that may result from the demographic shifts.

Recognizing the dynamics of rapid change, the recently launched Teaching City initiative promises to make the city (and the region) "a living laboratory," but also a strategically important site for this type of interventionist research. According to the press release, "The City of Oshawa, along with local and regional partners, will develop the

City as a 'living laboratory' to address and study complex urban issues and identify opportunities. As a nimble mid-sized municipality that is part of one of North America's largest urban areas, Oshawa is uniquely positioned to take on this role" (https://news.uoit.ca/archives/2017/06/city-of-oshawa,-educational-partners-launch-teaching-city-initiative.php). Two of the Steering Committee members – Dr. Aquanno and Dr. Perry – spear-headed the first Teaching City project, which was the development of a Diversity and Inclusion Plan for the City of Oshawa. Dr. Aquanno is the UOIT lead for the Teaching City initiative. The Centre will enable us to more deftly respond to similar opportunities as they arise.

There is nothing comparable to the CHBE in Ontario, or indeed in Canada. The two Canadian comparators focus exclusively on extremism, and quite narrowly at that. Their primary foci are around Islamist inspired extremism. While some of our projects will also address this class of extremism, our intended focus is much broader, to include right-wing extremism, environmental extremism, and left-wing extremism for example. The American Centres, as might be expected, focus on American issues, as do the UK based centres, although to a lesser extent. Dr. Perry is currently engaged with all of the Centres except the CPRLV and CSHE.

Canada	US	UK
Canadian Network for Research on Terrorism, Security and Society	Center for the Study of Hate and Extremism	Leicester Centre on Hate Crime
Centre for the Prevention of Radicalization Leading to Violence	Southern Poverty Law Center	Nottingham Centre for Study and Reduction of Hate Crimes, Bias and Prejudice

4. Research Mandate

Outline the type of research to be performed and identify the scope of activities envisaged.

The Centre's goal is to consider the contexts, causes and consequences of hate, bias and extremism. Hate studies, in particular, is an emerging interdisciplinary field, especially in the Canadian context. Canadian scholarship in the area is limited, and as such, the Centre will make significant seminal contributions and shape the direction of study in Canada. In addition, the Centre, through internal research projects and partnerships, as well as engagement with external national and international scholars in the field, will become a hub for the creation and dissemination of knowledge on hate, bias and extremism for government, academics, research networks and law enforcement (Canadian Network on Terrorism, Security and Society; International Network for Hate Studies). Such connections will enable UOIT to engage more colleagues and form additional research partnerships across the globe.

From Islamophobia, to transphobia, to antisemitism, there are significant gaps in our knowledge of the ways in which myriad forms of exclusion and hostility challenge values of inclusion and equity, along lines of race, ethnicity, religion, gender, sexual orientation, disability and other relevant status characteristics, both singly and interactively. Research will explore the historical continuities that underlie contemporary patterns of discrimination, exclusion and violence directed toward those who are othered. In addition to conducting research in this area, the Centre will collaborate with community partners (e.g., Durham and York Regional Police Services, Durham District School Board) to counter and neutralize patterns of hate and bias through knowledge mobilization activities, intellectual exchange, research partnerships, education and training, and evidence-based policy and program development. For example, the newly developed Canada Centre for Community Engagement and Prevention of Violence located within Public Safety Canada (CCCEPV) is mandated to develop a National Strategy on Countering Radicalization to Violence. Current and planned work on right-wing extremism and online radicalization can help to inform the framework and content of that strategy. For example, UOIT Faculty responded to the initial funding call (Community Resilience Fund, October 1, 2017) with 3 proposals for research on the

growth of right-wing extremism in the Trump era, the impacts of online hate, and on online radicalization, as well as one to develop educational programs intended to counter extremism.

Figure 1 below provides a preliminary breakdown of core research areas. This is to be considered organic, in that it will change and evolve over time in light of grants, research priorities, and local, provincial, and federal policy foci. While particular areas of research will change over time in accordance with local and national priorities, and faculty interests, the four core areas will remain constant. They reflect the substantive foci – hate, bias, and extremism – as well as a fourth pillar that is more explicitly in line with action-oriented research and practice: diversity and inclusion.

Research Core Theme 1: Hate The "hate" that is emphasized by scholars within the field of hate studies does not simply reflect the dictionary understanding of hate as dislike or disfavour. Rather, it encompasses a broad array of hostile or negative responses to others based on respective identities. It revolves around prejudices, bias, bigotry, or *–isms*. These are not simply individual emotions and reactions towards those who are not like us. Rather, the hatred that the Centre will explore represents deeply embedded exercises of social, cultural, and political power that are reflected in psychic and physical violence perpetrated against the other. For example, Dr. Perry is currently co-PI of a SSHRC Insight grant exploring anti-Muslim hate crime, and a SSHRC IDG examining how police handle hate crime.

Research Core Theme 2: Extremism Often associated with the term terrorism, extremism refers to political ideologies or actions that greatly deviate from mainstream society, and that are based on fervent commitments to deeply held beliefs. It is characterized by intolerance and rejection of opposing interests, as well as the adoption of moral absolutes. Extremism can be a precursor to terrorism, in that the radical belief system held by the individual or group is used to justify violent actions. While the academic and policy focus has been on Islamist inspired extremism, the work of the Centre would be more expansive, including attention to other extremist movements including right-wing extremism, environmental extremism, and that opposing globalization, as examples. Dr. Perry and Dr.

Mirrlees currently hold a TSAS grant exploring the role of white power music videos in promoting right-wing extremist ideologies.

Research Core Theme 3: Bias Bias, in its most general sense, is treating people unfairly, whether it is unwarranted advantage (e.g., in-group bias, where we favour people who belong to the same groups we do) or disadvantage (e.g., out-group derogation, denying opportunities to people based primarily on their group memberships differing from our own). Researchers at the Centre study bias in many forms, such as the biasing influence of the media, or how bias can impact policing. Bias can also result in stigmatizing views, such as criminal stereotypes of Indigenous populations, and doubts about individuals who were wrongly convicted of crimes. Dr. Clow's current research, for example, explores the stigma attached to those who have been wrongfully convicted of crime.

Research Core Theme 4: Diversity and inclusion Diversity refers to the wide range of human differences in terms of such things as background, perspectives, abilities and culture. Typically, we think about it in terms of identities, that include categories defined by *inter alia* race, ethnicity, Indigenous status, religion, gender, gender identity and gender expression, sexuality, and ability. Inclusion demands that we acknowledge and value the diversity inherent in our society, with the goal of enhancing quality of life for everyone. In an inclusive community, we each have a sense of belonging, acceptance, and are recognized as valued and contributing members of society. The work of CHBE is intended to identify and help challenge barriers to inclusion across sectors. For example, Dr. Aquanno and Dr. Perry successfully led the development of the City of Oshawa's Diversity and Inclusion Plan (2017), calling on City officials to transform their engagement and interaction with historically marginalized groups through the deconstruction of exclusive service, hiring and representational barriers.

Figure 1- current and ongoing research/training areas

RESEARCH AREAS

HATE	EXTREMISM	BIAS AND PREJUDICE	DIVERSITY AND INCLUSIVITY
Hate crime	Extremism	Ethnic Media	City of Oshawa D&I plan
Antisemitism	Radicalization	Media bias	UOIT campus climate
Islamophobia	Right-wing extremism	Bias in policing	City of Whitby D&I programming
Trump Effect	Anti-authority movements	Indigenous criminalization	Social inclusion/exclusion
Bullying	Securitization	Stigma	Human rights
Violence Against Women	"War on Terror"	Online identities	Anti-oppression training
Homo/trans phobia	Countering violent extremism		
Online hate			

To attain the five goals, outlined in section one, the Centre will draw on the broad interdisciplinary expertise within the Faculty of Social Science and Humanities, other UOIT Faculties (Faculty of Education, Faculty of Business and Information Technology), other universities (e.g., Allyson Lunny at York University, Jon Garland at the University of Surrey) and community partners (Canadian Network on Terrorism, Security and Society; International Network for Hate Studies, DRPS, etc). As the Centre develops over time, it is envisioned that opportunities for colleagues in Science, IT and Engineering will develop and help broaden the research perspectives and approaches to interventions. Research fields such as serious gaming, computer science, AI, and machine learning, among others will help enrich the research of the Centre and increase opportunities for societal impact. Potential researchers at UOIT whose work is highly relevant to the Centre and who have expressed interest already: Dr. Masoud Makrehchi (FEAS), Dr. Bill Kapralos (FBIT), and Dr. Chris Collins (FSc), and Dr. Ed Waller (FESNS). We have encouraged our colleagues to consider flowing grants through the Centre to strengthen the feasibility of their funding requests. Once the Centre is approved, we intend to call an open meeting of more colleagues from across the university who might be interested in affiliation with the Centre.

