

# COMMUNITY VOICES

A BIASHELP MAGAZINE • SUMMER 2014

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## Message from the Executive Managing Director

**S**eth Stephens-Davidowitz wrote an instructive article on *Stormfront.org* for the *New York Times* in early July. *Stormfront* is America's most popular online hate site. It was founded in 1995 by Don Black, a former KKK leader. Stephens-Davidowitz did an exhaustive analysis of tens of thousands of site profiles. He called his undertaking: "Big Hatred Meets Big Data."

There were a number of take-aways from this excellent piece:

- The main focus of the 200,000 – 400,000 people who visit the site every month is hatred of Jewish people. Many are holocaust deniers. Anti-Semitism is unfortunately alive and well.
- The most common age for people joining the site is 19.
- 70% of registered users are male. 30% are female.

- The most members per capita are from Montana, Alaska and Idaho. But given the site's target audience (young and white), the membership rate is actually higher for that segment of the population in states (like California and New York) with large minority populations.

- Registered members are news junkies (2X as likely to visit the New York Times website than the typical American).

- There is no relationship between any given month's registration and a state's unemployment rates. Economic hard times don't equal more hatred.

- Citing economists like Alan B. Krueger, Roland G. Fryer Jr. and Steven D. Levitts, the writer indicates that terrorists and haters are not disproportionately poor and are better educated than typical Americans.

*Seth Stephens-Davidowitz offers no easy explanation for why people feel and act the way they do. The data doesn't support easy conclusions or solutions. Stereotyping haters is wrong-headed and counter productive.*

**But one statistic does stand out: the age of registered users. The users of sites like Stormfront are young. The problems we face are huge, but the young age of Stormfront users suggests a place to start. Early intervention and early diversity training are essential.**

*John Haigney*

## CHEF'S SECRETS Behind the Scenes 10



**T**o attendees, Chef's Secrets may simply be a few hours on a Sunday where they get to enjoy the luxurious setting of the de Seversky Mansion all for the sake of a good cause. Behind the scenes however, this event is months in the making.

During the springtime, the Development Committee (comprised of our Management Team and Development Team) has production meetings to discuss ideas for the event, such as honorees, themes, colors/designs. Outreach materials, such as letters and forms are created at this time to help enable the team to start soliciting donations for our raffle baskets and auction items as soon as possible from local and national businesses. Many companies require a few months advance notice (especially for items such as airline tickets, resort stays, theme park passes, etc.).

Our graphic design team works with us every step of the way, creating all of the materials for outreach, as well as 'save the date' cards, invitations, signage for the event, website upkeep, the commemorative journal and certificates of thanks that we send each chef and vendor who participated. All of these items are created in-house, which enables us all to bounce around ideas. However, throughout this process, communication between departments and adhering to a time table is key in helping to ensure that things run accordingly. The Graphic Department also creates the descriptive titles for each basket once they have been assembled by the event coordinators. Each basket is displayed in its own unique grandeur.

The de Seversky Mansion has been the home of Chef's Secrets for the past six years. We have been fortunate to have such an amazing space to host the event as well as cooperation from the mansions' staff the day of the event. From creating floor plans, event set up and all throughout the evening; you will find the de Seversky staff working hard to ensure that our guests are enjoying the event.

None of this would be possible without the talented chefs and vendors who have joined us over the years graciously donating their time and culinary creations for the event. We are so fortunate to have them joining us year after year from amazing restaurants all across Long Island. Initially, we reach out to those who joined us the year prior with the hopes that they'll come back. We have been so privileged to have many who have confirmed "we will be back next year!" before the event is even over! When summer is in full swing we go full force contacting new establishments who we may hear of through word of mouth, online research, newspaper reviews, attending other community events as well as personally patronizing these establishments. Contacting the chefs is no easy feat. Due to their hectic schedules, as well as owning or working different locations, many times we will be contacting them later in the evenings or on weekends to try and touch base. And yes, there have been quite a few times where we have driven all over Long Island to touch base with a chef in order to obtain a signed contract.

On the day of the event, set up starts at nine o'clock in the morning. This includes putting together centerpieces, setting up the auction items, arranging raffle baskets in an eye catching manner to entice guests to purchase raffle tickets, placing signage throughout the venue and ensuring that table set up (for guests as well as chefs/vendors) goes as planned. Agency staff members present offer their hospitality to guests throughout the evening, all while giving a history about the agency's mission, and what their respective jobs within it are, all to give a little more insight into the services we provide to the community.

**Planning is currently underway for Chef's Secrets 10 to be held on Sunday, November 2nd, 2014. We hope to see you there!**

## OUR PROGRAMS

### WORKSHOPS

Specially tailored workshops and trainings are available on a wide variety of topics including bullying, technobullying, cultural sensitivity/stereotyping, NYS Hate Crime law, the continuum of prejudicial behavior, violence prevention, suicide prevention, anger management, Dignity for All Students Act (DASA) compliance and more.

