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# Phenomena and sources of information related to the prevention and identification of hate incidents





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**FACTS** ██████████ **TIEDOLLA** ██████████ **FAKTA** ██████████ **ČINJENICE** ██████████  
**AGAINST** ██████████ **VIHAA** ██████████ **MOT** ██████████ **PROTIV** ██████████  
**HATE** ██████████ **VASTAAN** ██████████ **HAT** ██████████ **MRŽNJE** ██████████

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## 1. INTRODUCTION TO THE PROJECT AND THE WORK OF THE WORKING GROUP

The Ministry of Justice is coordinating the Facts Against Hate project (1 December 2019 - 30 November 2021), the aim of which is to improve the effectiveness of work against hate crimes and hate speech. The project aims to develop data collection related to hate crime and hate crime reporting as well as local cooperation.

One of the project's objectives is to support the work of local authorities in preventing and identifying hate incidents. With the material produced in the project, the authorities and other local actors can better identify phenomena related to hate incidents, collect information on the situation and monitor activities related to hate incidents and their effectiveness.

In order to develop the material, the Ministry of Justice compiled a working group comprising authorities and organisations. The working group met 8 times between 8 June 2020 and 2 June 2021.

The working group included:

Katriina Nousiainen, Ministry of Justice

Panu Artemjeff, Ministry of Justice

Milla Aaltonen, Ministry of Justice

Emilia Hämäläinen, Ministry of the Interior

Akunna Onwen, Anti-Racist Forum / Jana Turk, Anti-Racist Forum

Peter Kariuki, Advisory Board for Ethnic Relations

Markus Hammarstöm, City of Vantaa

Jenita Rauta, Police University College

Katariina Westman, Victim Support Finland / Marjo Pahkala, Victim Support Finland

Satu Jokela, THL / Shadia Rask, THL

Nitin Sood, City of Helsinki / Veli-Matti Hurtig, City of Helsinki

In addition, the following experts participated in the working group's meetings:

Jouni Perttula, City of Tampere

Petronella Lehtelä, City of Helsinki

Harri Soininen, Helsinki Police Department

Sari Vanhanen, University of Jyväskylä

Miriam Attias, Community Mediation

Lars Leemann, THL

Lotta Virrankari, THL

Markus Alanko, Ministry of Justice

This report is a summary of the discussions held by the working group and proposals heard by the working group. Based on the working group's work, a separate guide will be published in Finnish, Swedish and English for the use of local authorities and other actors.

### 1.1. Key concepts

Hate incidents are particularly damaging because an individual offence acts as a message to the entire reference group to which the victim belongs or which the victim represents. In hate incidents,

the victim is not selected randomly, but because of his or her personal characteristics. For this reason, hate incidents have extensive impacts. They affect, among other things, the general feeling of safety, psychological well-being and trust in the authorities.

The terms "hate crime" or "hate speech" are not used in legislation. Hate crimes can be offences against a person, a group, a person's property, an institution or its representative motivated by prejudices against or hostility towards the victim's presumed or actual ethnic or national background, religion or belief, sexual orientation, gender identity, gender expression or e.g. disability. Any act defined as an offence in the Criminal Code may in principle constitute a hate crime if it is based on a motive of hate. Hate as a motive is grounds for increasing the punishment.

Hate speech is a crime when it fulfils the definition of a specific offence. Punishable hate speech may be targeted at one person or a population group. The most typical offence for punishable hate speech against a group of people is incitement to hatred. If hate speech is targeted at one person, the offence may be defamation or an unlawful threat. Hate speech may also include discrimination prohibited by the Non-Discrimination Act or the Equality Act.

In the general language, the concept of hate speech is sometimes used in a broader sense, in which case it refers to harmful expression that negatively affects people's well-being and sense of security and relations between groups of people. In this case, hate speech refers to communication that aims to exclude a group and create a picture of people in the group as being suspicious, unreliable, inferior or dirty.

This report uses the term hate incident. The object of a hate incident does not need to know and assess whether an act fulfils the characteristics of an offence, and this information is not necessary in preventive work. The motive of a crime is an essential factor. In this report, hate incidents refer to offences motivated by hate just as is with hate crime and hate speech, but it is unknown whether the incident fulfils the essential elements of any crime.

