

<b>Report Name:</b>	<b>Community Safety Strategic Assessment</b>	
<b>Meeting:</b>	<b>Safer Communities Partnership Board</b>	
<b>Meeting Date:</b>	25 <sup>th</sup> Jan 2019	
<b>Enclosures:</b>	-----	
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<b>Restricted</b>		

## **Summary**

This report provides the Safer Communities Partnership Board (SCPB) with a summary of the findings of the annual Community Safety Strategic Assessment.

The Strategic Assessment is an annual review of the patterns of crime and antisocial behaviour. The strategic assessment fulfils the partnership responsibility under sections 5,6, and 7 Of the Crime and Disorder Act 1998 to conduct an annual review of the levels and patterns of crime and disorder.

The findings of the Strategic Assessment (together with results from consultation exercises) will help inform the annual refresh of Barnet's 2015-2020 Community Safety Strategy.

The 2015-2020 Community Safety Strategy is produced and delivered in line with the statutory duty under S6 Crime and Disorder Act 1998 the Barnet Safer Communities Partnership ('BSCP' or 'the Partnership') produces and implements a partnership strategy for reducing crime and anti-social behaviour. The Strategy focuses on working in partnership with our local community, businesses and partners; supporting victims of crime, managing offenders to reduce their reoffending and directing partnership resources to the high crime.

## **Recommendations**

- 1.** That the Safer Communities Partnership Board note and comment on the findings of the Community Safety Strategic Crime Needs Assessment.
- 2.** That the Safer Communities Partnership Board note the progress made by the Safer Communities Partnership on delivering the objectives of the Community Safety Strategy.

## **Introduction**

- 1.1 In line with the statutory duty under S6 Crime and Disorder Act 1998 the Barnet Safer Communities Partnership ('BSCP' or 'the Partnership') produces and implements a partnership strategy for reducing crime and anti-social behaviour.
- 1.2 The 2015-2020 Barnet Community Safety Strategy focuses on working in partnership with our local community, businesses and partners; supporting victims of crime, managing offenders to reduce their reoffending and directing partnership resources to the high crime and ASB areas in the borough.
- 1.3 The statutory duty also includes the production of an annual strategic crime needs assessment which analyses performance of the strategy and seeks to understand any changing or emerging crime and trends.
- 1.4 This report provides a summary of the findings of the annual strategic crime needs assessment, the emerging issues and the annual update to the Safer Communities Partnership Board on the progress made in delivering Barnet's Community Safety Strategy.

## **Background context**

- 1.5 The BSCP is a statutory Community Safety Partnership set up under Section 5-7 of the Crime and Disorder Act 1998. Partners are required to work together to protect their communities from crime and help people feel safer, work out how to deal with local issues like anti-social behaviour, drug and alcohol misuse and reoffending and annually assess local crime priorities, consulting with partners and the local community about how to deal with them.
- 1.6 Sections 5, 6 and 7 of the act stipulates that the responsible authorities for a local government area must formulate a strategy for the reduction of crime and disorder in the area and must carry out an annual review of the levels and patterns of crime and disorder.
- 1.7 The Community Safety Strategic Assessment is the annual review of crime levels and patterns and will inform the annual refresh of the 2015-2020 Community Safety Strategy and supporting action plan. As well as considering patterns of crime and disorder the assessment also considers the implementation of the 2015-2020 strategy against the priority objectives within that strategy.

## Strategic Priorities

### Overarching objectives:

- 2.1 The 2015-2020 Community Safety Strategy has four overarching objectives:
- To provide a victim centred approach to victims of crime and anti-social behaviour.
  - To maintain reductions in crime and anti-social behaviour.
  - To improve the perception of Barnet as a safe place to live, work and visit.
  - The Safer Community partnership ensures the safeguarding of children and vulnerable adults affected by crime, anti-social behaviour and substance misuse.

### Priority outcomes:

- 2.2 To work towards these objectives the Partnership committed it will work towards the following outcomes:
1. Residents and businesses feel confident that the police and council respond to crime and ASB in their area.
  2. Residents and businesses are engaged and informed about community safety and the action we have taken in their area.
  3. The Safer Communities Partnership prevents violence against women and girls, improves outcomes for victims and their children and holds perpetrators to account.
  4. The Safer Communities Partnership provides a co-ordinated multiagency response to violence, vulnerability and the criminal exploitation of children and vulnerable adults.
  5. Sustained reductions in offending and re-offending.
  6. Sustained reductions in high-volume crime types (for Barnet this will be Burglary).
  7. The Safer Communities partnership supports the boroughs diverse communities by ensuring there are effective and wide-ranging partnerships in place between the local authority, statutory and non-statutory partners, community groups and faith institutions that help mitigate risks from terrorism, extremism and hate crime.