### OLWEUS

Through a joint project with the Long Island Network of Community Services, Inc. (LINCS), BiasHELP has certified trainers available to work with schools on the implementation of the foremost bullying prevention program available, the Olweus Bullying Prevention Program (OBPP). OBPP is a whole school program that has been proven to prevent or reduce bullying throughout a school setting.

### MIRROR IMAGES

This landmark DVD series, highlights the rich history, the challenges and the lives of America's diverse populations. The series is being distributed nationwide and is being used in conjunction with Diversity Done Right's widely acclaimed diversity trainings.

### A VOICE

**Against Violence & Oppression in Communities Everywhere (A VOICE)** is a BiasHELP project that fosters unity and respect among diverse communities by making an impact among vulnerable children and their families at 4 levels: the individual, family, agency and community.

**For more detailed information on these programs or to see what else BiasHELP has to offer, please visit us online at [BiasHELP.org](http://BiasHELP.org), follow us on Facebook or call us at 631-479-6015.**

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### EMPLOYMENT OPPORTUNITIES

BiasHELP, Inc. is looking for qualified individuals to join their professional team of employees. BiasHELP, Inc. is a 501(c)(3) not-for-profit agency dedicated to prevention of bias crimes, hate-related harassment, bullying, technobullying/cyberbullying and discrimination. Located on Long Island, BiasHELP provides programs and services locally, regionally and nationally. BiasHELP considers an action to be discriminatory when a person or group is targeted, in whole or in part, because of their perceived differences, including race, color, national origin, ancestry, gender, religion, age, disability or sexual orientation. We offer a competitive salary and benefits package. BiasHELP is an equal opportunity employer committed to diversity in the workplace. Please forward your cover letter and resume to:

BiasHELP, Inc.  
Attention: Robert Nicoletti  
Human Resources  
60 Adams Avenue, Suite 102  
Hauppauge, New York 11788  
or you can fax them to:  
Fax: (631) 656-7235  
Email: [rnicoletti@biashelp.org](mailto:rnicoletti@biashelp.org)

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# HATE CRIMES ON LONG ISLAND

## A Spike in Hate Crime—Few Arrested

**Hate crimes in New York are up 30%, according to the state's Division of Criminal Justice Services (November 2013). In 2011, there were 554 reported hate crime incidents; in 2012, 720.**

**Not only are reported hate crimes in the Empire State at an all-time high, this spike bucks a downward trend nationally. The FBI reported 6,222 incidents of hate crimes in the country in 2011, and 5796 in 2012 – a reduction of 6.85%.**

New York is also in disagreement with the nation in terms of bias motivations for hate crimes. While Race/Ethnicity/National Origin (59.8%) is the top bias motivation given for hate crimes nationally, followed by Sexual Orientation (19.7%) and Religion (12.3%), in New York, it is Religion (56.3%), Race/Ethnicity/National Origin (29.9%) and Sexual Orientation (12.9%).

An examination of the 2012 data for Long Island shows the region is over-represented in terms of reported hate crimes. The four counties on Long Island – Kings (Brooklyn), Queens, Nassau and Suffolk – accounted for 56.3% (405) of hate crime incidents. Add in New York County (Manhattan) and it's 69.2% (498) of the state's total reported hate crimes. Include Staten Island (26) and the three islands account for a whopping 72.8% of the state's reported hate crimes.

### What is a hate crime?

*Under New York Penal Law Section 485.05, a person commits a hate crime when one of a specified set of offenses is committed targeting a victim because of a perception or belief about their race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation, or when such an act is committed as a result of that type of perception or belief.*

*Hate crimes can be perpetrated against an individual, a group of individuals, or against public or private property. (FBI)*

Nassau and Suffolk alone accounted for 24.7% (178) of the statewide crime incidents in 2012 – a disproportionate representation given they contain just 18.6% of the state's population.

Suffolk stands out further given its single year 200% rise in reported hate crimes. Police authorities there registered 39 hate crimes for 2011 and 117 for 2012.

