



Abraham's Table of Long Island

"Come together and listen." Genesis 49:2

ABRAHAM'S TABLE OF LONG ISLAND BELOVED COMMUNITY ACTION NETWORKS TRAINING MANUAL

Build Long Island Communities of Inclusion; Stop the Hate



Edited by Richard Koubek, PhD, Chair, Abraham's Table of Long Island
Abraham's Table is grateful to the following people who drafted this training: **Fr. Bill Brisotti, Pastor Emeritus, Our Lady of the Miraculous Medal Church, Wyandanch; Mary Friedman, St. Thomas Moore Church; Tom Lyon, Mt. Sinai Congregational Church; Deb Little, Unitarian Universalist Fellowship of Stony Brook; Linda Obernauer, Setauket Presbyterian Church**



Introduction

Just last year the NY State Division of Criminal Justice Services reported a 40% increase in bias incidents on Long Island and a 118% increase in Nassau County alone, most fueled by antisemitism. Antisemitism and Islamophobia have exploded since the Israeli War in Gaza began following the October 7th Hamas terrorist attacks.

Rising hate prompted Abraham's Table of Long Island to launch the Beloved Community project in 2022. The newest phase of this project is facilitating the formation of Beloved Community Action Networks in Long Island communities where, in Dr. Martin Luther King's vision, all people are accepted for who they are.

An Action Network in your community will bring together people of good will to foster inclusion and to respond responsibly if an act of hate occurs. **An Action Network can be an individual congregation or organization or, better, a cluster of them, in an incorporated village such as Garden City or an unincorporated hamlet such Dix Hills or township such as Huntington.** The mission of an Action Network is to:

- **Educate their community** about the importance of creating Dr. Martin Luther King's "Beloved Community" in which all people are accepted for who they are;
- **Respectfully and responsibly respond to hate** crimes or incidents that may occur in their communities.

To help you form an Action Network in your community Abraham's Table offered a three-part Zoom training in October of 2023 that covered these topics:

Session 1, October 11: How to Respond to Rising Hate on Long Island

1. An overview of the rising climate of hate in Nassau and Suffolk Counties

2. Beloved Community Action Networks: mission and structure:
3. How to build an action network- identifying allies and partners:
4. How to engage a congregation in the Beloved Community (30 minutes)

Session 2, October 18: How to Respond to Specific Acts of Hate

1. How to define a hate crime and a hate incident in NY State
2. How to contact the police
3. How to support victims

Session 3, October 25: How to Create a Proactive Community of Love and Inclusion

1. How to educate the community about hate and acceptance/inclusion
2. How to deal with the media
3. How to organize a safe and effective community rally
4. How to deal with government officials

You can view the three training-session videos here:

- October 11th training session: *How to Respond to Rising Hate on Long Island* - https://drive.google.com/file/d/1CvS9utb7w5flmAeiCeW-AfzA7RKGBLlv/view?usp=drive_web
- October 18th training session: *How to Respond to Specific Acts of Hate* - https://drive.google.com/file/d/1mmb-KxfdBH44aS1R76DUU0wRatdQmzli/view?usp=drive_web
- October 25th training session: *How to Create a Proactive Community of Love and Inclusion* - <https://1drv.ms/v/s!App6KEZQCIDW7RzDSkx22b5GQd0i?e=HBcYPM>
-

The core curriculum for the training is the Southern Poverty Law Center's "Ten Ways to Fight Hate: A Community Response Guide" which you can access here: :

https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide?qclid=CjwKCAjwjOunBhB4EiwA94JWsOt3q9l3kJwZWMZbOD5hQEGjXhBbzqLahOwK2C0qzISDy_OICgkiMBoCKyAQAvD_BwE

What follows in this training manual are the resources (PowerPoints and other documents) used during the three training sessions by our presenters as well as references to other valuable resources that you can use to launch your Action Network.

It is our sincere hope that this training manual will provide the resources you need to launch a Beloved Community Action Network so that you can be the voice of good people confronting hate on Long Island.