We will continue to engage with our colleagues across the university as the Centre develops. Indeed, one aim is to use the Centre to make an even greater intellectual impact on our local, regional and national communities, while also building our international reputation and connections. The Centre will also benefit from, and in return contribute to, the training of undergraduate, graduate and post-doctoral candidates who share its commitment to social justice and inclusivity. Moreover, students and post-docs will play a crucial role in our research agendas, and in helping to shape the Centre (see Student Involvement and Training below). Collectively, the Steering Committee members have supervised dozens of Research Assistants (undergraduate and graduate), Independent Studies (undergraduate), Major Papers (MA), and theses (undergraduate and graduate). The Faculty of Social Science and Humanities launched two PhD programs in the past 3 years, so we are also beginning to supervise Doctoral students. Our intent is to develop funding for post-doctoral students under the aegis of the Centre.

The Centre will engage in a number of long-term research activities, that will lead to scholarly dissemination and impact, including but not limited to: producing single authored and co-authored research articles and books; facilitating workshops and training; running a certificate program; acting as a source of policy consultation and expertise for public and private actors (leveraging existing relationships with, e.g., Public Safety Canada, Ontario Minisitry of the Attorney General, Ontario's Anti-Racism Directorate); hosting a website and conducting social media campaigns; building an annual conference and coordinating targeted symposiums; creating and circulating videos; editing a scholarly journal.

Explain how the research activities align with global priorities and UOIT's Strategic Research Plan.

The work of the Centre links to important foci among core international human rights agencies. The Office of Security and Cooperation in Europe, for example, highlights the need to better understand and respond to hate and related forms of discrimination and violence through its Office for Democratic Institutions and Human Rights (ODIHR). The Centre's research, awareness and policy initiatives will align with the Office's particular interests in countering terrorism, gender inequality, intolerance and

discrimination. Dr. Perry is connected to ODIHR through research partnerships. She has also addressed their annual general meetings to speak on hate in North America. Similarly, the Centre's focus on research and programming around countering hate and extremism will support the United Nations commitment to "maintaining international peace and security" and "protect human rights."

Closer to home, the Centre's core research emphases align with two of the six strategic research themes of the university: 1) Human Health and Community Wellness; and, 2) Information and Communication Technology (ICT) and Informatics.

Human Health and Community Wellness. The Centre's research focuses on how (in)tolerance for hate, bias and extremism may cement community bonds or break them; build trust between community members or undermine them; support peace and harmony or incite hatred and violence; encourage civic participation or foster alienation; inform and inspire citizens to participate in democratic decision-making or distract and manipulate them to take up violence. The Centre will explore how hate, bias and extremism undermine the livability of communities, locally, regionally, nationally and globally, and will develop and promote strategies and tactics for countering these ills in order to foster community wellness in Canada and elsewhere.

Information and Communication Technology (ICT) and Informatics. ICTs are part and product of a society's economy, politics, and culture. The Centre's research examines how information and communication technologies (ICTs) and digital media may be used to support or undermine the actors, movements and ideologies spreading hate, extremism and bias in society. It explores how the old and new means of imparting and receiving messages and images may by used by a plurality of actors to promote and protect or discourage and destroy the values of cultural diversity, equity, social justice and empowerment. By studying ICTs as a tool of hate, extremism and bias, as well as a means to counter these social ills, the center analyzes ICTs with regard to social power relations and consequences.

It is important to note that the CHBE also supports UOIT's strategic "vision" and "mission" in general—and FSSH's vision and mission in particular—while advancing research, teaching and knowledge mobilization activities that complement the intellectual and pedagogical work done by the FSSH and across UOIT faculties. UOIT's strategic

vision is to "advance the discovery and application of knowledge that accelerates economic growth, regional development and social innovation and inspires graduates who will continue to make an impact on the world, as it is and as it will be." The CHBE will support this vision by pursuing, generating and circulating knowledge about the economic, political, technological and cultural dimensions of hate, bias and extremism in society while using this knowledge to understand and change the world around us for the better. Both the emphases on enhancing awareness, and promoting evidence-based policy work toward social change that minimizes the negative impacts of our growing diversity, promote the strategic vision of our faculty and university.

The strategic "Vision" of the FSSH is as follows: "Through scholarship, teaching and public service, the FSSH attempts to promote human rights, justice, equality, and inclusiveness throughout the region, nation, and world at large." The Centre aims to support the FSSH's "Vision" through scholarship about hate, bias and extremism in our complex and fast-changing society, teaching courses about relevant topics, trends, debates and problems pertaining to hate, bias and extremism, and doing public service, by using communications and digital media tools to support social movements, practices and policies that fight extremism, racism and oppression, advocate for social justice and advance social change for the better. It must also be noted that the development of the Centre is embedded in our latest Strategic Plan, and will be supported by funding one course release per year for the Director.

Provide evidence for long term sustainability of the entity, including research activities that go beyond collaboration on a single project.

The Centre's sustainability will initially rely upon the time and energy of its members, institutional support (see budget) and local, provincial, Federal and international research grants. Over time, the Centre will garner external revenue through donor funding; delivering related training, workshops, and certificates; and contracted research in areas such as diversity and inclusivity, prejudice reduction, hate and bias crimes, bias-free policing and countering violent extremism.

The Centre's potential for sustainability is also demonstrated by its alignment with current federal and provincial priorities in Canada. The recent M-103 (2017) expressed Canada's commitment to the protection of faith communities in condemning not just Islamophobia but "all forms of systemic racism and religious discrimination," while also highlighting the need for more comprehensive research in the area. In April of 2017, Foreign Affairs Minister Freeland told the World Jewish Congress that the Canadian government "has promised to tackle another problem in Canadian communities – anti-Semitism" (Globe and Mail). She also said that the federal government would double the funding for a security infrastructure program that enables communities to defend against hate crime, by adding technology and other related equipment. The 2016 federal budget set aside $35-million over five years, with $10-million thereafter, for a Canada Centre for Community Engagement and Prevention of Violence (CCCEPV). The Centre will address three of the four key pillars of that office: policy, research and evaluation; public education and awareness; and community collaboration. The Centre is also aligned with the establishment of an Ontario Racism Directorate, and the recently adopted Ontario Anti-Racism Strategic Plan (June, 2017), specifically with respect to its emphasis on policy, research and evaluation; public education and awareness; and community collaboration. These parallel developments are associated with increased grant and contract opportunities around the broad themes of hate, bias and extremism.

In the above section on research scope, we indicated an array of areas that could inform the work of the Centre. Several of us are already involved in related projects, and have recently received or submitted grants around such issues as Islamophobia, ethnic media representations of crime, white power/white supremacist online activism, antisemitism, and prejudice reduction. The intent is certainly not to restrict ourselves to one or two projects in total, but to several distinct projects each year. Over time, we anticipate developing larger partnership grants (e.g., SSHRC PDG/PG, ORF-RE), and by 2020, applying for NCE status. The breadth of our capacity and interests is reflected in Figure 1 above.

5. Student Involvement and Training

Explain the level and type of involvement of undergraduate or graduate students in the entity's activities. Describe the unique research and training opportunities that will arise as a result of the entity.

The Centre on Hate, Bias and Extremism is committed to promoting collaboration, interdisciplinary research, and educational initiatives that will engage students at both the undergraduate, graduate and post-doctoral levels. They will be drawn from across programs within FSSH, but also from Education, Business and IT, and Engineering. The latter two Faculties, specifically, have expressed interest in collaborating on projects revolving around online hate, network analysis of hate groups, etc. The Centre aims to involve students in work that will connect them with faculty and the local community, provide research training opportunities, and enrich their education surrounding the identification, management, and understandings of hate, bias, and extremism within the broader framework of social justice.

As a research and learning hub, the Centre considers undergraduate and graduate research an integral component of students' educational journey. To this end, the Centre will provide opportunities for students to be involved in research-related training and ongoing research projects. Through involvement with the Centre, students will be able to learn from the expertise of faculty who are defining the leading edge of research on hate, bias, and extremism. Faculty members associated with the Centre are dedicated teachers as well as researchers who are critically concerned with fostering the next generation of researchers.

RAs will receive training in qualitative and quantitative methods (interviews, focus groups, surveys, etc.). Some, as Project Coordinators, will develop project management skills as they manage the logistics of funded projects. They will also co-author papers, reports and curricular/training materials, which will involve conceptual development, writing and copy-editing drafts. Together, all of these tasks will enable RAs to gain valuable experience and practice in both quantitative and qualitative research and analysis, as well as academic writing, and to engage in the practical side of research through the development of materials for front line service providers. As a great deal of the planned research is grounded in the community, RAs will also learn how to negotiate a place for themselves as a researcher in community settings as they engage with and travel to research sites to conduct research. Finally, RAs will gain valuable experience in developing and delivering academic papers for publication and presentation.

Other students will be asked to take the lead in the creation and maintenance of websites intended to disseminate scholarship and resources on the core research areas.. They will work closely with UOIT's IT services in this task; if they feel the need for additional training, this will also be provided through the university.

In addition to the hands-on involvement in academic research, students will be in close and ongoing contact with communities as both partners and research participants. For someone with a future interest in the area, these interactions will provide significant insight into the day to day routine of related communities and organizations. Involvement in the project will also allow the RAs to create networks of resources in the field (e.g., provincial ministries, community organizations) that they can call on for guidance in related career searches or academic endeavours.