### The reason for the spike?

*Law enforcement authorities believe the increase is actually good news and evidence of better policing...perhaps.*

*A more compelling reason for the rise is the work by civil rights organizations to create a safer space for residents to report abuses. For example, many of the hate crimes against immigrant workers have been discovered via community forums conducted by such groups.*

### But what accounts for the tiny number of arrests?

*In 2012 Nassau and Suffolk reported 24.7% of the state's hate crimes, but just 3.5% of arrests.*

*The two county arrest rate is just over five percent. That is, ninety-five percent of hate crime cases in Nassau and Suffolk counties for 2012 were arrest-free. By comparison, all of the state's biggest counties reported higher rates of hate crimes arrests, including, Bronx County 86%, Erie 70% and Westchester 67%.*

If increases in reported hate crimes on Long Island are due to better policing and better informed residents, that's great news. Certainly, Suffolk's 200% spike suggests crimes were going unreported or ignored. However, reporting hate crimes is not enough; violators must be arrested, prosecuted and punished. That so few perpetrators of hate crimes here are arrested suggests we have a long way to go towards ensuring justice for all.

# COMING OUT IN THE



Story By  
BiasHELP Staff

## THE STORY OF MICHAEL SAM

**M**ichael Sam, Defensive End for the St. Louis Rams, was born on Jan 7, 1990 in Galveston, Texas. His story begins in Texas, playing Defensive End and Offensive Tackle for Hitchcock High School. After a highly successful four years and scholarship offers from numerous high profile universities throughout the country, this All-American chose to make the University of Missouri his home for the next four years of his career. Michael Sam continued his impressive run from 2009-2013 accumulating numerous honors and an impressive record. In August of 2013, prior to his graduation from the University of Missouri, Michael Sam courageously came out as gay to his fellow teammates. In the 2014 NFL Draft, as a 7th Round Draft pick for the St. Louis Rams, Michael Sam overcame a long up and down ordeal, to become the first openly gay football player ever drafted into the NFL.

It's possible that the most revolutionary moment in Michael Sam's courageous journey toward a position with the St. Louis Rams football team was 'The Kiss.' When he was finally chosen as a rookie Defensive End, he instinctively kissed his boyfriend, Vito Cammisano - cameras rolling and the international media watching. It was a tender, moving gesture and completely in keeping with the moment. It would have been nothing special if Michael were kissing a girlfriend - but he wasn't - and that's why it was a revolutionary moment.

Michael Sam's decision to come out shortly after finishing an illustrious college football career at the University of Missouri (All-American, Southeastern Conference Player of the Year) was startling and brave. The decision by the Ram's organization to recognize his talent and draft him was also a breakthrough. But the spontaneous kiss when he heard the news was the real revolutionary moment.

The kiss meant Michael Sam was a real person with a life and feelings, not just an abstract symbol of gay progress. The semi-shocked press reaction and the turmoil on Twitter were indicators that this country might be ready for the idea of an out gay football player, but not quite prepared for the reality of a full bodied flesh and blood person moving about on the football stage.

Good for Michael Sam. He shoved the story in the right direction. We don't need an abstract symbol of liberation. We need actual people. Haters have an easier time attacking abstractions. Real living people with partners and families and struggles and laughter and tears are harder to trash and marginalize.

It remains to be seen how far Michael Sam's career will go or how accepting the NFL will ultimately be, but what Michael Sam accomplished this year was enormously important. He moved the gay liberation narrative forward. He moved it into the heart of football culture.

The culture of football is vitally important because it's the place where many Americans forge their identities, their notions of success and their sense of what's permissible and what's not. To change football is, in many ways, to change America.

This is a lot to put on football - a dangerous sport run as a ruthless business. It's facing enormous challenges at the moment: racism, locker room bullying, the ongoing tragedy of head injuries. But if football can evolve - become more accepting of diversity, draw the proper locker room boundaries for behavior - perhaps America can also evolve.

County	No. of Incidents	Arrests	Arrest Rate
Bronx	28	24	86%
Erie	49	34	70%
Westchester	21	14	67%
Queens	70	33	47%
Kings	157	55	35%
New York	93	31	33%
Nassau	61	4	6%
Suffolk	117	6	5%



# MARCELO LUCERO

## Remembering 5 years later

November 8, 2013 marked the fifth anniversary of the tragic death of Marcelo Lucero, an Ecuadorian immigrant who was racially targeted by a group of seven boys and stabbed to death on a Patchogue street. His murder shocked Long Islanders, attracted national press coverage and refocused community attention on the horror and tragedy of hate crimes. It highlighted, like few events before, the need for policy reform and radical environmental/cultural change.

An investigation that followed the murder revealed that the Suffolk County Police Department had failed to fully investigate previous attacks by teens targeting Latino immigrants in the town of Patchogue. A pattern of real anti-immigrant discrimination and intimidation was missed. But discrimination in the town of Patchogue was only part of the issue. It was clear that Suffolk County, as a whole, had serious discrimination problems.

During the past few decades, the County has experienced a large influx of undocumented Latino immigrants. A number of locals have responded with violence and hostility.