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Next Steps After the Action Networks Trainings

How to get started. ... Now the work begins forming an Action Network:

1. **Decide what your Network base will be:**
 - a. Religious congregation or community organization (e.g., Rotary Club) that will be your launch
 - b. Will you organize in your village/hamlet (e.g., Garden City or Huntington Station) or town (e.g., North Hempstead or Huntington)?
2. **Identify potential allies** in your community who might join the Network:
 - a. Religious congregations
 - b. Justice advocates (e.g., LI Progressive Coalition members; LI Jobs with Justice)
 - c. Anti-hate organizations (e.g., local chapter of NAACP, Anti-Defamation League; Jewish Community Relations Council; LGBTQ Network)
 - d. Community service organization (e.g., Anti-Bias task Force; PTA, League of Women Voters, Rotary or Elks Clubs)
3. **Have one-on-one conversations** with individuals and organizational representatives who could work with you to form a Network leadership team.
4. **Organize a meeting to select your network leaders** such as:
 - a. Network coordinator
 - b. Investigation liaison with police
 - c. Victim support coordinator
 - d. Community healing/response coordinator
 - e. Media liaison
 - f. Government response liaison
5. **Organize a Network orientation meeting** to which your Network leaders will invite other community representatives.
6. **Have your leadership team create an agenda for the Network orientation meeting.** Here each Network will shape its own direction. **Some suggestions** for agenda items for the orientation meeting.
 - a. Use the Beloved Community toolkit to coordinate a date for community-wide inclusion of anti-hate prayers, sermons, discussions into worship services. The toolkit can be accessed here:
https://drive.google.com/file/d/1mC4lmiWHgywPlu_7MgRIhdEiPC5oe16k/view?usp=sharing .
 - b. Create an inventory of hate incidents or crimes in your community and:
 - i. Discuss proactive responses going forward to foster a community of inclusion or...
 - ii. Identify patterns of hate incidents or crimes (who were the perpetrators/where/why) and design proactive and reactive responses to prevent repeats.
 - c. Plan a Community Unity Day celebrating diversity and inclusion.
 - d. Plan a covered-dish supper at a house of worship or other site where people bring favorite recipes representing their nationalities and cultures.
 - e. Invite the police Hate Crimes Unit to do a presentation on how to respond to a hate crime or incident.

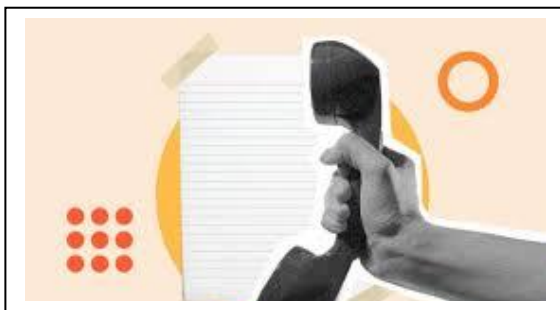
Action Network Contact List

The critical next step in forming an anti-hate Beloved Community Action Network is to reach out to other people in or near your community to form an Action Network team.

In this formation stage you might consider these Action Network roles:

- Coordinator of the network team (Is this you?)
 - Investigation liaison with the police
 - Victim support coordinator
 - Community healing/response coordinator
 - Media liaison
 - Government response liaison

You can access the contact information for each person who attended the Action Network trainings, sorted by community, here: <https://drive.google.com/file/d/1mSdT4ljykJB-5Nppe024pqnLGIQV7Rs/view?usp=sharing> .



“Who ya gonna call?”

Hate Crimes Law and Enforcement



New York State has complex laws governing hate crimes and hate incidents which give police officers wide discretion in defining what is an illegal act of hate.

A Police Overview of the Law: At the October 18th training session, Suffolk County Police Department Detective Sgt. Nanci Quattrociocchi, Commanding Officer of the SCPD Hate-Crimes Unit, provided a summary of the law and how SCPD responds as well as how citizens can file complaints about a hate crime or incident in a PowerPoint which can be found here:

<https://drive.google.com/file/d/1mTshdVs0X3A-mrU6dR4INLwZdxLQZArc/view?usp=sharing>

An Attorney's Overview of the Law: Also at the October 18th session, Long Island civil rights attorney Frederick K. Brewington provided an overview of hate crimes law and police responses, from the perspective of an attorney who represents victims of hate crimes in his October 18th PowerPoint presentation which can be found here:

<https://drive.google.com/file/d/1mBTjaQRGQSk0wxfYaMpnOGnqJ976leiB/view?usp=sharing>

Tips on How to Report a Hate Crime: At the October 25th session, we provided a step-by-step outline of how to report a hate crime as well as a brief overview of the complexities surrounding the interpretation and enforcement of hate crimes law which can be found here: https://drive.google.com/file/d/1m7MGe_4Fa4mVX0tBQpwWAlh24t_YWku/view?usp=sharing .