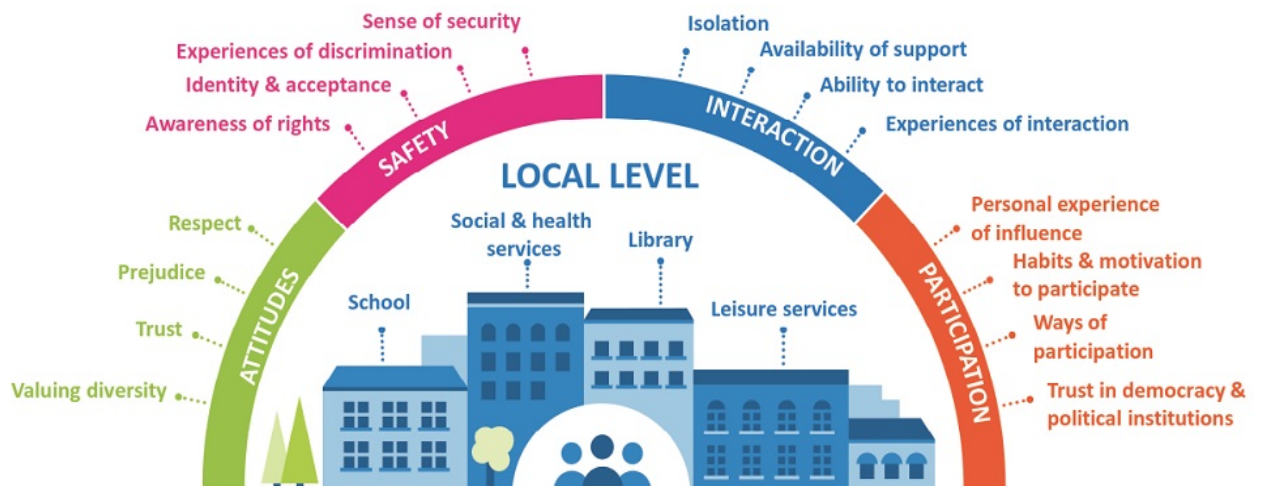
## 1.2. Premises for the work of the working group

The aim of the work of the working group was to consider what kind of material could be used to support the work of local authorities and other actors in monitoring a situation related to hate incidents, preventing hate incidents and intervening in them. By monitoring the situation, it is possible to prevent its escalation or to find a suitable means of intervention.

Locally, material can be utilised e.g.

- for analysing the local situation and finding relevant perspectives locally
- data collection
- the targeting of measures
- follow-up and assessment

At the working group's first meeting, it was decided that steps would be taken to examine the topic and the sources of information related to it through the framework of good relations between different population groups.



Good relations between different population groups are a factor that influence societal activities and trust between people, through which the activities that influence nearly all people's daily lives can be examined. The background for work to promote good relations between different population groups is the British model<sup>1</sup>, according to which good relations consist of participation, interaction, safety and attitudes. Interaction creates inclusion and thus security, and these factors create positive attitudes.

Good relations policies apply to the entire population and these are connected to the promotion of equality between people. When speaking about population groups it is important to keep in mind that people are not only representatives of various social groups (e.g. people of different ethnicities or religions, the disabled), but rather they have various significant relations through which they have a connection with their environment.

The key forms of good relations policy include promoting the safety and positive interaction of people belonging to different population groups and measures supporting the participation of different population groups.

Good relations between different population groups are an entity that transcends different sectors of society, the impacts of which are visible directly in people's everyday lives. Especially with regard to minorities, taking good relations between population groups into consideration is helpful because these make visible the structural and social issues affecting individuals and groups that affect the realisation of effective non-discrimination. For example, the examination of safety gains depth when, in addition to the entire population, the situation is viewed from the perspective of different population groups. For example, experiences of the safety among women with disabilities may differ significantly from experiences of the safety of all residents. There is limited amount of information available by population group that would allow the experiences and situation of different population groups to be examined. This means that available data must be supplemented, for example, with local data collection and qualitative data.