For prospective and current graduate students, as a recognized research hub with locally and internationally recognized faculty and a network of community and regional partners, the Centre will draw master's, doctoral and post-Doctoral students interested in conducting research focused on the areas of hate, bias, and extremism. Doctoral and post-doctoral researchers will also have opportunities to assist in training and supervising undergraduate and master's students.

The Centre will also provide opportunities for senior undergraduate students. Undergraduate students will be able to draw from the expertise of faculty and community resources to complete undergraduate thesis research or honours capstone projects. For at least the first two years of the Centre's operation, we will strive to hire an undergraduate student as an Administrative Assistant under the University Works program. UW students might also be hired to support specific unfunded projects, in particular. Undergraduate research students will also have opportunities to engage directly in research projects as research assistants, contributing the literature reviews, data entry, data analysis, etc. We will establish an annual Undergraduate Research Fellow, recognizing outstanding research capacity in an undergraduate student (described below under Governance). For both undergraduate and graduate students, student involvement with the Centre in a research capacity will serve to assist in the development of competitive applications for graduate studies (in the case of undergraduate and master's students), or post-doctoral fellowships and academic teachings positions (for doctoral

students). Collectively, the Steering Committee currently hold 8 external grants, all of which included funding for RAs. We also have 6 proposals pending, which also include RA support. Thus, the Centre will have multiple opportunities for students to develop the sorts of research skills noted above.

Aligned with UOIT's mission to provide students with a competitive advantage through hands-on learning both within and outside the classroom as well as in-demand knowledge and skills, the Centre attends to student involvement and training with its commitment to: *research experience and skills development*, *collaboration and connectivity*, and *campus and community connection*.

Research experience and skills development. As a dynamic and innovative research hub, the Centre recognizes that research experience and skills development is essential to knowledge production and dissemination, policy-making, and community leadership. It follows, then, that the Centre will endeavor to cultivate these skills with both undergraduate and graduate students. Research funding sought through the Centre will include funds allocated to student research assistantships, whereby students will have the opportunity to be trained in a variety of research methods, as well as the various stages of the data collection and analysis process. Students at both the honours undergraduate and graduate levels will also have the opportunity to conduct thesis and/or dissertation research under the Centre, using existing – or creating new – research access points and data sets. In addition to acquiring practical and hands-on research experience, through involvement with the Centre's research or research-related activities, students will have the opportunity, and be encouraged, to develop skills in intergroup and professional communication, public speaking, and intellectual leadership. With strong Faculty support, we will also seek to fund post-Doctoral students both through research grants and dedicated PD opportunities such as SSHRC and Banting PD programs.

Collaboration and connectivity. Working with and/or alongside Centre faculty members, students will engage in research as a collaborative process and connect students to the process of knowledge creation and dissemination. Both in collaboration with Centre faculty and independently, students will have the opportunity to publish research results in scholarly publications and/or on the Centre website. Through strategies such as

compilations of academic conferences or community workshops and/or events, students will also have the opportunity to connect knowledge dissemination and transfer.

Campus and community connection. The Centre will emphasize student involvement as a way to foster a sense of connection to the University through research engagement and research developmental opportunities that complement their in-class academic experience and to their disciplinary interest in the topics of hate, bias, and extremism. Through the Centre students will also have the opportunity to be connected with local and regional community organizations that work directly in the field and with issues of social justice. The new Teaching City initiative, in partnership with the City of Oshawa, is especially exciting in this respect. Under this initiative, students will assist with framing research questions, conducting research, and developing policy and programme initiatives around social justice and inclusion in the City. The first such project, A Diversity and Inclusion Plan, involved an undergraduate student who was integral in gathering and collating best practices in the field.

Describe the contribution, if any, to the development of new courses, seminars, or instructional programs in collaboration with the appropriate Faculty/ies.

FSSH and FED, in particular, already integrate issues of social justice and inclusion into their respective curricula. As noted above, it is embedded in the FSSH mission statement. FSSH has courses on diversity, hate crime, terrorism, gender, race, etc. Similarly, FED offers courses on equity and diversity in education, social justice, inclusive learning, and mental health discrimination in education.. The newest PhD program in FSSH is Criminology and Social Justice, so the work that is done in the Centre will inform coursework in both the existing undergraduate and graduate programs. In terms of new programming, we envisage developing professional and possibly graduate certificates in the related streams of hate, bias, extremism and diversity, social justice, etc. This draws a different, typically older, demographic to our programs. It is also common that those who pursue graduate certificates later decide to complete related full degree programs.

6. Research Dissemination and Service Plan

Describe any unique plans for dissemination of research, and/or how the research

entity will provide service and impact programs and policies within UOIT and to the outside community.

The Centre on Hate, Bias and Extremism aims to combat and counter open and concealed forms of hate and violent extremism with the goal of promoting equal and non-discriminatory social relations and practices. On this foundation, the Centre is proposed as an open and dynamic intellectual space for the creation, exchange and dissemination of knowledge relating to historical and contemporary patterns of bias, prejudice and extremism. The Centre aims to build on the Faculty of Social Science and Humanities strong focus on social justice and expand its connectivity to the local community by helping policymakers and community leaders manage, identify and understand the complex processes of hate and prejudice.

As a research and learning hub, the Center is principally concerned with the production of cross-domain knowledge that furnishes enhanced understanding of the assemblages of social control that influence the production and reproduction of bias and extremism. The Centre is concerned, in particular, with the institutional processes that foster and sustain marginalization as well as the ideational systems of complexity reduction that enforce and legitimate hate and, at the same time, work contrary to the achievement of inclusivity and equality. To this aim, the Centre will combine expertise from across the faculty and incorporate the knowledge of policy makers and practitioners, while drawing on the proficiency residing in other research communities/institutions. The Centre is also critically concerned with community program development, training, and education. This emphasis on community connectivity and rootedness of research is informed by UOIT's unique institutional capabilities and asserts its active participation in the regional community.

It is recognized that the achievement of objectives of the Centre (section 3) requires a layered strategy based around the active dissemination rather than the passive diffusion of knowledge and specifically around the objectives of: *knowledge uptake*, *knowledge transfer* and *knowledge translation*.

Knowledge Uptake concerns research development and the elaboration of existing institutional competencies either for the direct production of new research, or for the development of new research capacity. Thus, just as knowledge uptake expresses the

publication of research material through collective or individual effort, so it reflects the following dissemination strategies:

- o Establishing community and industry partnerships for knowledge sharing (e.g., Durham Regional Police Service)
- o Pursuing external research funding opportunities (e.g., Canada Centre for Community Engagement and Prevention of Violence)
- o Developing a base of affiliated research members (from UOIT, GTA universities, and international universities such as University of Surrey, University of Limerick).
- o Creating points of connectivity with different academic programs in different universities (see above)
- o Hosting research circles, working groups and conferences to connect with contextual knowledge (e.g., International Network of Hate Studies conference to be held at UOIT in May 2018)
- o Establishing a visiting fellowship program to attract research (and teaching) expertise
- o Exploring opportunities for the cross-appointment of UOIT faculty, especially across FSSH, Education, and Business and Information Technology.

Knowledge Transfer concerns the extension and deployment of research findings to improve understanding and awareness. While knowledge transfer is implied in certain uptake strategies such as research publication and conference organization, it extends also to the following strategies:

- o Creating research summary documents
- o Publishing regular community newsletters or information sheets
- o Building and maintaining an informative website detailing events and critical findings
- o Leading and participating in community meetings
- o Consulting on the development or revision of local and regional policy initiatives and programs
- o Partnering with local organizations and community agencies to feature research conclusions and results

- o Producing policy position papers
- o Publishing articles in local, provincial or national media outlets

Knowledge Translation involves the synthesis, exchange and dissemination of research. Accordingly, knowledge translation incorporates the uptake and transfer of information but includes, as well, the forms of personal interaction and directed engagement associated with the learning and educational process. It follows that the Centre will emphasize:

- o Developing community workshop and training initiatives (e.g., Inclusive workplaces; anti-oppression training)
- o Creating cross-faculty, interdisciplinary course offerings (e.g., monitoring online hate)
- o Establishing non-credit, graduate and undergraduate level program certificates (e.g., hate studies)
- o Partnering to develop evidence-based community projects challenging hate, bias and extremism (e.g., CCEPV program funding)

7. Governance

The Centre will be governed by two committees: a Steering Committee and an Advisory Committee

Steering Committee

The Steering Committee will take the primary lead on administration and oversight of the Centre. It will be comprised of 7 representatives, including the Director. They will be selected based on expertise and need. The Director of the Centre will act as the Chair of the steering committee. The Steering Committee will advise the Director of the Centre by engaging in the following activities: planning and managing the annual activities of the Centre; fund-raising to support the Centre; building and facilitating an annual conference; publicizing and promoting the Centre to stakeholders; publishing press releases pertaining to the Centre's activities and research findings across a number of venues and platforms to reach academic and community readers; being available to the news media for comment on current topics, issues and events related to the centre's research focus. The Steering Committee and the Director will manage membership of the Centre. In the interests of transparency and consistency, the Committee will establish

appropriate administrative provisions. Our institutional policies, generally, have yet to be drafted. This will be the first order of business once the Centre is approved.