## Summary findings of the Strategic Crime Needs Assessment

3.1 The following areas are covered in this summary:

- Barnet's overall crime rate and trends
- Crime levels in the last 12 months
- Performance, trends and key partnership activity for each of the 7 priority objectives of the Safer Communities partnership strategy

### Overall Crime rate and long-term trends

3.2 Barnet continues to be a safe place to live work and visit. The overall rate of crime in Barnet in the last 12 months<sup>1</sup> 66 per 1000 residents - this is the 8<sup>th</sup> lowest out of all 32 London boroughs and 28% lower than the London Average. The rate of Violent crime is even lower: Barnet had the 2<sup>nd</sup> lowest rate of Violence with Injury out of the 32 boroughs with 5.6 offences per 1000 population (35% lower than the average for London).

3.3 In addition to having a low crime rate compared to other areas Barnet has also seen a long term downward trend in the volume of crime over the years - from a peak of 35,000 offences in 2005, to under 28,000 offences in 2018<sup>2</sup>.

### Crime levels in the last 12 months<sup>3</sup>

3.4 Against the backdrop of long term reductions in crime levels and relatively low rates of crime compared to other areas, Barnet did see an increase in the number of offences during the last 12 months. There were 26,902 offences in Barnet in the 12 months up to March 2018, a 4% increase compared to the previous year.

3.5 It should be noted that during the same period the crime levels in London increased by 6%, an increase of 2 percentage points greater than the increase seen in Barnet.

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<sup>1</sup> 12 months to March 2018

<sup>2</sup> 12 months up to March 2018.

<sup>3</sup> 12 months to March 2018.

3.6 During this last 12-month period, crime types which have risen include:

- 54% increase in Robbery offences.
- 35% increase in fraud and forgery offences
- 26% increase in Residential Burglary
- 15% increase in sexual offences

3.7 Crime types which have fallen include:

- Business and Community Burglary has decreased by 31%
- Drug offences are down by almost 20%
- 'Other Violence' has fallen by 12%
- Motor Vehicle Interference & tampering decreased by almost 10%
- Theft from Shops is down by 9%
- Assault with Injury has decreased by almost 5%

3.8 The table below shows the volume of different crimes in Barnet for 2017/18 compared to 1 year ago and 5 years ago.

	2012/13	2016/17	2017/18	% change vs. one year ago	% change vs. 5 years ago
Robbery	1075	463	714	54.2%	-33.6%
Theft from motor vehicle	3032	2360	2514	6.5%	-17.1%
Burglary	4804	3297	3583	8.7%	-25.4%
Theft of motor vehicle	700	809	1230	52.0%	75.7%
Criminal damage	1885	2190	2126	-2.9%	12.8%
Theft from person	735	695	794	14.2%	8.0%
Violence with injury	1437	2229	2174	-2.5%	51.3%

# Delivering the Community Safety Strategy

*Residents and businesses feel confident that the police and council respond to crime and ASB in their area*

## 4.1 Performance

- Barnet residents made 8,268 ASB related calls to police in the last 12 months<sup>4</sup>; 196 of these were repeat callers.
- These figures represent a 10.9% reduction in total ASB calls and 12.9% reduction in repeat ASB calls compared to one year ago.
- According to the Residents Perception survey<sup>5</sup> 60% are very or fairly satisfied that police and council are dealing with crime and ASB in their local area and residents top ASB concerns are: 'rubbish and litter lying around' (44%), followed by 'people using or dealing drugs' (31%).
- There has been an increase reports relating to environmental crimes – including littering, Flytipping and illegal encampments