At the beginning of its work, the working group decided to examine existing information sources and key development projects through the four dimensions of good relations between population groups. On the basis of this analysis, the working group clarified the phenomena related to hate

<sup>1</sup> More information on the model: <https://yhdenvertaisuus.fi/en/goodrelations.fi>

incidents, discussed their visibility at the local level and the sources of information related to them in two workshops.

The following observations were made on the basis of the meetings:

- Perceived security is a key dimension with regard to hate incidents, which also involves sources of information used at the local level and structures that can be utilised at the local level, in which hate incidents can be discussed naturally.
- There are information sources on phenomena related to hate incidents available at the national level, but national research data cannot be examined regionally or by municipality as often.
- There is a need for local and/or regional supplementary data collection.
- It is a good idea to use phrasing of research questions used in existing studies to collect information at the local level.
- Statistical data sources must be supplemented with qualitative data to provide a clearer understanding of the local situation.
- NGOs and representatives of minority groups are important sources of information.

## 2. PHENOMENA AT THE LOCAL LEVEL

This section examines phenomena that the working group identified as before related to hate incidents at the local level. In order to prevent, identify and intervene in hate incidents, actors at the local level must first be aware of and identify their related phenomena. It is of key importance to determine how phenomena related to hate incidents are reflected in practice at the local level.

Hate incidents are often concretised at the local level through individuals, and the monitoring of hate incidents and related impacts often takes place through the experiences of individuals. However, the underlying causes of hate incidents are social phenomena that lead to phenomena visible at local level. Hate incidents can be based on broad-scoped issues from exclusion to a more harsh culture of discussion.

Phenomena related to hate incidents are a continuum. Actual hate incidents are often preceded by, for example, increasing prejudices and these becoming visible and accepted.

The working group examined the topic in three phases. First, phenomena related to attitudes can be used to identify tensions that may lead to hate incidents. Phenomena related to attitudes are often addressed in preventive work. Second, phenomena related to security and experiences of insecurity highlight structures related to hate incidents and experiences related to a sense of security. Third, the actual hate incidents are examined.

The table below shows the phenomena identified by the working group. The purpose of these phenomena is to concretise how hate incidents can be identified at the local level.

<b>ATTITUDES AND THEIR IMPACT</b>	<b>SECURITY AND EXPERIENCES OF INSECURITY</b>	<b>HATE INCIDENTS</b>
<b>Social avoidance and experience of the residential area</b>	<b>Experiences of insecurity and fear of falling victim to a crime</b>	<b>Being the victim of a crime and acts based on hate as a motive</b>
<b>Identifying demographic diversity and power structures</b>	<b>Discriminatory practices / structural discrimination, including accessibility</b>	<b>Experiences of discrimination, harassment and violence</b>
<b>Experience of inclusion</b>	<b>Bullying, name calling, disparaging jokes, exclusion</b>	<b>Hate groups</b>
<b>Stereotypes, negative prejudices and non-interference</b>	<b>Experience of unfair treatment</b>	<b>Experiences of discrimination, harassment and violence</b>



### 3. MONITORING OF PHENOMENA LOCALLY

It must be possible to monitor the development of phenomena in order to prevent and intervene in hate incidents. Different sources of information that can be utilised in monitoring have been collected in this section.

#### **Studies**

Many regular studies ask relevant questions from the point of view of hate incidents. These studies will later be presented in more detail in tables in which phenomena are linked with different sources of information.

Some national information sources can be used directly at the local level. For example, hate crimes reported to the police are also reported by municipality. In addition to the number of hate crimes reported to the police, the statistics also provide indirect information on under-reporting, as they show which types of hate crimes are reported in the area. The results of the School Health Promotion Study are also available by municipality.

#### **Surveys**

The results of regularly conducted national surveys and the way their questions are phrased can also be utilised in data collection at the local level. This provides information that can be used to compare the situation in one's own region to the national situation.