The names and areas of expertise of each of the current Steering Committee members are below. Please see CVs in Appendix 1.

Dr. Barbara Perry (FSSH), Director

Dr. Perry is internationally recognized as one of the leading scholars on hate crime and right wing extremism. Her work, however, also extends to policing diverse communities, building resilience among marginalized communities, and broadly, issues of diversity and justice.

Dr. Scott Aquanno (FSSH)

Dr. Aquanno's research focuses on the economics of social exclusion with emphasis on the political and institutional impact of neoliberal globalization. His recent work looks at the organizational, participatory and programmatic foundations of inclusive, anti-oppressive community development policy.

Dr. Kimberley Clow (FSSH)

Even post-exoneration, many victims of wrongful conviction report incidences of hate, stigmatization, and blatant discrimination. Dr. Clow's research examines negative attitudes toward exonerees, and investigates means of reducing the stigma exonerees experience. Another line of her research explores the discrimination and stereotypes men and women encounter in occupational fields dominated by a particular gender.

Dr. Aziz Douai (FSSH)

Dr. Douai's research interests include news media and global conflicts, propaganda, new media and activism, and news construction of crime. His latest research project deals with social media, youth and online radicalization.

Dr. Jennifer Laffier (Education)

Dr. Laffier's research and work is focused on addressing issues of bullying; specifically she works to support victims with therapeutic approaches and helps implement programs in schools across Canada to address bullying.

Dr. Olga Marques (FSSH)

Dr. Marques's scholarship focuses on the construction, policing and regulation of gendered and raced bodies; and representations of Aboriginal criminality, victimization and protest

Dr. Tanner Mirrlees (FSSH)

Dr. Mirrlees conducts research on the convergence of right wing extremism (RWE) and social media sites like Facebook, Twitter and YouTube. He interrogates the ways that right wing extremist organizations use social media sites, the technological affordances of social media to RWE individuals and groups, and the threat social mediated hate poses to the values of a multicultural, democratic and socially just world.

We have been operating as a Research Group for just over a year now. In that time, we have secured among and between us the following grants, most of which would feed funds into the Centre for the next 2-3 years:

Perry $24,732 SSHRC Connections Grant. International Network for Hate Studies: Biennial Conference
Perry $27,260 SSHRC Insight Develolopment Grant. Policing Hate Crime in Canada.
Perry (co-PI) $181,000 SSHRC Insight Grant. Targeting Muslims: Islamophobic Hate Crime in Canada.
Perry and Mirrlees $38,370 Canadian Network on Terrorism, Security and Society. Moving to the Hateful Beat: YouTube White Power Music Videos.
Douai and Perry $208,054 SSHRC Insight Grant. Mediating Crime and Race: How Canadian Ethnic Minority News-Papers Construct Crime
Perry $14,270 Canadian Network on Terrorism, Security and Society. More Than Paper Terrorists? A Closer Look at Freemen-on-the-Land in Canada.
Laffier (co-PI) $279,830 SSHRC Making Minds: Digital maker education for literacies learning with marginalized youth.
Laffier (co-PI) $1.23 million SSHRC There's and APP for that: Apps to support mental health.

The Research Group also sponsored a recent symposium entitled Life After . . . Reflections on Hate and Trauma, for which we partnered with DRPS. We are already establishing a solid core of research development and exchange.

Advisory Committee

An Advisory Committee of up to 12 members will be drawn from relevant public agencies and NGOs (e.g., Ontario Anti-Racism Directorate; Office of the Ontario Attorney General; National Council of Canadian Muslims; academics at York University,

University of Limerick). The Steering Committee will nominate potential candidates whose participation will then be solicited directly. The Advisory Committee will assist in the development of terms of reference and strategic priorities. The AC will assist the Steering Committee in the planning and development of important community and research events, including annual forms, workshops and seminars, as well as fund development. It will also play a critical dissemination role for Centre related research and learning material and offer general feedback on the Centre's direction and impact. Accordingly, the AC will be comprised of community organizers, activists and research partners that share in the Centre's vision and are capable of supporting its intellectual and practical advancement. Together, the members of the Steering Committee have broad community connections that will allow us to draw from diverse sectors holding expertise in the areas of hate, bias and extremism.

Research Personnel

Undergraduate Research Fellows

The Centre will host an Undergraduate Research Fellow each year. These would be outstanding students who have shown an interest in HBE, as demonstrated by course work or research experience in the area. They would be awarded a small stipend, and given the opportunity to work with an existing research team. This would be negotiated collectively by the Fellow, and the principle investigators currently involved in research projects. The Fellowship would expose the student to mentorship by other RAs, and by faculty members, and provide rich experience in the research process.

Graduate Research Assistants

Generally funded through grants, several graduate RAs will be hired each year. Their roles will be concretely defined in funding proposals but could include:

> Assisting with refinement of culturally appropriate research instruments;
> Assisting with interviews and focus groups;
> Assisting with data analyses;
> Assisting with the thematic reading of transcripts;
> Facilitating preparations for conferences, community forums, etc.;
> Collaborating on paper development, presentations, and publication.

Post-Doctoral Fellows

The Centre would follow the lead of the SSHRC Post-Doctoral Research Awards, recognizing "promising new scholars," helping them in "establishing a research base at an important time in their research careers."

We would provide financial and infrastructure support to recent PhD graduates working in the area of HBE, and who are:

Undertaking original research;

Publishing research findings;

Developing and expanding personal research networks;

Broadening their teaching experience;

Preparing for research-intensive careers within and beyond academia; and

Preparing to become competitive in national research grant competitions

Visiting Fellows

On an annual basis, we will invite a Visiting Fellow for a period of 2-4 weeks. The goal is to foster the development of international, national and interdisciplinary partnerships in related areas. Applicants would be asked to address at least the following issues in their applications:

(i)   the field of HBE research to be addressed;

(ii)   the work to be conducted in the nominated field, including the innovative nature of this work;

(iii)   previous work in the nominated field and/or how the proposed work relates to prior experience, expertise and interests;

(iv)   how they would plan to collaborate with Faculty members at UOIT; outline any links they have identified between the proposed work and existing HBE interests of colleagues at UOIT;

(v)   plans for the ongoing development and dissemination of the work following the Fellowship period.

The Governance structure is displayed in Figure 2 below.

Figure 2 – Governance
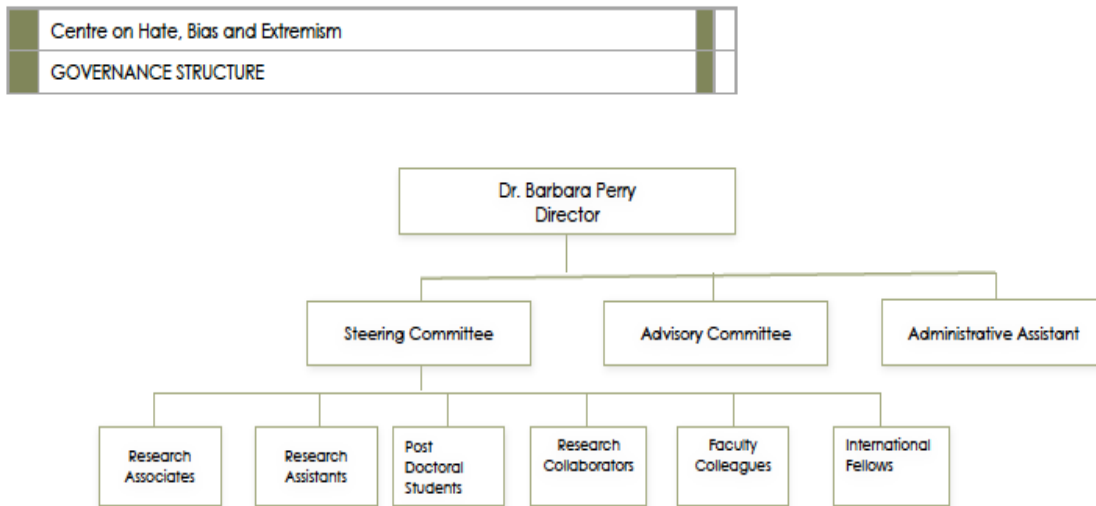
8. **Resource Requirements**
Physical Requirements

Explain the type, size and location of space desired, and how the desired space is appropriate to the proposed research entity's needs. Specific space commitments must be secured from the office of the Provost. Mention all special equipment or other requirements that have space implications.

The Centre will require one office (minimum 20'x120') with 3-4 cubicles. The administrative assistant and the RAs will utilize the space. Office equipment, phone, internet and other standard office equipment will be required. To accommodate collaborative research initiatives a 15-person meeting room is also required.

The office and meeting room space requests have been included in the FSSH space plan for 2018/2019. To start up the Centre, RAs will continue to use the space allotted to graduate students within the Faculty. The Administrative Assistant will share space with the Director, Dr. Perry. The Dean of FSSH has committed to developing these spaces.

Provide a complete list of all required resources and equipment including computers, phones, and copiers. Specify what internal resources (i.e. library, audio-visual) will be used and to what extent.