## 4.2 Key Partnership Activity

- 4.3 The Barnet Safer Communities Partnership has been working with the police, council and other partner agencies to deliver a coordinated response to repeat anti-social behaviour locations, supporting repeat victims and tackling persistent anti-social behaviour.
- 4.4 This Barnet approach puts victims at the heart of the response to ASB and delivers enhanced multi-agency interventions to bring relief neighbourhoods suffering from persistent and complex anti-social behaviour problems - including street drinking, substance misuse issues, littering and fly-tipping.
- 4.5 This work is facilitated and driven through a multi-agency problem solving panel which meets regularly to review the most persist and complex ASB cases. This panel is known as the Community Safety Multi-Agency Risk Assessment Case Conference (CS MARAC<sup>6</sup>). By Q4 of

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<sup>4</sup> To the 4<sup>th</sup> April 2018

<sup>5</sup> Autumn 2017

<sup>6</sup> The CS MARAC is made up of a core group of officers from across the partnership including: Barnet Community Safety Team, Police, Family Services (Youth Offending Service, Social Care), Family First and schools representative, Barnet Homes, Social Landlords, the National Probation Service, Victim Support and Mental Health Services.

2017/18 the CS MARAC coordinated interventions across an average of over 30 ASB cases per month.

- 4.6 The Safer Communities Partnership has been taking action against littering and fly-tipping. The interventions have included: i) publicity campaigns and neighbourhood based engagement work to raise awareness of the enforcement approach and deter littering and fly-tipping; and ii) enforcement action against those identified as being responsible.
- 4.7 In the 12 month April 2017 – March 2018 there were 4134 FPNs issued for littering (an increase of 40% on the previous year), 652 issued for flipping (an increase of 570% on the previous year) and 372 issued for Section 34 Duty of Care Offences. In addition, during 2018 the council seized two vehicles identified as being involved in fly-tipping and a business was ordered to pay nearly £10,000 in fines and costs after a successful prosecution by Barnet council.



## *Residents and businesses are engaged and informed about community safety and the action we have taken in their area*

### **5.1 Performance**

- Crime remains the top community concern – In the Residents Perception Survey (RPS), Crime was rated as the top overall concern (39%) followed by lack of affordable housing (38%).
- Barnet residents want to be informed – the Public Attitude Survey (PAS) results show that 41% of residents feel well informed about local police activities over the last 12 months up to September 2018
- Barnet residents are confident the police listen to local concerns –73% agreed that the police listen to the concerns of local people
- Contacting their local ward officer- 27% of Barnet residents said they know how to contact their local ward officer
- Doing a good job- 70% of Barnet residents over the 12 months up to September 2018 agreed that the police do a good job in their local area

### **5.2 Key partnership activity**

- 5.3 The Barnet Safer Communities Partnership has commissioned Victim Support to deliver a local “ASB and Victim Support Project” with the aim of supporting victims and witnesses of anti-social behaviour (ASB) and keeping them informed of the actions being taken.
- 5.4 During 2017/18 this project supported 79 victims of anti-social behaviour. A survey conducted with clients exiting the support service found a client satisfaction rate of 100%<sup>7</sup>
- 5.5 The Barnet Safer Communities Partnership has invested in the OWL (Online Watch Link) system to help keep the community safe and updated with the latest crime prevention advice from the police and Neighbourhood Watch. The early signs are encouraging – over 12,500 residents are signed up to OWL, and linked to over 2,700 Neighbourhood Watches across the borough.
- 5.6 In a survey conducted in Q2 of 2018/19, asking people how well their local police Safer Neighbourhood Team keeps them informed, 50% of people responded positively – the third highest positive response rate out of all 32 London boroughs. It is likely that the adoption, implementation and use of the OWL system has contributed to this strong performance.

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<sup>7</sup> Based on survey of 24 clients exiting the service in Q1 and Q2 2018/19

*The Safer Communities Partnership prevents violence against women and girls, improves outcomes for victims and their children and holds perpetrators to account*

## 6.1 Performance

- Barnet's rate of domestic violence and abuse is 13 per 1,000 population. This is the 4<sup>th</sup> lowest rate of the 32 London boroughs.<sup>8</sup>
- There has been an increase of 12% in domestic abuse (violence with injury) offences recorded by the police compared to the previous year.
- Sanction detection rates for domestic abuse (violence with injury) decreased from 32% in 2017 to 23% in 2018 (9% reduction).<sup>9</sup>
- Sanction detection rates for rape have fallen from 7.9% in 2017 to 2.6% in 2018<sup>10</sup>
- Domestic Violence and Sexual Offences over the last 12 months is estimated to cost Barnet £63,831,915<sup>11</sup>
- The number of referrals made to the Domestic Violence Multi-Agency Risk Assessment Conference (DV MARAC) in 2018 has increased by 11.4%.<sup>12</sup>
- The percentage of repeat cases at the MARAC increased from 10.4% in 2017 % to 11.1% in 2018.<sup>13</sup>