For example, a survey is usually conducted for a non-discrimination plan or a safety plan, or information is collected by another method. It is possible to add questions related to hate incidents to these data collections in the same format as in national data collections. This makes it possible to assess the local situation.

Previous surveys can be used to support the preparation of a survey. For example, "How are we doing? Kartoitus väestösuhteiden tilasta Suomessa – painopisteenä vastaanottokeskuspaikkakunnat [How are we doing? A survey of good relations between population groups in Finland, with focus on municipalities with reception centres for asylum seekers], the publication includes an example survey.

#### **Workshops, hearings**

Separate events, such as thematic meetings or workshops, can be organised to assess the situation related to hate incidents. The purpose of these events may be to assess the way in which phenomena related to hate incidents are reflected locally.

#### **Collection of customer feedback**

Questions related to hate incidents can also be included in surveys on customer satisfaction when examining, for example, the activities of the police, victim services or other relevant actors related to hate incidents.

#### **Complaints brought to the attention of the authorities**

For example, cases brought to the attention of the Non-Discrimination Ombudsman may highlight phenomena related to hate incidents. The annual reports of other authorities and the internal compliance monitoring reports of some authorities can also help in monitoring the situation.

The following tables link existing questions on data collection to phenomena related to hate incidents. These questions and their phrasing can be used in local data collection.

3.1. Attitudes

Information related to attitudes is collected in several studies. The majority of the studies listed the table do not provide information on the situation at the local level, but the phrasing of questions can be used in local data collection.

On the other hand, development work at the local level already collects information that can be utilised in examining attitudes. Data collection on non-discrimination planning, among other things, comprises the collection of information on issues relevant to attitudes. In addition, information may be available in material collected for municipal welfare reports. Data from the School Health Promotion Study is also available by municipality.

The experience of inclusion can be measured using the Experiences of Social Inclusion Scale (ESIS) developed by the Sokra coordination project. The inclusion indicator consists of ten statements that examine the experience of meaningfulness, belief in one's own possibilities for action and social interaction. The answers to the statements are placed on a continuum with one extreme representing the experience of non-participation/non-inclusion and the other representing the experience of participation/inclusion. The inclusion indicator is included in the School Health Promotion Survey and FinSote. It is also used in local population surveys, such as the City of Vantaa Survey on Participation (2020 and 2021).

The possible sources of information and the phrasing of questions used in them regarding phenomena that describe attitudes are presented below. Private think tanks, such as the Finnish Business and Policy Forum (EVA), and Taloustutkimus also commission research on attitudes.

PHENOMENON	INFORMATION SOURCE
<p><b>Social avoidance and experience of the residential area</b></p>	<p><b>How often do you interact with people who are different from you in relation to certain features (Fundamental Rights Barometer)</b></p> <p><b>How satisfied are you with the conditions in your residential area (FinSote)</b></p> <p><b>Feels that they belong to their municipality of residence (FinMonik)</b></p> <p><b>Share of people satisfied with their residential area (%) (FinMonik)</b></p>

PHENOMENON	INFORMATION SOURCE
<p><b>Identifying demographic diversity and power structures</b></p>	<p>To what extent do you trust the activities of the following authorities or bodies...? (Police Barometer)</p> <p>How often do you think the police usually treat people with respect in Finland? (The Fundamental Rights Barometer)</p> <p>Do you think that police in Finland have a different attitude towards people from different cultures compared to Finns...? (Police Barometer)</p> <p>Strategies and other documents related to decision-making in cities (e.g. city council and city board decision-making)</p>
<p><b>Experience of inclusion</b></p>	<p>Inclusion indicator</p> <p>Feels that they belong to a community that is important to them (School Health Promotion Study)</p> <p>Does not feel they are an important part of the school or class community (School Health Promotion Study)</p> <p>Which of the following areas or groups do you feel you belong in? (E.g. municipality of residence) (FinMonik)</p> <p>Participation in the activities of one's own language or cultural background on a monthly basis (FinMonik)</p> <p>Participation in a sports or physical activity group or organisation on a weekly basis (FinMonik)</p>
<p><b>Stereotypes, negative prejudices and non-interference</b></p>	<p>Experiences of the language atmosphere: Relations between Finnish-speaking and Swedish-speaking residents, change of attitudes concerning language groups (Language Barometer)</p> <p>Relations between Finnish and Sámi speakers in the respondent's municipality of residence,</p>