To ensure operations of the Centre, one laptop computer will be required for the AA, 2-3 for RAs, two large, secure filing cabinets, four desks, a telephone, a colour laser printer/copier, and six digital recorders. The seminar room will require a conference table, fifteen side chairs, three easy chairs, and a coffee table. It should be noted that computers and printers have been included in recent funding bids.

Staffing Requirements

Explain any requirements for administrative, and/or technical personnel support from the University. List the following for each support staff member:
* *Proposed Employer (University or Entity)*
* *Role or Duties*
* *Source of Compensation*

Administrative Assistant (UOIT) (10 hrs/wk to begin, 20 hrs/wk by year 3)
Funded from grants, general funds, FSSH, University Works program
>   Facilitate communication
>   Arrange Steering Committee and Advisory Committee meetings, keep minutes
>   Manage and triage CBHE email

Research Coordinator (UOIT) (20 hrs/wk)
Funded from grants (project coordinator lines), general funds
>   Identify funding sources
>   Liaise with funders
>   Facilitate grant development
>   Facilitate grant management including budget updates
>   Oversee RA training

Social Media Coordinator (10 hrs/wk)
Funded from grants (project coordinator lines), general funds

The CHBE social media assistant will coordinate and execute the CHBE's social media campaign and maintain the website. The CHBE social media assistant will be responsible for:
* Developing unique CHBE social media platforms for Twitter, Facebook and YouTube.
* Posting and circulating derivative content to CHBE social media platforms (eg., links to research papers, news stories featuring CHBE members, media appearances and so on)
* Creating and circulating unique content to CHBE social media platforms (eg., publicity stories, updates, announcements, member activities, quotes)
* Building social media audience for CHBE and engaging with followers and other users within relevant social media networks to enhance CHBE's social media presence.

- Conducting online CHBE outreach and publicity initiatives.
- Completing other CHEB social media projects, as assigned or needed.
- Creating videos of, interviewing and digitally photographing CHBE members and their activities.

Budget and Financial Requirements

Prepare a detailed budget projection for the first five years of operation, including all sources of income, expected expenses/disbursements.

Please see Attached Budget document.

Note: Revenue for the Centre, to cover the financial costs related to the operations and research, will come from grant funding, donations, and other potential sources. Expenses, including labour costs, will only be incurred if external funding is available. In addition, efforts to utilize programs, like University Works, will help to finance administrative support and provide valuable opportunities for students. The remaining funds will come from external grants (e.g., computers, administrative support, some travel), donations, and Centre revenue (e.g., workshops). No expenses will be incurred without first having the funding in place. All proposed staff, are dependent upon successfully acquiring external funding (for greater clarity: no external funds = no staff). The Centre activities, will scale up or down, depending on the funding available. At the present time, there is solid research funding secured (SSHRC, other) to ensure the centre can achieve the initial goals.

All revenue will flow in accordance with the UOIT Indirect Cost policy. That policy includes a distribution formula that includes allotment to the Faculty member, the Centre, the Faculty, etc. Much of the anticipated funding does not carry overhead with it (e.g., SSHRC).

A plan for long term financial sustainability, including external funding, must be provided.

We have been working extensively with the Advancement Office to develop a plan for external funding aside from grants. Our Advancement Officer has put together a preliminary plan, attached here.

It is unlikely that we will succeed in garnering the suggested level of funding for 2018, so much of that year's revenue comes from grants and internal funds (including University Works). In any event, the level of funding generally may be optimistic. In line with that, we have set a much more conservative budget for the first five years.

Centre affiliates will run their research grants through the Centre. We would anticipate a minimum of 3 successful grant applications per year, including SSHRC (Insight; Insight Development; Connections; and post-doctoral awards). A new highly relevant funding stream will become available for 2018. This is based on Public Safety Canada's Community Resilience Fund (first call opened July 6, 2017). Under this scheme, funding is available through both grants and contributions, with the following foci: research projects; programming projects; evaluation; networking components,.

We have already been in touch with CCCEPV, the Office overseeing the Fund, and been assured that we stand a very strong chance of sustained funding given our collective track record in the field. Three proposals were submitted in the first round (deadline October 1, 2017). Results are still pending.

In addition, we plan internal revenue sources such as non-degree certificates, for-fee workshops and training modules, and conferences. We also anticipate contract funding. For instance, there is a strong possibility that we will be working with the Town of Whitby to develop a diversity and inclusion plan much as we are currently doing with the City of Oshawa.

Please see files for year 1-3 start up strategy.

	Centre Budget						
Items	Year 1	Year 2	Year 3	Year 4	Year 5	Total	Comments
1. Operatonal Budget							
1.1 Labour Costs - Centre Staff							
Administrative Assistant	$ 6,160	$ 6,283	$ 6,409	$ 6,537	$ 6,668	32,057	$22/hour, 280 hours, 2% inflation rate (level 4, step 1 $40,564)
Administrative Assistant (summer)	$ 12,320	$ 12,566	$ 12,818	$ 13,074	$ 13,336	64,114	$22/hour, 560 hours, 2% inflation rate (level 4, step 1 $40,564)
Communications Officer	$ 18,000	$ 18,360	$ 18,727	$ 19,102	$ 19,484	93,673	$36/hour, 10 hours @50 wks, 2% inflation rate (level 9, step 1 $66,669)
Research Project Coordinator		$ 25,000	$ 25,500	$ 26,010	$ 26,530	103,040	$24/hour, 20hours@50wks, 2% inflation rate (level 6, step 1 $47,157)
Benefits (9%)	$ 3,283	$ 5,599	$ 5,711	$ 5,825	$ 5,942	26,360	Employer Costs @ 9%
SUB-TOTAL Labour	**$ 39,763**	**$ 67,808**	**$ 69,165**	**$ 70,548**	**$ 71,959**	**319,243**	
1.2 Labour Costs - Director							
Teaching Release (Director)	$ 7,200	$ 7,200	$ 7,200	$ 7,200	$ 7,200	36,000	25% reduction in teaching to manage centre (standard CA rate)
Benefits (9%)	$ 648	$ 648	$ 648	$ 648	$ 648	3,240	
SUB-TOTAL LABOUR	**$ 7,848**	**$ 7,848**	**$ 7,848**	**$ 7,848**	**$ 7,848**	**39,240**	
1.3 Centre Operating Costs							
Technical/Consulting Services							
Equipment	$ 2,400	$ 1,500				$ 3,900	Computers (3@800), office furniture
Office Supplies and Services	$ 500	$ 1,000	$ 1,000	$ 1,000	$ 1,000	$ 4,500	Stationery and other office supplies
Staff and Director Travel	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	25,000	Travel required to develop partnerships, advocate with policy advisors, secure funding and create knowledge tranfer opportunities.
Advisory and Steering Committee travel and accomodation	$ 1,000	$ 1,000	$ 1,000	$ 1,000	$ 1,000	5,000	Travel to support 4 meetings per year for each the advisory committee and the steering committee
Other (explain)							
SUB-TOTAL-Centre Operating Costs	**$ 8,900**	**$ 8,500**	**$ 7,000**	**$ 7,000**	**$ 7,000**	**38,400**	
2. Research Networking							
Seminars and workshops		$ 4,050	$ 6,750	$ 8,100	$ 9,450	28,350	Y2 - 3 workshops; Y3 - 5 workshops; Y4 - 6 workshops; Y5 - 7 workshops
Networking meetings							
Conference	$ 35,000		$ 35,000		$ 35,000	105,000	International coference every 2 years
Student support							
Other (explain)							
SUB-TOTAL-Research Networking	**$ 35,000**	**$ 4,050**	**$ 41,750**	**$ 8,100**	**$ 44,450**	**133,350**	
3. Communications							
Communication activities (reports)	$ 2,500	$ 2,000	$ 2,000	$ 2,000	$ 2,500	11,000	Reports, communication and marketing material
Web site							
Other (Merchandise)	$ 2,500	$ 1,000	$ 500	$ 500	$ 1,000	5,500	Promotional material and merchandise
	$ 5,000	**$ 3,000**	**$ 2,500**	**$ 2,500**	**$ 3,500**	**16,500**	
4. Knowledge Transfer and Dissemination							
Policy development/KM							
Tools, Written Materials Development							
Workshops							
Other (explain)							
SUB-TOTAL							
TOTAL OPERATIONAL BUDGET	**$ 96,511**	**$ 91,206**	**$ 128,263**	**$ 95,996**	**$ 134,757**	**546,733**	
REVENUE							
Universtiy Works	$ 13,734	$ 13,734				$ 27,468	Secured
External Grant Funding (director)	$ 32,000	$ 20,000	$ 30,000	$ 30,000	$ 30,000	142,000	Pending/secured
External Grant Funding (centre researchers)		$ 25,000	$ 25,000	$ 25,000	$ 25,000	100,000	Pending - researchers to contribute ~5K each towards centre staff
External Donor Funding	$ 5,000	$ 20,000	$ 30,000	$ 50,000	$ 50,000	155,000	Unsecured
FSSH Contribution - Teaching Release	$ 7,848	$ 7,848	$ 7,848	$ 7,848	$ 7,848	39,240	Secured - 1 course release for director/7200 standard
FSSH Contribution - Conference	$ 5,000		$ 5,000		$ 5,000	15,000	Secured
Conference Revenue - Registration	$ 20,000		$ 20,000		$ 20,000	60,000	Pending
Conference Revenue - Partners	$ 15,000		$ 15,000		$ 15,000	45,000	Pending/Unsecured SSHRC Connection Grant, Partner organizations and sponsors
Workshops		$ 6,000	$ 10,000	$ 12,000	$ 14,000	42,000	Unsecured/Training workshops fee for service
Other							
TOTAL REVENUE	**$ 98,582**	**$ 92,582**	**$ 142,848**	**$ 124,848**	**$ 166,848**	**625,708**	
TOTAL OPERATIONAL BUDGET LESS REVENUE	**$ 2,071**	**$ 1,376**	**$ 14,585**	**$ 28,852**	**$ 32,091**	**78,975**	