Summary of Hate Crimes: If you need to access a summary of how New York State laws define hate incidents and hate crimes, you can find that information in a Suffolk County Police Department document here:

<https://drive.google.com/file/d/1mJhGZ6rWeO5EsrXFecmJzL2an1nYMVr7/view?usp=sharing> .

To Get Help Dealing with the Police: If you report a hate crime or incident to the police but they do not respond in a manner that you consider satisfactory, you can reach out to these Long Island police-reform advocacy groups for assistance:

- **Long Island Advocates for Police Accountability:** FREDERICK K. BREWINGTON, ESQ. Law Offices of Frederick K. Brewington 556 Peninsula Blvd., Hempstead, NY 11550 516-489-6959
- **LI United to Transform Policing and Community Safety:** www.LIUnited.org/Join contact: www.liutpcs@gmail.com

How to Help Targets of Hate

Cope with Trauma

At the October 18th training session, Robyn Berger Gaston of the Family Service League of Long Island provided important tips on how to support a person who has been traumatized by an act of hate. You can access her PowerPoint [here](#):



https://drive.google.com/file/d/1mGd6UbC8wxVf_y5k_V6yqKLyDXAdCUjA/view?usp=sharing

Below is Ms. Berger Gaston's detailed guide to supporting people traumatized by an act of hate.

Some targets of hate crimes or incidents may be suffering from trauma, an emotional shock following a stressful event or physical injury OR the threat of a stressful event or physical injury. If you are working with someone who has been hurt by a hate crime or incident, you may simply be offering him or her support to get through the act of hate or you may be accompanying the person to the police department or calling the police department hate crimes unit with the individual (Nassau County: 516-573-7360; Suffolk County: 631 852-4283) to report what has happened to him or her.

We are grateful to Robyn Berger-Gaston of Family Service League who prepared this primer on how to those targeted with acts of hate to cope with the trauma it has caused them.

Recognizing the Signs of Distress Experienced by a Person in Crisis: A personal crisis is defined as:

- an unstable or crucial time of condition in which a decisive change is pending,
- a disruption to a person's usual state of psychological balance may occur during which their usual coping mechanisms fail.

Some crises are maturational, that is, they are expected as part of changes in the different stages of life such as puberty or mid-life or retirement. But other crises are situational, associated with unplanned events such as an act of hate. *When a person is in crisis, feelings tend to outweigh rational thoughts, making it much more difficult to think clearly.*

Note: Victims of hate crimes are in fact survivors, though they may not feel like it. Each case is different, but in some cases using the word survivor could empower the person you are working with.

<p>ASK THE INDIVIDUAL IF HE OR SHE IS EXPERIENCING ANY DISCOMFORT AND WATCH FOR SIGNS OF THESE TYPES OF DISTRESS</p>

Here are some of the characteristics of a ***person in crisis***:

- Not trusting others, even those who they have trusted before the crisis)
- Inability to perform certain functions or go to certain places
- Intense fear
- Anger
- Cognitive distress.

Here are the characteristics of ***cognitive distress*** which your Friend may exhibit:

- Confusion accompanied by difficulty thinking clearly, often needing situations explained in very simple terms (“I don’t understand what room in the police precinct I am supposed to be in.”)
- Difficulty concentrating (“Tell me again where I am supposed to go.”)
- Difficulty making a decision (“What should I tell the hate crimes police officer?”)
- Feelings of guilt (“Maybe I did something to provoke the attack.”)
- Obsessive thoughts and preoccupations regarding the act of hate.
- Inability to understand the consequences of one’s behavior (“If that police officer looks at me one more time I am going to say something to him.”)
- Suicidal and homicidal thoughts
- Psychosis seeing or thinking things that are not real (“My neighbor hates me because I am Jewish. . . I know it.”)
- Increase in paranoia (“Is that a Proud Boy at the bus stop?”)