PHENOMENON	INFORMATION SOURCE
	<p><b>change in relations between Finnish and Sámi speakers (Sámi Barometer)</b></p> <p><b>How would you describe the relationships between residents using sign language and those who speak Finnish (or other spoken languages, Swedish, etc.) at the moment? (Finnish Sign Language Barometer)</b></p> <p><b>Have you encountered prejudice in your residential area over the past three years because you use sign language? (Finnish Sign Language Barometer)</b></p> <p><b>Non-discrimination planning and related surveys</b></p> <p><b>Municipal welfare reports</b></p> <p><b>The role of local opinion leaders in incitement to discriminatory acts</b></p>

### 3.2. Experiences of security and insecurity

Safety is discussed in many national studies. For example, the Finnish Institute for Health and Welfare has a wide range of data and other sources of information on safety and security. Violence is addressed in several surveys and population studies conducted by the Finnish Institute for Health and Welfare, such as the School Health Promotion Survey, the Study on Violence Experienced by the Adult Population and Insecurity in the Residential Area, and the Study on Experiences of Violence by Women and Men of Foreign Background. Information from School Health Promotion Study can also be specified by population group (e.g. sexual and gender minorities).

Information related to security can also be obtained from the Police Barometer and the National Victim of Crime Survey.

Many tools of development related to safety also produce information. For example, in connection with safety planning, information is collected that can be used in the monitoring of hate incidents. The current data collection should be supplemented with questions from national studies to obtain comparable information.

PHENOMENON	INFORMATION SOURCE
<p><b>Experiences of insecurity and fear of falling victim to a crime</b></p>	<p><b>How safe you feel in your daily life (FinSote)</b></p> <p><b>"Do you feel safe in the following places?" (Public transport; public parks; shopping</b></p>

PHENOMENON	INFORMATION SOURCE
	<p>centres; local streets near your home; and public events) (FinMonik)</p> <p>To what extent do the following things and phenomena concern you...? (e.g. hate crimes.) (Police Barometer)</p> <p>Feeling of security, fear of becoming a victim of a crime and harassment (municipal safety surveys)</p> <p>Avoids places due to foreign background (Maamu)</p> <p>How serious do you consider crime in your neighbourhood (Police Barometer) to be?</p> <p>Sense of security (Threats to the premises of religious communities)</p> <p>Fear of being subjected to violence outside their home in the evenings / in the workplace / by a family member (National Victim of Crime Survey)</p> <p>Have you done any of the following over the past 12 months because you have been afraid of being a victim of physical or sexual violence or harassment (Fundamental Rights Barometer)</p>
<p><b>Discriminatory practices / structural discrimination, including accessibility</b></p>	<p>Surveys carried out for non-discrimination planning</p> <p>Statistics of authorities that supervise discrimination</p> <p>Statistics on mediation</p>
<p><b>Bullying, name calling, disparaging jokes</b></p>	<p>Bullied at school at least once a week % (School Health Promotion Study)</p> <p>Bullying at home, in care or during free time (FinChildren)</p>

<b>PHENOMENON</b>	<b>INFORMATION SOURCE</b>
<b>Experience of unfair treatment</b>	<p><b>What problems have you encountered in dealing with public administration or local authorities (e.g. equal treatment)?</b></p> <p><b>Share of people who have experienced unfair treatment at when using services at Kela or in social services / health services / the TE Office / police (%) (Fundamental Rights Barometer)</b></p> <p><b>Experiences of the implementation of linguistic rights (Barometers for monitoring linguistic rights)</b></p>

### 3.3. Sources of information related to hate incidents

The most important source of information for hate crimes is the annual report on hate crime by the police, which also provides information by region. The report does not include all information specified for monitoring. This information can be requested separately from the Police University College. When examining the regional / local situation concerning hate crimes, we need to consider what is actually being examined. The statistics look different depending on whether we are examining the regional distribution of hate crimes, whether the number is proportional to the population of the region or, for example, to foreign nationals living in the area.

