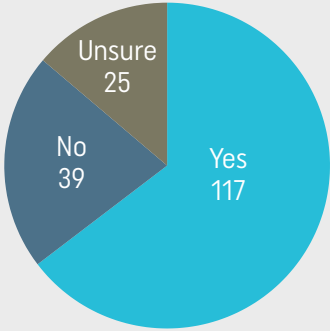


Identity-Based Harm Prevention Project



Have you experienced identity-based harm in the Waterloo Region?

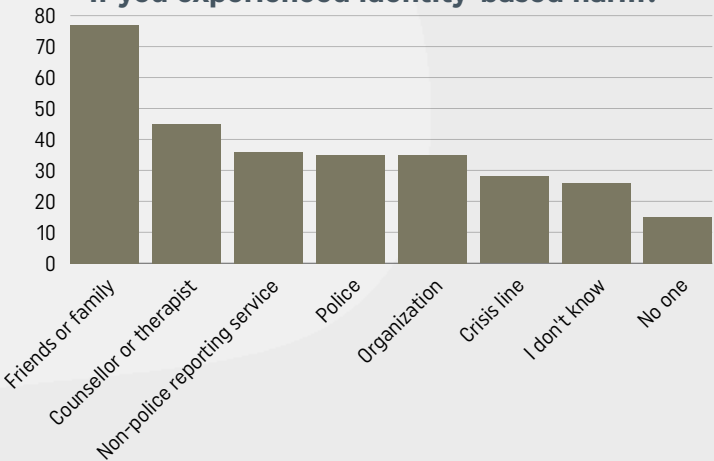


of respondents said **restorative practices** would meet their healing and justice needs.



of respondents said the person who caused them harm being **arrested or jailed** would meet their healing and justice needs.

Who would you contact in the Waterloo Region if you experienced identity-based harm?



"I don't trust the police or criminal justice system to appropriately handle these incidents."

"I do not like to involve police because they are among those that have caused me the most harm."

"I am more comfortable with someone with similar background who would understand my feelings."

"Organizations feel much safer and welcoming."

What would be most effective for preventing identity-based harm?



of respondents said **school curriculum** on identity-based harm



of respondents said **educating members of the public** on identity-based harm



of respondents said **workplace training** on identity-based harm

What needs are most prevalent among community members who have experienced identity-based harm?

"Intersectionality is often overlooked."

"Affirming opportunities for healing and identity formation and belonging."

"More trusted spaces to report harm and receive care and advocacy."

"Healing happens in relationship."

"Space to voice and express impact and explore genuine accountability."

What we heard about identity-based harm and justice:



"Police pick and choose who to enforce, and some crimes are enforced more than others."

"There should be re-education after committing a crime that shows you're taking action to change."

"Offenders are often victims... and sometimes victims can't accept that they're victims."

"If [justice] doesn't exist everywhere, then it can't exist anywhere."

What we heard about identity-based harm and healing:

"People can help each other heal through community."

"Healing can happen in the justice system when the victim has a voice."

"Healing is being heard... it's communal."

"I do need the comfort of an apology to heal."

"Healing is easier when I'm confident in my identity and I can understand myself."