Here are the characteristics of ***emotional distress*** that the target of a hate crime or incident may exhibit:

- Anxiety
- Irritability
- Anger
- Depression
- Panic
- Fear and phobia
- Post-traumatic stress
- Grief

The awful situation the target of hate crimes or incidents has experienced in the country of origin and here on Long Island may also result in these types of **behavioral distress**:

- Impulsiveness
- Risk taking
- Eating disturbance's
- Alcohol/drug use
- Compulsive behavior
- Easily startled
- Sleep disturbances
- Withdrawal
- Family discord
- Crying
- Hyper vigilance
- Aggression and anti-social behaviors
- Spiritual withdrawal from beliefs or faith communities

Along with these cognitive, emotional and behavioral distresses, the individual impacted by trauma may exhibit these signs of physical distress:

- Rapid heart beat
- Difficulty breathing
- Headaches
- Stomach aches
- Hyperventilation
- Muscle spasms
- Profuse sweating

Some acts of hate targets may actually be experiencing symptoms of Post-Traumatic Stress Disorder (PTSD) due to the past traumas they experienced or continue to experience. PTSD, which can cause significant impairment, occurs when these symptoms last a month or more:

- Intrusive, recurrent involuntary memories, flashbacks or nightmares
- Avoidance of anything associated with the trauma
- Negative associations with the trauma including memory distortions, detachment, depression or self-blame
- Heightened arousal in connection with objects/events/sounds associated with the trauma that can cause hypervigilance, fear or irritability
- Self-destructive behavior (alcohol, drugs, suicidal ideation)

WE ALL EXPERIENCE TRAUMA AT SOME TIME (SUDDEN DEATH OF A LOVED ONE, A TRAGIC ACCIDENT, EVEN A CURRENT OR POLITICAL EVENT LIKE 9-11). HOW DID YOU REACT TO A TRAUMATIC EVENT? WHICH OF THE SYMPTOMS ABOVE DID YOU EXHIBIT? HOW DID YOU COPE? WHO HELPED YOU?

How to Help The Individual Targeted by a Hate Crime or Incident Cope with

Trauma: The individual you are helping may exhibit some of the distresses related to trauma outlined above or even symptoms of PTSD. These behaviors may at first upset you. Here are some tips for coping with your Friend's distress:

- Be patient and listen to the individual's concerns, fears and upsets
- Let the victim "drive" the conversation, even if his or her comments seem irrational
- Ask the individual to rate him/herself on a distress barometer (0= totally fine to 10 = unable to function)
- Have realistic expectations as to how much you can help
- Validate the individual's pain ("It makes sense for you to feel this way.")
- Meet his or her immediate needs ("Let's take a rest and step out into the hall.")
- Validate the individual's fears and concerns and reassure him or her that you are present for them and that you are listening.
- Give only simple verbal instructions ("Let's take this step at a time. Let's find the room where we need to be.")
- Keep in mind that those impacted by trauma can get overwhelmed with too much information. You may have to repeat things or write them for the person you are helping.
- Encourage the individual to tap into what comforts him or her ("Let's talk about your kids"; "Do you want a moment to say a prayer?"; "Who are your closest friends or family members?")
- Ask the individual what they do to cope with their anxieties. What has worked in the past (meditation, prayer, thinking about something or someone that is comforting)?
- Ask the individual to take time to breathe deeply. Do this with him or her, inhaling slowly and deeply from the diaphragm and exhaling slowly.

You too will feel stress as you observe the person you are helping's discomfort. Here are a few coping tips to help you get through the court accompaniment:

- Control your anger. There are many opportunities for you to participate in rallies, legislative visits and other public events to demonstrate your anger at rising hate on Long Island that creates the distress you and the person you are helping may feel. Your helping sessions with the person targeted by a hate crime or incident are NOT the time for you to vent your anger

- Seek support from your own friends and family. Be open and share your concerns, fears, upsets, anger, frustration with a friend or family member
- Eat properly, get rest and exercise
- Have realistic expectations for yourself. There is just so much you can do to relieve the effects of your friend's trauma
- Celebrate your successes ("We got through the day!")

Case Study

James Explodes

How Will You Handle This Situation?