In addition, several studies investigate people who fall victim to crimes and various experiences of discrimination and violence. The phrasing of the question in these studies can be used to support local data collection in order to obtain comparable data. In addition, information on possible hate groups operating in the region and online hate speech is often available at the local level.

<b>PHENOMENON</b>	<b>INFORMATION SOURCE</b>
<b>Falling victim to a crime and acts based on hate as a motive</b>	<p><b>Hate crime reported to the police (annual report on hate crime by the police)</b></p> <p><b>Victims of hate crime % (Youth Crime Survey)</b></p> <p><b>Victims of threats and violence (National Victim of Crime Survey)</b></p> <p><b>Has someone behaved violently towards you in the past 12 months (FinSote)</b></p>
<b>Experiences of discrimination, harassment and violence</b>	<p><b>Experienced discriminatory bullying % (School Health Promotion Survey)</b></p> <p><b>Disruptive sexual propositions or harassment, sexual harassment at school / on the phone or</b></p>

PHENOMENON	INFORMATION SOURCE
	<p>on the Internet / in a public space (School Health Promotion Survey)</p> <p>Threats of violence (Youth Crime Survey)</p> <p>Have you been subjected to harassment or hate speech in the past 12 months? (Study on hate speech and harassment)</p> <p>People who have experienced discrimination, harassment and violence in the previous 12 months by country group and gender (FinMonik)</p> <ul style="list-style-type: none"> <li>- Share of respondents by group who have experienced certain types of treatment at least once in the past five years (%). (E.g. threats of violence and offensive or threatening comments on the Internet).</li> <li>- Share of respondents by gender in the own respondent groups who have experienced physical violence at least once over the past five years</li> <li>- How many times have you experienced discrimination in public places over the past 12 months?</li> <li>- At least one incident of harassment over the past five years (Fundamental Rights Barometer)</li> </ul> <p>Encountering and seeing violence and its threat (Threats to the premises of religious communities)</p> <p>Experiences of harassment (Language Barometer)</p> <p>Experiences of discrimination, prejudices and harassment towards the Sámi language (Sámi Barometer)</p> <p>Over the past three years, have you encountered harassment in your own residential area (e.g. spoken, email, and/or</p>

PHENOMENON	INFORMATION SOURCE
	<p>gestures) because you have used sign language? (Finnish Sign Language Barometer)</p> <p>Have you encountered discrimination over the past three years because you use sign language? (Finnish Sign Language Barometer)</p> <p>Statistics for victims' services</p> <p>Shadow reporting and data collection by organisations</p>
<p>Hate groups and online hate speech</p>	<p>Activities of local hate groups</p> <p>Social media police</p> <p>Local social media groups (e.g. local FB groups)</p> <p>Sharing messages that contain hate speech and following their channels</p>



## 4. LOCAL WORK TO PREVENT HATE INCIDENTS

### 4.1. Local measures related to hate incidents

Work related to hate incidents is often mainly perceived as work carried out by the police and other law enforcement authorities. Naturally, the police are an important operator to look at when examining work related to hate incidents. Preventive action by the police as well as Anchor Work are among the activities that play a key role in the prevention of hate incidents and intervention in them.

Preventive police work (EET) refers to systematic and supervised actions to prevent crime, disturbances that affect security and other unwanted events affecting people's safety and their sense of security. The police work in a solution-oriented manner in cooperation with various authorities, organisations and communities. Preventive action is knowledge-led and its implementation and results are regularly reported on to authorities, partners and residents.

Anchor Work is multiprofessional work, which usually includes actors from the police, social services, health care and youth services. The aim of Anchor Work is to intervene in young people's spiral of crime early on. Young people who act out by committing crimes are often also the victims of crimes. Preventing violent radicalisation is also part of work of Anchors. In some areas, Anchor team also manages cases related to domestic and intimate partner violence.