6.2 An assessment of the DV MARAC referrals over a 12-month period<sup>14</sup> showed that:

- 97% of victims referred to the DV MARAC are female.
- Between 31-40 years old is the peak age range for both Victims and Perpetrators linked to the DV MARAC caseload. The rate is almost more than double any other age range.
- 17% of victims in the cohort had a mental health issue and 11% had a substance misuse issue.
- 95% of perpetrators at the DV MARAC were male
- 8% of the perpetrators had a mental health issue and 35% had a substance misuse issue.

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<sup>8</sup> 12 months up to September 2017.

<sup>9</sup> 12 months up to March 2018.

<sup>10</sup> 12 months to March 2018

<sup>11</sup> 12 months to March 2018. Source: Open Barnet

<sup>12</sup> 12 months to June 2018 compared to 12 months to June 2017.

<sup>13</sup> 12 months to June 2018

<sup>14</sup> 12 months to June 2018

## Key Partnership Activity

6.3 Partner organisations in the borough work together to respond to VAWG with the aim of preventing it and reducing the harm it causes to victims, their families and the wider community. This work is focused on:

- i. Preventing Violence against women and girl;
- ii. Improving outcomes for victims and their children
- iii. Holding perpetrators to account
- iv. Enhancing joint working practices between agencies

6.4 This work has included:

- Barnet Council's continued funding of specialist services for victims of DVA and VAWG; this includes refuge provision, IDVA Service and the Domestic Violence MARAC.
- Between April 2017 and March 2018 Solace Women's Aid received 1144 referrals to Barnet's IDVA service, 40 referrals for our refuge service and our DV MARAC, delivered by Hestia, received 308 referrals with 261 children within these households.
- In 12 months to January 2018, 539 Domestic Abuse perpetrators were identified and proceed against with either charges or cautions. In the 12 months to January 2019, 501 perpetrators were charged or cautioned.
- Barnet council commission RISE to deliver an adult and young people's perpetrator service to support perpetrators in changing their behaviour.
- Barnet's One Stop Shop (OSS) is a drop-in service for early intervention and advice for victims of DVA and VAWG. The OSS which is delivered by Barnet Homes (with partners including Barnet council, Victim Support, Jewish Women's Aid, Solace Women's Aid, private solicitor firms, Barnet Magistrate and Cyber Care) has provided advice and support to 456 victims of Domestic Abuse in the 12 months to March 2018.

*The Safer Communities Partnership provides a co-ordinated multiagency response to violence, vulnerability and the criminal exploitation of children and vulnerable adults (VVE)*

## 7.1 Performance

### *Overall trends in reported levels of Violent Crime*

- 7.2 In the years following 2014 there had been an upward trend in the volume of reported violent crime in London<sup>15</sup>, a trend which was reflected in Barnet as well. However, for the first time in a number of years the number of Violent Crime fell in Barnet during the last year; there were 2174 Violence with Injury Offences in Barnet between April 2017 and March 2018 – a reduction of 2.5%.
- 7.3 It is also important to note that Barnet remains one of the safest boroughs in London with the 2<sup>nd</sup> lowest rate of violent crime with injury per 1000 population out of all 32 London boroughs – an improvement from one year ago at which point Barnet had the 3<sup>rd</sup> lowest rate of violent crime with injury.

### *Trends in Serious Youth Violence*

- 7.4 Barnet is one of London's safest boroughs in which to live and work with the 2<sup>nd</sup> lowest rates of violent crime<sup>16</sup> in London. However, although small in number there have been some significant issues in terms of gangs and serious youth violence. As at July 2018, 72 young people in Barnet were being supervised by the Youth Offending Team on statutory orders and of these approximately 20% are believed to be gang-involved. Analysis of Vulnerable Adolescents<sup>17</sup> data found that as at April 2018, of 114 identified vulnerable adolescents in Barnet approximately 31% were identified as being, or at risk of being, criminally exploited by gangs.<sup>18</sup>
- 7.5 Over the last 12 months (to March 2018) in Barnet there have been reductions in Violence with Injury, the number of people aged under 25 years injured by knife crime and the number of gun discharges:

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<sup>15</sup> It is believed that some of the increase is accounted for by changes in reporting and recording practices

<sup>16</sup> In the 12 months to March 2018, Barnet had the 2<sup>nd</sup> lowest rate of Violence with Injury out of the 32 boroughs with 5.6 offences per 1000 population (35% lower than the average for London).