Situation: You have been working with James is an African-American resident of your community who found a noose hanging on his garage door. James is very angry that he and his family have been targeted because of his faith and that the sanctity of his home has been violated. James is the grandson of African Americans who migrated out of the South in the 1930s to escape Jim Crow bigotry. After an hour of conversation in which you have tried to calm James down, you make several calls to the police department's hate-crimes unit to report what has happened, but each time you get a recording asking you to leave your contact information. Seeing James growing more and more frustrated, you decide to accompany him to the local police precinct where, upon meeting the desk sergeant, James explodes in a rage, "What is wrong with you people.? Why don't you answer your phones. I called four times and got no answer. Is anyone working around here?"

Refer to the various symptoms of distress and PTSD above. What is happening to James?

Refer to the tips on helping your Friend cope with trauma. What will you do to assist him?



How to Educate Your Community About Inclusion

Abraham's Table has created a toolkit, "Becoming a Beloved Community," to incorporate anti-hate messages of inclusion and love into community activities.

The complete toolkit can be accessed [here:](https://drive.google.com/file/d/1mC4lmiWHgywPlu_7MgRIhdEiPC5oe16k/view?usp=sharing)
https://drive.google.com/file/d/1mC4lmiWHgywPlu_7MgRIhdEiPC5oe16k/view?usp=sharing.

Your Action Network can utilize these resources in the toolkit as you plan proactive activities to educate your community about inclusion:

Interfaith Prayers and Reflections Responding to Hate

Interfaith Petitions Calling for Love Rather Than Hate

Interfaith Sermon Notes

Understanding and Responding to Hate Crimes

How to Combat On-Line Hate

How to Identify and Overcome Your Implicit Bias

Ways to Fight Hate (Right Where You Are)

How to Love a Hateful Person

A Guide to Non-Judgmental Dialogue

Resources to Help Children Cope with Hate

Abraham's Table Reflection on Hate

Tips on How to Deal with Media

Jaci Clement
Chief Executive Officer & Executive Director
Fair Media Council



If an act of hate occurs in your community, you should engage the media to cover the incident so that members of the community are aware of what has occurred in their own neighborhood and what you are doing to counter this incident. Here are some tips on how to engage the media:

1. Choose a Spokesperson: Skills, Availability, Connections
2. Use Network Base (as described on page 9) to Determine Which Media Outlets to Connect With
3. Introduce Yourself to Relevant News Media Representatives: Use email, in-person meetings, go to events where media frequent
4. Build a Media Connection Network -- KNOW them before you need them. This also builds trust.
5. Understand Variables to Hate Crime Coverage
6. Understand Vulnerabilities to Predetermined Communities
7. Two Avenues to News Coverage: Proactive & Reactive
8. Build database: This is important for credibility and to generate trend coverage
9. Reach out, follow up, and anticipate the media's needs. Keep releases/emails BRIEF and fact-based.
10. Remain consistent in communication & vigilant to changes in media.

Tips on How to Organize a Safe and Effective Community Rally

Ani Halasz, Executive Director
Long Island Jobs with Justice



During the early summer of 2023 when Governor Kathy Hochul announced that she might temporarily place asylum seekers from New York City in SUNY Stony Brook dormitories, a group of White Nationalists called a rally at the campus to protest her decision. In response, a pro-immigrant rally was organized at the same time and place. Fortunately, the pro-immigrant organizers knew how to set up a safe and effective demonstration.

At the October 25th Action network training session, Ani Halasz, Executive Director Long Island Jobs with Justice, provided tips on how to organize a safe and effective community rally in a PowerPoint that can be viewed here:

https://drive.google.com/file/d/1m9ti9i_4-Gl8oyxYOyCksJ9a6-2ttSri/view?usp=sharing .



Tips on How to Deal with Government Officials

Lynn Kaufman and Emily Kaufman
Long Island Network for Change (LINC)

Too often suburban elected officials are reluctant to deal with issues that might cast a negative light on their government jurisdictions such as poverty or racism or acts of hate. For this reason, if an act of hate occurs that requires government action such as a public hearing or a legislative call for more police oversight or a tightening of a village or town or county or state anti-hate statute, Action Network members need to lobby their elected officials to take action.