Criminal investigation is a statutory duty of the police. When there is reason to suspect that an offence has occurred, the police will launch a pre-trial investigation. During the pre-trial investigation, the police will question the parties involved, and as a result, it can be decided whether an offence has occurred and whether the matter should be sent to the prosecutor for consideration of charges.

In addition to the police, many other authorities play an important role in preventing and intervening in hate incidents. For example, education sector authorities and actors in youth services play an important role in prevention. These actors encounter a wide range of people with different backgrounds and life situations in their work and have the opportunity to intervene early on. At the local level, hate incidents are in some manner related to the work of all authorities. At the municipal level, land use and land use planning also have an impact on safety and a daily sense of security.

The promotion of non-discrimination is one of the means for reducing negative phenomena related to social relations (e.g. discrimination, hate crime and hate speech) that prevent equality. The promotion of non-discrimination is a statutory duty of the authorities.

Under the Non-Discrimination Act, authorities, education providers and employers must assess and promote non-discrimination in their own activities. The purpose of the promotion measures is to ensure that all persons have effective equal access to the services of different authorities, to training and education and to progress in their careers.

In order to target measures to promote non-discrimination, the implementation of non-discrimination must first be assessed. The purpose of assessing non-discrimination is to identify discrimination and find ways to improve non-discrimination in the workplace and in activities. Based

on the assessment, an authority, education provider or employer can take effective measures to prevent discrimination, intervene in it and promote equality between different groups. A separate guide on the assessment of non-discrimination has been published, which contains more information on the assessment, the methods used in it and the utilisation of the results.

Many tools of development work related to safety also produce information on safety. For example, in connection with safety planning, information is collected that can be used in the monitoring of hate incidents. The current data collection should be supplemented with questions from national studies to obtain comparable information.

The aim of safety planning is to reduce the number of crimes, disruptions and accidents and the resulting damage, as well as to maintain safety and a sense of security. The premise for the work is locality and local safety and security needs. The safety plan describes concrete objectives and measures to improve safety. The safety plan aims to take into account all plans and work related to the security of the municipality.

To support local safety work, the National Council for Crime Prevention has created a self-assessment tool for local safety work. The purpose of the self-assessment is to help the group responsible for local safety planning to examine its activities. The tool is used for determining what works well and to highlight development targets and proposals.

The questions on the form are divided into three parts: The launch phase, the data collection, analysis and implementation phase, and the monitoring and evaluation phase. The self-assessment tool does not currently include a different population group-specific review, but it is possible to supplement the phrasing of its questions.

The National Council for Crime Prevention has prepared a safety survey for the use of municipalities, which they can use to collect the views of their residents on the safety and security of their residential area and municipality. The survey can be carried out as an open online survey or a mail survey sent to a specific sample. The survey can be used to collect both new information and information from the authorities, such as police statistics, supplementary information. The survey can also be used to determine the impacts of the measures taken.

The survey is used to examine people's experiences and views on such matters as crimes and public disturbances, insecurity, on falling victim to a crime, preparedness, and on accidents. The background factors collected in the survey (age, gender, residential area) can be supplemented.

Organisations also play an important role in the fight against hate incidents. Organisations often have a good understanding of people's experiences at local level, as their work reaches numerous different population groups. In addition, organisations are key actors whose work supports non-discrimination and security.

At the local level, there are many different networks whose work addresses the issue. In many cases, working groups related to security, integration and non-discrimination operate in the locality. Their work also touches on hate incidents. Networks are important places for sharing information. It is particularly important to create and maintain networks where genuine discussion and development can take place. Cooperation between actors can lead to open debate and facilitate

effective and timely intervention. It is also essential that the actors know who to tell about their observations and which party is responsible for further measures based on the information that has emerged.

Possible actions taken locally:

- police work, especially preventive work
- promotion of non-discrimination and non-discrimination planning
- Safety planning, safety work self-assessment tool, safety survey
- networks for cooperation between several authorities
- activities of organisations
- mediation
- prevention of segregation and urban planning
- anti-discrimination work in education

#### 4.1. Measuring the effectiveness of local authorities' work

In addition to information sources describing the situation related to hate incidents, it is important to examine how successful and effective the work of local actors related to hate incidents is. A number of possible measures to address the prevention of hate incidents and intervention were presented above. As part of the assessment of the hate incident situation, it is advisable to examine the effectiveness of key functions used at local level.