<sup>17</sup> Vulnerable Adolescents being defined as being known to one of the following cohorts: YOT, MASE, Missing cohort, At risk of criminal or sexual exploitation

<sup>18</sup> See:

<https://barnet.moderngov.co.uk/documents/s47807/Family%20Service%20Community%20Safety%20Board.pdf>

- 2.5% reduction in Violence with Injury Offences (from 2229 to 2174)
- 4% reduction in Knife injury (non DV) crimes when the victim is under 25 years old (from 49 offences to 47)
- 89% reduction in gun discharges crime (from 9 to 1)

## 7.6 Key partnership activity

7.7 During 2017/18 Barnet has launched its REACH Team focusing on engaging and supporting vulnerable young people. The Barnet REACH (Resilient, Engaged, Achieving Children) Team, based within Family Services, aims to work with young people to reduce their risk of, and vulnerability to, engaging in gangs, serious youth violence, child sexual exploitation, missing episodes and related vulnerabilities. It is a wraparound service in which a single assessment of risks and needs, leading to a single multi-agency plan and reviewing process, is being piloted to test the benefits of:

- A smaller, multi-skilled and multi-professional team to lead in the delivery of support to high risk/high vulnerability adolescents
- A single comprehensive assessment of need and risk
- A single multi-agency and outcomes-focussed plan
- A single monitoring and review process

7.8 REACH seeks to improve the educational and well-being outcomes for young people and families with complex needs. Its multi-disciplinary services and partners include clinical psychologists, police, education, health, and MAC-UK (outreach partner). The aim is to co-produce services to responsively meet the needs these young people and their families.

7.9 During 2017/18 the REACH project has been working with an average of 26 vulnerable young people each quarter as well as the siblings of those young people. Those being worked with display all or some of the following vulnerabilities: Child sexual exploitation; Gang Serious Youth Violence/offending (GSYV); Missing persons episodes; Harmful sexualised behaviour.

7.10 In addition Family Services have overseen the delivery of preventative school engagement work. Together, the REACH project and the school engagement activity work to prevent young people from becoming involved in gangs in family, school and community settings.

## ***Sustained Reductions in Offending and Re-offending***

### **8.1 Performance**

- According to the Ministry of Justice in July 2018; the proven adult re offending rate in Barnet is 26.3% for Barnet – this is an increase compared to the same period the previous year.

### **8.2 Partnership activity**

8.3 Within the Barnet IOM team, the Barnet Safer Communities Partnership agencies work together to: a) identify the most prolific and high harm repeat offenders committing crime in Barnet; b) put in place supportive interventions to help the offender break out of the cycle of reoffending; and c) maximise the speed with which those offenders which do reoffend are caught and brought to justice

8.4 Under the Safer Communities Partnership Board the Barnet Enhanced Reducing Offending Project is working to enhance the effectiveness of the Barnet Integrated Offender Management scheme (IOM) and strengthen the wider partnership approach to reducing offending.

8.5 During 2018 this project, supported by a full time Reducing Reoffending Partnership Coordinator, the partnership has worked to:

- Increase the degree of multi-agency co-located working within the IOM team
- Enhance partnership Information Sharing to support the identification of offenders, assessment of offenders' criminogenic needs, and the development of effective inter-agency intervention plans. This work has been underpinned by a new Information Sharing Agreement
- Refresh the cohort selection process – an updated referral process has been put in place which has resulted in an increase in the range of agencies making referrals into the IOM. The ECINS partnership information system is being introduced to provide a secure information sharing platform for the panel meetings.
- Develop and strengthening the Resettlement Referral Pathways - Including accommodation, Employment training and education, mental health, physical health, substance misuse and social needs.