		Year 1		Year 2		Year 3		Year 4		Year 5		Total	Comments
Research Costs													
Student and Postdoc Salaries													
	Research Assistants	$	20,000	$	40,000	$	40,000	$	60,000	$	60,000	$	220,000	Y1 - 1 RA; Y2 - 2 RA; Y3 - 2 RA; Y4
	Masters Students													
	PhD Students													
	Post-Doctoral Students			$	50,000	$	100,000	$	100,000	$	100,000	$	350,000	Y2 - 1 PDF; Y3 - 2 PDF; Y4 - 2 PDF; Y5 - 2 PDF
	Visiting Scholar					$	5,000	$	5,000	$	5,000	$	15,000	one visiting scholar in Y3-5
	Other (explain)			$	1,500	$	1,500	$	1,500	$	1,500	$	6,000	UG Fellow
	Training fee	$	150	$	300	$	300	$	450	$	450	$	1,650	
	HFSA (PDF)	$	1,200	$	2,400	$	2,400	$	2,400	$	2,400	$	10,800	
	Benefits (9%)	$	1,800	$	8,235	$	13,185	$	14,985	$	14,985	$	53,190	
SUBTOTAL Trainees		**$**	**23,150**	**$**	**102,435**	**$**	**162,385**	**$**	**184,335**	**$**	**184,335**	**$**	**656,640**	
Research Operating Costs													
	Travel	$	5,000	$	5,000	$	5,000	$	5,000	$	5,000	$	25,000	Students and Faculty travel to conferences
	Equipment	$	1,500	$	1,000	$	1,000	$	1,000	$	1,000	$	5,500	Software, video conferencing, security
	Other (explain)													
SUBTOTAL Operating		**$**	**6,500**	**$**	**6,000**	**$**	**6,000**	**$**	**6,000**	**$**	**6,000**	**$**	**30,500**	
TOTAL RESEARCH COSTS		**$**	**29,650**	**$**	**108,435**	**$**	**168,385**	**$**	**190,335**	**$**	**190,335**	**$**	**657,490**	
REVENUE RESEARCH													
	PDF External Funding			$	50,000	$	100,000	$	100,000	$	100,000	$	350,000	Unsecured
	Visiting Scholar			$	5,000	$	5,000	$	5,000	$	5,000	$	20,000	Unsecured
	External Grant Funding (director)	$	48,000	$	30,000	$	45,000	$	45,000	$	45,000	$	213,000	Secured/Unsecured
	External Grant Funding (researchers)			$	25,000	$	25,000	$	35,000	$	35,000	$	120,000	Pending (~5K-10 for students/researcher)
	Queen Elizabeth II			$	10,000	$	10,000	$	10,000	$	10,000	$	5,000	Unsecured
	Other (explain)													
	TOTAL REVENUE	**$**	**48,000**	**$**	**120,000**	**$**	**185,000**	**$**	**195,000**	**$**	**195,000**	**$**	**708,000**	
	TOTAL REVENUE LESS EXPENSES	**$**	**18,350**	**$**	**11,565**	**$**	**16,615**	**$**	**4,665**	**$**	**4,665**	**$**	**50,510**	

Task	Start Date	End Date	Duration (days)
CHBE website development-migration	1/1/2018	4/1/2018	90
CHBE Branding (logo development, taglines)	1/1/2018	4/1/2018	90
CHBE Conference planning and execution	1/1/2018	5/31/2018	150
CHBE Community focus groups/assessment	1/1/2018	9/1/2018	243
SSHRC IDG: Policing Hate Crime Project	1/1/2018	6/1/2018	151
SSHRC: Ethnic Media Project	1/1/2018	6/1/2018	151
TSAS: Right-wing Extremism YouTube Project	1/1/2018	1/1/2019	365
Grant writing-submission: SSHRC Insight Dev	1/1/2018	3/1/2018	59
Grant writing-submission: SSHRC, TSAS, CommRF	7/1/2018	11/1/2018	123
Public Lecture 1	4/1/2018	4/2/2018	1
Public Lecture 2	10/1/2018	10/2/2018	1
Identify and recruit visiting scholars	10/1/2018	12/15/2018	75
Identify and plan office and visiting room space	10/1/2018	12/15/2018	75
Identify and recruit post-doc candidates/prpsls	4/1/2018	10/1/2018	183
Fund Development	1/1/2018	1/1/2019	365
Recruit Advisory Committee	3/1/2018	6/1/2018	92

CHBE Timeline - Year 1   2018-2019
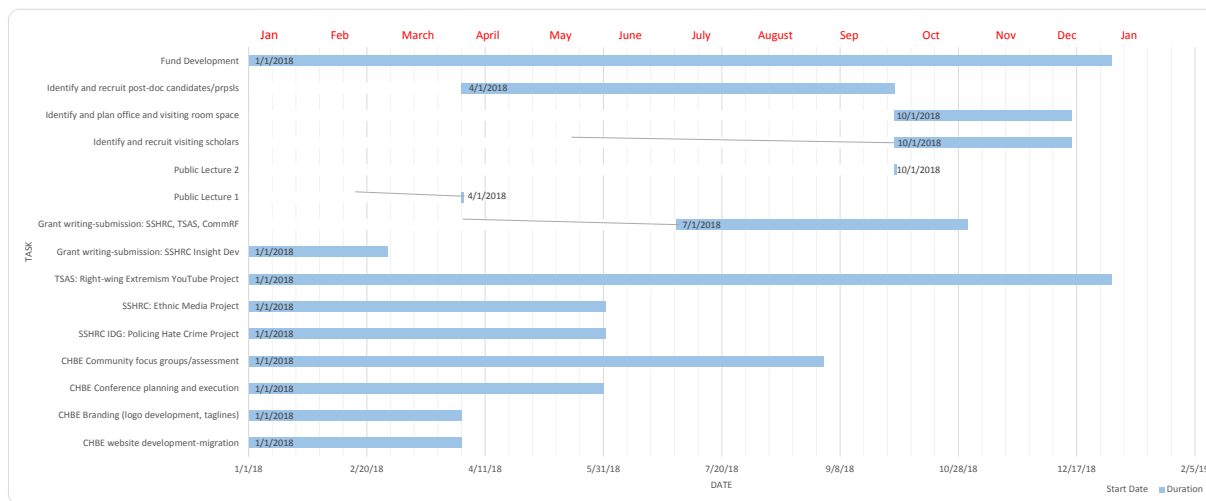
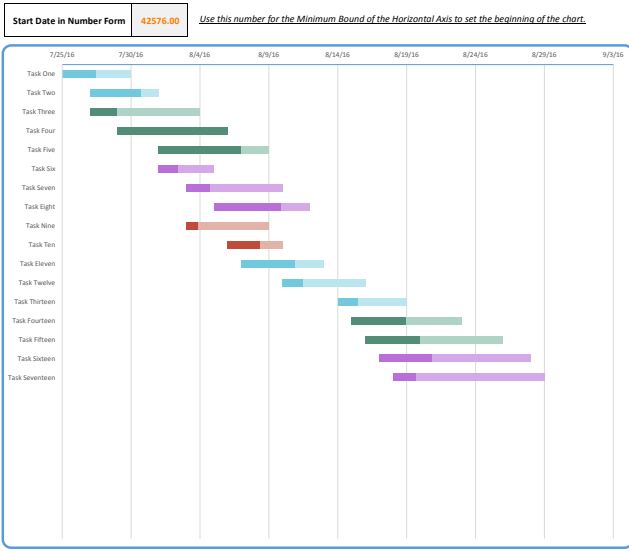| Task Name	Start Date	End Date	Duration
Fund Development	1/1/2019	1/1/2020	365
Develop office and visiting room space	1/1/2019	4/1/2019	90
Identify and recruit visiting scholars (submit funding app)	1/1/2019	4/1/2019	90
Community Resilience Fund project(s)	1/1/2019	1/1/2020	365
Grant writing submission: SSHRC Insight Dev.	1/1/2019	3/1/2019	59
Grant writing submission: SSHRC, TSAS, COMMRef	7/1/2019	11/1/2019	123
Apply for SSHRC Connections Grant (for 2020 conf)	6/1/2019	9/1/2019	92
Host Workshops	4/1/2019	6/1/2019	61
Host Workshops	9/1/2019	11/1/2019	61
Public Lecture 1	4/1/2019	4/2/2019	1
Public Lecture 2	10/1/2019	10/2/2019	1
Identify and recruit post-doc candidates/prpsls	4/1/2019	10/1/2019	183
Identify and recruit undergrad research fellow	5/1/2019	7/1/2019	61