The following aspects should be taken into account in the impact assessment:

- examination of functions
  - o in connection with what type of functions are phenomena related to hate incidents discussed and processed?
  - o who are the key actors?
  - o are key actors involved in the work related to hate incidents (authorities, organisations, companies)?
- organisation of work
  - o is the division of responsibilities clear?
  - o are the actors familiar with each other's role?
  - o are the objectives of the work clear?
  - o are the objectives concrete, measurable and scheduled?
  - o are the objectives of the work based on local information?
- monitoring of work
  - o who/which actor is monitoring the progress of work related to hate incidents?
  - o how often is monitoring carried out?
  - o how is monitoring carried out, i.e. what data and methods is it based on?
  - o how is monitoring data used?

## 5. POSSIBLE SOURCES OF INFORMATION

Indicators for the monitoring of linguistic rights

<https://app.powerbi.com/view?r=eyJrIjoiMzA1NTdkY2ItMGFkOC00N2I4LWJiNzEtNzRiYzdiOGFiZjdkliwidCI6IjdjMTRkZmE0LWMwZmMtNDcyNS05ZjA0LTc2YTQ0M2RIYjA5NSIsImMiOjh9>

Finnish Sign Language Barometer 2020: Research report

<https://julkaisut.valtioneuvosto.fi/handle/10024/162839>

Sámi Barometer 2020 - Study on the implementation of the linguistic rights of Sámi speakers

<https://julkaisut.valtioneuvosto.fi/handle/10024/162826>

How are we doing? Kartoitus väestösuhteiden tilasta Suomessa – painopisteenä

vastaanottokeskuspaikkakunnat [How are we doing? A survey of good relations between population groups in Finland, with focus on municipalities with reception centres for asylum seekers]

<https://julkaisut.valtioneuvosto.fi/handle/10024/80007>

Threats to the premises of religious communities Results of the survey

<https://julkaisut.valtioneuvosto.fi/handle/10024/163034>

FinSote Survey

<https://thl.fi/fi/tutkimus-ja-kehittaminen/tutkimukset-ja-hankkeet/finsote-tutkimus>

Survey on Well-Being among Foreign Born Population (FinMonik)

<https://thl.fi/fi/tutkimus-ja-kehittaminen/tutkimukset-ja-hankkeet/ulkomailla-syntyneiden-hyvinvointitutkimus-finmonik->

Fundamental Rights Barometer

<https://julkaisut.valtioneuvosto.fi/handle/10024/163261>

Police Barometer 2020: Citizens' Assessments of the Operation of the Police and the State of Internal Security in Finland

<https://julkaisut.valtioneuvosto.fi/handle/10024/162345>

School Health Promotion Study

<https://thl.fi/fi/tutkimus-ja-kehittaminen/tutkimukset-ja-hankkeet/kouluterveyskysely>

Hate crimes reported to the police

<https://polamk.fi/viharikokset>

Migrant Health and Wellbeing Study (Maamu)

<https://thl.fi/fi/tutkimus-ja-kehittaminen/tutkimukset-ja-hankkeet/maahanmuuttajien-terveys-ja-hyvinvointitutkimus-maamu->

FinChildren - Health and well-being of children, young people and families

<https://thl.fi/fi/tutkimus-ja-kehittaminen/tutkimukset-ja-hankkeet/finlapset-lasten-nuorten-ja-perheiden-terveys-ja-hyvinvointi>

National Crime Victim Study

<https://researchportal.helsinki.fi/fi/projects/kansallinen-rikosuhritutkimus-kansallinen-turvallisuuskysely>

Youth Crime Survey

<https://researchportal.helsinki.fi/fi/projects/nuorisorikollisuuskysely>

“I often find myself thinking how I should be or where I shouldn’t go” – Survey on hate speech and harassment and their influence on different minority groups.

<https://julkaisut.valtioneuvosto.fi/handle/10024/76633>



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