## ***Sustained Reductions in High-Volume Crime Types (For Barnet This Will Be Burglary)***

### **9.1 Performance**

- In the 12 months to March 2018 there were 2829 Residential Burglaries in Barnet, equating to a rate of 20.8 per 1000 households. This rate is the 4th highest out of the 32 boroughs across London.
- In the same period, there were 698 Non-residential Burglaries in Barnet, equating to a rate of 1.8 per 1000 residents. This rate is the 13th highest out of the 32 boroughs across London.
- The estimated annual cost of harm from Burglaries in Barnet is over £14million. This is a rise of over £1million compared to the previous year.<sup>19</sup>
- Considering Residential and Non-residential burglary together, the monthly level of burglaries in Barnet has been relatively stable of the past three years at approximately 300 per month.<sup>20</sup>

### **9.2 Partnership Activity**

- 9.2.1 The expanded Automatic Number Plate Recognition (ANPR) camera coverage<sup>21</sup> is helping deter crime involving vehicles and helping the police identify and catch offenders. The ANPR cameras are live 7 days-a-week 24 hours-a-day. Recently evidence from the Barnet ANPR cameras was instrumental in the conviction of three people who had driven into the borough and committed an Aggravated Burglary.
- 9.2.2 The Barnet Safer Communities Partnership has invested in the OWL (Online Watch Link) system. This system means it is means that it's now easier than ever for residents to get involved in the local Neighbourhood Watches and to benefit from up-to-date, locally focused, crime prevention advice and information from the police, Neighbourhood Watch and local authority.
- 9.2.3 The Safer Communities Partnership has been working closely with Neighbourhood Watch whose trained watch coordinators are delivering crime prevention advice to their local areas. In the last 12

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<sup>19</sup> 12 months to March 2018 compared to March 2017.

<sup>20</sup> 12 months to March 2018.

<sup>21</sup> Implemented through a joint police and council project

months, the number of Neighbourhood Watches in Barnet has more than doubled.

9.2.4 Crime prevention campaigns: The Barnet Burglary Reduction Partnership Group (sub group of the Barnet Safer Communities Partnership Board) has promoted Burglary related crime prevention advice to residents across Barnet using a combination of social media, articles in publications such as the Barnet First Magazine and direct messages to residents using the OWL system.



*The Safer Communities partnership supports the boroughs diverse communities by ensuring there are effective and wide-ranging partnerships in place between the local authority, statutory and non-statutory partners, community groups and faith institutions that help mitigate risks from terrorism, extremism and hate crime*

## **The Prevent Strategy**

10.1 The Barnet Prevent Strategy was launched during 2017/2018. The overarching objective in the Strategy is to:

- “Keep the people of Barnet safe by accurately identifying people vulnerable to being drawn into terrorism and/or violent extremism and to safeguarding children and adults by providing early intervention to protect and divert people away from being drawn into terrorist activity.”

## **Hate Crime Awareness**

### **Performance**

10.2 Overall, Barnet's reported volumes of racist and religious Hate Crime remains considerably below the London average. However, the Barnet Safer Communities Partnership recognises that Hate Crime is, both locally and nationally, significantly underreported.

10.3 Number of Hate Crimes recorded by police in Barnet during 2018:

- Disability Hate Crime: 10
- Faith, Race, Religion and National Origin: 558
- Homophobic and Transgender: 34

### **Partnership Activity**

10.4 The Barnet Zero Tolerance to Hate Crime Project is part of the Barnet Safer Communities Partnership's commitment to working together to improve access to justice for victims of hate crime and making it easier for people to report Hate Crime and get the support they need. The project has been supported with funding secured from MOPAC by the Barnet Safer Communities Partnership.

- 10.5 The Barnet Zero Tolerance to Hate Crime Project brings together Barnet Council, the Police, Barnet Mencap and other community and voluntary sector partners in order to increase the profile and reach of Barnet's Hate Crime Reporting Centres.
- 10.6 The reporting centres support people who have been victims of hate crime to report it. During 2018 the project has delivered seven training sessions to staff in the reporting centres as well as additional training sessions to front line staff across partnership agencies. The project has also been holding Hate Crime Awareness raising workshops with residents and service users.
- 10.7 In addition, during the 2018 Hate Crime Awareness week the Barnet Zero tolerance to Hate Crime Project held events each day of the week at different locations across the borough. During this week of engagement 250 residents signed up to become Hate Crime Reporting Champions