CHBE Timeline Year 2   2019-2020

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Task Name	Start Date	End Date	Duration (Days)	Days Complete	Days Remaining	Percent Complete
Task One	7/25/2016	7/30/2016	5	2.50	2.50	50%
Task Two	7/27/2016	8/1/2016	5	3.75	1.25	75%
Task Three	7/27/2016	8/4/2016	8	2.00	6.00	25%
Task Four	7/29/2016	8/6/2016	8	8.00	0.00	100%
Task Five	8/1/2016	8/9/2016	8	6.00	2.00	75%
Task Six	8/1/2016	8/5/2016	4	1.40	2.60	35%
Task Seven	8/3/2016	8/10/2016	7	1.75	5.25	25%
Task Eight	8/5/2016	8/12/2016	7	4.90	2.10	70%
Task Nine	8/3/2016	8/9/2016	6	0.90	5.10	15%
Task Ten	8/6/2016	8/10/2016	4	2.40	1.60	60%
Task Eleven	8/7/2016	8/13/2016	6	3.90	2.10	65%
Task Twelve	8/10/2016	8/16/2016	6	1.50	4.50	25%
Task Thirteen	8/14/2016	8/19/2016	5	1.50	3.50	30%
Task Fourteen	8/15/2016	8/23/2016	8	4.00	4.00	50%
Task Fifteen	8/16/2016	8/26/2016	10	4.00	6.00	40%
Task Sixteen	8/17/2016	8/28/2016	11	3.85	7.15	35%
Task Seventeen	8/18/2016	8/29/2016	11	1.65	9.35	15%

Start Date in Number Form	42576.00	*Use this number for the Minimum Bound of the Horizontal Axis to set the beginning of the chart.*

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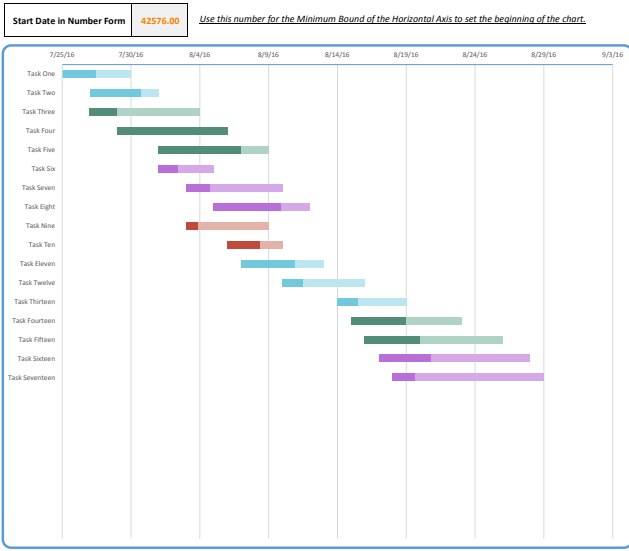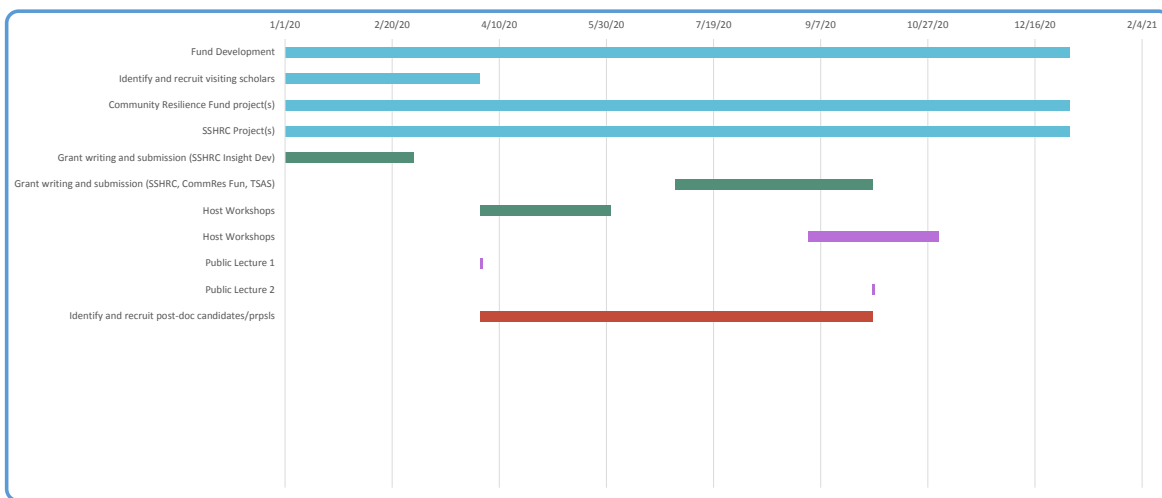| Calculated Cell	Manual Entry Cell
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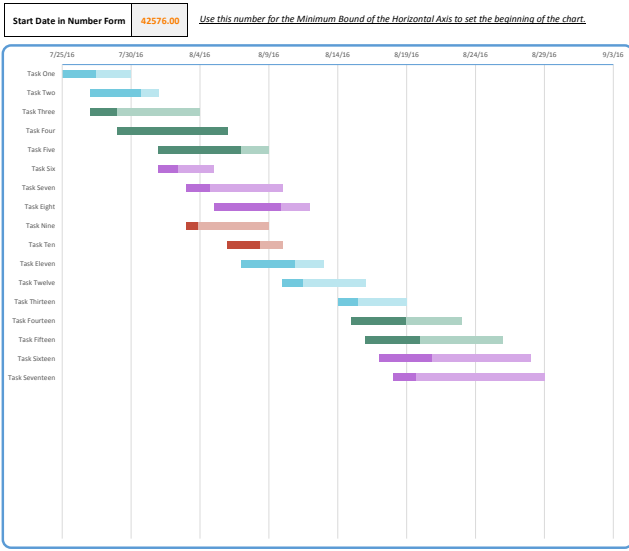| Task Name	Start Date	End Date	Duration
Fund Development	1/1/2020	1/1/2021	366
Identify and recruit visiting scholars	1/1/2020	4/1/2020	91
Community Resilience Fund project(s)	1/1/2020	1/1/2021	366
SSHRC Project(s)	1/1/2020	1/1/2021	366
Grant writing and submission (SSHRC Insight Dev)	1/1/2020	3/1/2020	60
Grant writing and submission (SSHRC, CommRes Fun, TSAS)	7/1/2020	10/1/2020	92
Host Workshops	4/1/2020	6/1/2020	61
Host Workshops	9/1/2020	11/1/2020	61
Public Lecture 1	4/1/2020	4/2/2020	1
Public Lecture 2	10/1/2020	10/2/2020	1
Identify and recruit post-doc candidates/prpsls	4/1/2020	10/1/2020	183

CHBE Timeline Year 3 — 2020-2021

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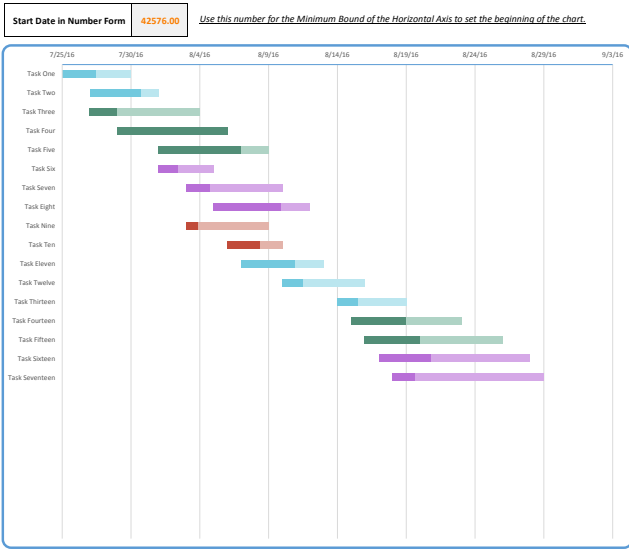| Calculated Cell	Manual Entry Cell
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Estimated Budget Overview				
	Amount	Cost per year	# of Years	Total Cost
Post Doctoral positions $65,000)	2	$130,000	5	$650,000
Grant/Research Officer	1	$65,000	5	$325,000
Annual Conferences	2	$70,000	5	$350,000
Travel Budget		$2,500	5	$12,500
Administrative Assistant (fulltime)	1	$50,000	5	$250,000
Miscellaneous		$20,000	5	$100,000
		$337,500		$1,687,500

Proposed Centre on Hate, Bias and Extremism

GIFT CHART			
# of Gifts	Level of Giving	Total	
1	$ 250,000.00	$ 250,000.00	4 qualified prospects
4	$ 100,000.00	$ 400,000.00	16 qualified prospects
10	$ 50,000.00	$ 500,000.00	40 qualified prospects
15	$ 25,000.00	$ 375,000.00	60 qualified prospects
	Under $25,000	$ 162,500.00	
		$ 1,687,500.00	