At the October 25th training session, Lynn and Emily Kaufman of the Long Island Network for Change (LINC) provided tips on how to advocate with government officials who might be reluctant to take action to address hate in their jurisdictions. You can access their PowerPoint here:

https://docs.google.com/presentation/d/1JKQ56p74fwd_Mg5tMplfbjIQlxXrkLqA4LrSxHDr1o/edit?usp=sharing

Additional Resources:

New York State Division of Human Rights Hate and Bias-Prevention Unit:
<https://dhr.ny.gov/nohate> REPORT BIAS OR HATE Call 1-844-NO-2-HATE

Suffolk County Interfaith Anti-Bias Task Force: <https://hrc.suffolkcountyny.gov/Inter-Faith-Anti-Bias-Task-Force>

Bystander Training: Council on American-Islamic Relations, cair-ny.gov
INFO@NY.CAIR.COM

African American Anti- Racism Resources:

- <https://naacp.org/find-resources>
- https://lovehasnolabels.com/learn/race/black-community/bias?gad=1&gclid=CjwKCAjwg4SpBhAKEiwAdyLwvPt8fChfZ2JwVk1r9Xqih-_92dXGyWqFLUHv8EX9f5BY3yaHNo2XChoCu9AQAvD_BwE
- <https://www.nyu.edu/alumni/news-publications/nyu-connect-newsletter/june-2020/antiracism-education-resource-list.html>
- <https://tryingtogether.org/community-resources/anti-racism-tools/>
- <https://universitylife.columbia.edu/resources-combating-anti-black-racism>

Anti-Semitism ADL Resources:

- Report an Incident: <https://www.adl.org/report-incident>
- [Antisemitism Uncovered](#) – Antisemitism Uncovered: A Guide to Old Myths in a New Era is a comprehensive resource with historical context, fact-based descriptions of prevalent antisemitic myths, contemporary examples and calls-to-action for addressing this hate.
- [Audit of Antisemitic Incidents](#)
 - *Each year, ADL tracks incidents of antisemitic harassment, vandalism and assault in the United States. Since 1979 we have published this information in an annual Audit of Antisemitic Incidents.*
- [ADL in the Workplace](#)
 - This includes the [Workplace Pledge](#) we mentioned—please let me know if you have any questions as we would love to have PMG join the pledge!
 - Also on this page is the [Calendar of Observances](#)—a great resource to share with staff in advance of the Jewish holidays.
- No Place For Hate (Education Program): <https://www.noplaceforhate.org/>
- Scott's Podcast, *From the Frontlines*: <https://nynj.adl.org/from-the-frontlines-podcast/>

- Can be found on Apple Podcasts, Spotify, and Soundcloud
- [Center on Extremism](#)
 - *ADL Center on Extremism tracks extremism trends, ideologies and groups across the ideological spectrum. Our staff of investigators, analysts, researchers and technical experts strategically monitor, expose and disrupt extremist threats.*
- [Center for Technology and Society](#)
 - *ADL Center for Technology and Society is a research-driven advocacy center that works to end the proliferation of antisemitism and all forms of hate and harassment online. Our team partners with industry, civil society, government and targeted communities to expose these harms, hold tech companies accountable and fight for just, equitable online spaces.*
- Social Media Links:
 - Facebook
 - ADL (National Office): <https://www.facebook.com/adlorg/>
 - ADL New York/New Jersey: <https://www.facebook.com/adlnewyorknewjersey/>
 - Twitter/X
 - ADL (National Office): <https://twitter.com/ADL>
 - ADL New York/New Jersey: https://twitter.com/ADL_NYNJ
 - Scott Richman: <https://twitter.com/scottarichman>
 - Instagram:
 - ADL (National Office): https://www.instagram.com/adl_national/
 - ADL New York/New Jersey: https://www.instagram.com/adl_nynj

Asian/Pacific Anti- Hate Resources:

- <https://stopaapihate.org/community-resources/>
- <https://www.standagainsthatred.org/resources>

Hispanic Anti-Hate Resources:

- <https://universitylife.columbia.edu/content/resources-combating-anti-latinx-racism>
- <https://unidosus.org/>
- https://www.hispanicfederation.org/resources/standing_in_solidarity_against_racism_and_ignorance/
- <https://www.adl.org/resources/blog/how-were-countering-wave-hate-against-latinos>

LGBTQ Plus Resources

- LI LGBT Network: lgbtnetwork.org
- <https://www.splcenter.org/fighting-hate/extremist-files/ideology/anti-lgbtq>
- <https://lgbt.foundation/report>

- <https://www.aclu.org/issues/lgbtq-rights/lgbtq-youth/anti-lgbtq-web-filtering>
- <https://www.aclu.org/documents/resources-lgbt-equality>