Five years ago, just before Marcelo Lucero's murder, the climate for Latino immigrants in a number of Suffolk County neighborhoods was tense, at best, and often dangerously hostile. Many in the Latino community reported that police turned a blind eye to violence or persuaded victims not to press charges. This was especially the case when adolescents were the ones perpetrating the hate-related violence.

More than five years have passed since the death of Marcelo Lucero. It's important to examine how the community has responded and what has changed.

There have been a number of positive changes since 2008:

### 1. Suffolk County Police

The Suffolk County Police Department made some changes immediately after Marcelo Lucero's death and committed itself to additional changes in a December 2013 agreement with the U.S. Justice Department. Some of the key requirements of the 2013 agreement are as follows:

- All complaints of discriminatory policing must be forwarded to the Department's Internal Affairs Office. A full investigation must be initiated within 48 hours of the reported incident.

- All reports alleging discrimination must be reported to the Justice Department every six months, along with self-assessments. Police officers must provide annual reports, accompanied by an analysis of traffic stops and hate crime trends. The Justice Department will have full, unrestricted access to the county staff, facilities and documents.
- All police officers must participate in periodic trainings which focus on cultural sensitivity, hate crimes, and best practices for bias free policing.
- All information/complaint forms must be available in multiple languages, including Spanish. In addition, bilingual phone operators must be available.
- Each police precinct must have a bilingual community liaison. Outreach to the Latino community by high ranking officers must be improved.

### 2. The Federal Government

- At least once a year, the Federal Government will monitor SCPD compliance with hate/bias crime investigations.

### 3. The Patchogue/Medford Community

- In the aftermath of the murder, local religious congregations joined forces to address the fear and anxiety in the community.
- Mayor Paul Pontieri met immediately with all segments of the community to try to heal wounds, assure public safety and chart a path forward.
- The Mayor provided safe forums for members of the Latino community to express their fears and concerns.
- The Mayor contacted BiasHELP to facilitate community workshops aimed at reducing and healing tensions and community divisions. *Continued on page 6*

### 4. BiasHELP

- Created the A VOICE Project (Against Violence In Communities Everywhere)
- Created and developed the A VOICE coalition involving community leaders, clergy, school administrators, community members, students, parents and businesses, etc.
- Hosted community events
- Facilitated workshops in the community with schools, community based organizations, religious congregations, medical facilities, etc.
- Facilitated *Family Voices*, providing a safe environment where families could support each other and heal
- Introduced the Olweus Bullying Prevention Program to the Patchogue/Medford School District
- Participated in community events, i.e. *Live After Five* and *Play for Peace*
- The Knapp Swezey Foundation, which supported all of the above initiatives with a generous multiyear grant, joined BiasHELP and the whole community of Patchogue/Medford in fostering a vision of a revitalized, diverse community

### 5. Lucero de America Foundation

- Community members, businesses, professionals, etc. established a foundation to assist Latinos to get involved in community activities through educational workshops

### 6. PBS

- *Not In My Town - Light in the Darkness*, a documentary produced by The Working Group

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**MAKE A DIFFERENCE**  
 Visit Us online at  
**BiasHELP.org**  
**AND MAKE A DONATION.**  
*Your support helps keep our important programs going throughout the year in communities and schools throughout Long Island.*

**BiasHELP would like to thank the following Supporters for their generous contributions to help promote and continue the many important programs we have to offer the many businesses, families and community organizations throughout Long Island.**

**Knapp Swezey Foundation**

**Senator John J. Flannigan**

**New York Community Bank Foundation**

**Office of Minority Health**

**If you are interested in making a contribution to BiasHELP please call 631-479-6015 for more information. Thank You!**

## Important Numbers to Know

**IF YOU REQUIRE IMMEDIATE EMERGENCY ATTENTION ALWAYS REMEMBER TO DIAL 911 FIRST.**

If you need help and the situation does not require immediate emergency attention, you can call the BiasHELP HOTLINE at 1-877-363-2427. If you are unable to contact the BiasHELP HOTLINE, there are agencies which can help you either address your issue or connect you with sources that can be of assistance. Below we have provided a convenient cut out information card that you can place somewhere for easy access.

### IMPORTANT PHONE

**IF YOU REQUIRE IMMEDIATE EMERGENCY ATTENTION ALWAYS REMEMBER DIAL 911 FIRST**

**BiasHELP HOTLINE 1-877-363-2427**  
 Monday-Friday 9am-5pm  
 Spanish Operators Available

### NUMBERS TO KEEP

**REPORTING A BIAS/HATE CRIME:**  
 Nassau County Police Dept.  
**1-516-573-7000 (ext 7360)**  
 Nassau County Human Rights Commission  
**1-516-571-3663**  
 Suffolk County Police Dept.  
**1-631-852-6323**  
 Suffolk County Human Rights Commission  
**1-631-853-5480**

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