*based on a 1 to 4 ratio of qualified prospects
*approximately 120 prospects ($25,000 and above gifts)

Foundations	General Info.	Funding Interests
Canadian Race Relations Foundation	Was Established in 1996 in Toronto. Reported assets at a worth of $28,491,438 while grants totaling at $1,433,008.	To build a national framework for fight against racism in Canadian Society. Sponsorships are usually in the range of $500-$5000 per project.
UNIFOR Social Justice	Established in 1991 in Toronto. Reported assets of $7,209,583 while grants totaling at $1,895,033	To establish worker-to-worker and union-to-union relationships internationally.
United Jewish Appeal Of Canada	Established in 1982 in Toronto. Reported assets at a worth of $68,074 and grants totaling $1,423,238.	N/A
The MacMillan Family Foundation	Established in 2007 in Toronto. Reported assets of $8,877,929 and grants totaling $685,370	N/A
RAYJO Charitable Trust	Established in 2009 in Toronto. Reported Assets of $4,178,252 and grants totaling $9,403,769	1. The relief of poverty 2. Advancement of Education 3. Advancement of Religion
The MayTree Foundation	Established in 1982 in Toronto. Reported assets at $294,273 and grants totaling $1,947,872	Purpose is to reduce poverty and inequality in Canada. Funding Interests Include; Civic Causes, Education, Social Services.
Airlie Foundation	Established in 2013 in Caledon, ON. Reported assets at $15,484,065 and grants totaling $492,000	N/A
Sir Joseph Flavelle Foundation	Established in 1967 in Toronto. Reported assets of $2,030,078 and grants totaling $57,500.	Interests Include; arts, children, community services, environment, first nations, social services, special needs group
The Rainbow Foundation	established in 1991 in Toronto. Reported assets of $520,500 and grants totaling $520,500.	Stated Purpose is charitable giving. Interests include; aboriginal people, children, families, health, immigrant services, shelters, women.
Canadian Women's Foundation	Established in 1989 in Toronto. Reported assets of $22,763,510 and grants totalinng $4,606,051	Purpose is to affect long term systematic change to help bring about the quality of women and girls in Canada. Some of the funding interests; abused women, crime prevention, minorites, etc.
The Anne Butler Slaght Foundation	Established in 1990 in Toronto. Reported assets of $2,154,312 and grants totaling $50,000.	N/A
Bay Tree Foundation	Established in 2009 in Toronto. Reported assets of $13,233,966 and grants totaling $486,000	N/A
Thomas Sill Foundation	Established in 1987 in Winnepeg. Reported assets of $39,603,499 and grants totaling $1,795,360.	Provides grants in; social services, health, education, community well being, etc. ***Geographic scope is Manitoba
Inspirit Foundation	Established in 1985 in Toronto. Reported assets of $36,297,815 and grants totaling $40,854.	N/A
The Great Gulf Homes Charitable Foundation	Established in 1989 in Toronto. Reported assets of $211,718 and grants totaling $539,790.	N/A
John Baker Fellowes Family Foundation	Established in 1969 in Montreal. Reported assets of $269,380 and grants totaling $10,000.	Interests Include; arts, seniors, physically and mentally disabled, community services, minorities, youth, etc.
Nancy's Very Own Foundation	Established in 1987 in Toronto, ON. Reported assets of $4,550,171 and grants totaling $203,634	Supports project that attempt to remove discrimination against women and girls on the bases of gender. Scope is Canada wide.

Corporations	General Info	Funding Interests
Vale Canada Limited	Is a mining company that is headquarted in Toronto, ON.	Interests include; education, environment, health, etc.
Metro Inc.	Food retailer and pharmaceutical distributor operating through Quebec and Ontario.	Interests Include: arts & culture, education, youth, environment, etc. Sponsorships may be available.
Faskin Martineau	National business and litigation law firm in Canada. Headquarted in Toronto, ON	Are broad based, focus on communities where Fasken Martineau has operations.
Ericsson Canada Inc	Provider of telecommunications equipment and related servces to mobile network operaters globally.	Interests Include: climate change & sustainability, education, health, poverty, human rights.
Jim Pattison Group	Diverse holding company that is involved in advertising, media, food, etc.	Interests Include: community development, environment, hospitals, health & welfare, etc. Applies Canada wide.
Levi Strauss & Co (Canada) Inc.	Manufactures and markets brand name clothing.	Interests include; health and welfare, HIV/AIDS prevention, increasing economic development oppurtunities, social justice & human rights.
Roots Canada Ltd.	Canadian clothing and lifestyle product retailer.	Funding interests are: crisis relief, community, education, culture, sports, etc. Sponsorships are available
Royal and SunAlliance Canada	Provides a comprehensive range of insurance and financial services to customers worldwide since 1710.	Funding interests include: environment, community, health, human rights. Matching company gift prgram available for education. Ratio of giving is 1 to 1.
Thomson Reuters Corporation	Leader in providing intelligent information for businesses and professionals in various fields.	Funding interests include: media development, culture, human rights, womens empowerment, disaster relief, humanitarian relief. Provide sponsorship, gifts in kind, and matching gifts oppurtunities.
Hoffmann-La Roche Ltd.	Focuses on research, drug development and marketing.	Funding interests include: humanitarian & Social projects, culture & arts projects, community & environment projects, science & education projects. Sponsorship and gifts in kind opportunities available.
STAPLES Business Depot Ltd.	Canada's largest supplier of office supplies business machines, computers, office furniture, etc.	Funding Interests include: education, entrepreneurship, environment. Sponsorships and gifts in kind are also available.
Happy Planet Foods Inc.	Produces organic, fast-pasteurized, juices and soups.	Funding Interests include; community, community garden initiatives, education, environment, food security, social justice. Sponsorships and gifts in kind are also available.

Community Potential List   Deemed as Important potential list

Canadian Race Relations Foundation
National Council of Canadian Muslims
Egale Canada
PFLAG
Ontario Police College
Public Safety Canada
Justice Canada
Corrections Canada
Ontario Ministry of the Attorney General
Ontario Ministry of the Community and Social Services
Ontario Ministry of Community Safety and Correctional Services.
International Network for Hate Studies
RCMP
Durham Regional Police Service
York Regional Police Service
Edmonton Police Service
Alberta Hate Crime Committee
Region of Durham
City of Oshawa
City of Ajax
City of Whitby
Local Women's Shelters
Oshawa Public Libraries
Ajax Public libraries
Whitby Public Libraries

Ongoing Revenue Generation	

1	Workshops and Training
2	Annual Grants
3	Internal Operating Funding
4	Post Doctoral Competitions
5	Sponsorship of Events
6	Certificate Programs

• A quick review shows that other centers exist around the world. Found Leicester, Gonzaga, California State, and Sussex. Commenting on these other centres and how there are none in

Ontario will strengthen the proposal.

Canada	US	UK
Canadian Network for Research on Terrorism, Security and Society	Center for the Study of Hate and Extremism	Leicester Centre on Hate Crime
Centre for the Prevention of Radicalization Leading to Violence	Southern Poverty Law Center	Nottingham Centre for Study and Reduction of Hate Crimes, Bias and Prejudice

There is nothing comparable to the CHBE in Ontario, or indeed in Canada. The two Canadian comparators focus exclusively on extremism, and quite narrowly at that. Their primary foci are around Islamist inspired extremism. While some of our projects will also address this class of extremism, our intended focus is much broader, to include right-wing extremism, environmental extremism, and left-wing extremism for example. The American Centres, as might be expected, focus on American issues, as do the UK based centres, although to a lesser extent.
Dr. Perry is currently engaged with all of the Centres except the CPRLV and CSHE.

• How will membership be controlled or changed? The proposal identifies who starts but does not include all people that are doing work in this area. Is there a mechanism for governing the changes? Who will arbitrate between someone who wants in but is not accepted in?

We have established a Governance Structure, as detailed on pp. 20-25 of the proposal. In line with that, the Steering Committee and the Director will manage membership. In the interests of transparency and consistency, the Committee will establish appropriate administrative provisions. Our institutional policies, generally, have yet to be drafted. This will be the first order of business once the Centre is approved.

• Will non-members be able to work through the centre to get funding?

Absolutely. We have encouraged our colleagues to consider flowing grants through the Centre to strengthen the feasibility of their funding requests. Once the Centre is approved, we intend to call an open meeting of colleagues from across the university who might be interested in affiliation with the Centre.

• How is the overhead affected? How much does the centre get versus SSH? Is this all figured out already and governed by existing policies or is it non-compliant with existing policies?

All revenue will flow in accordance with the UOIT Indirect Cost policy. That policy includes a distribution formula that includes allotment to the Faculty member, the Centre, the Faculty, etc. Much of the anticipated funding does not carry overhead with it (e.g., SSHRC).

- The proposal names potential members. Do they agree to be a part of this or at least allow their name to be used?

The Steering Committee members are already serving. The others mentioned have agreed to have their names included in the proposal.