

Action Plan to show support for those lost in past genocides and to stand against hate speech and hate crimes:

1. Remember Important Days:

- Mark days like Holocaust Memorial Day or other genocide remembrance days.
- Hold moments of silence or small events to honour victims.

2. Raise Awareness:

- Share stories, videos, or books about past genocides with your employees.
- Invite local experts to give talks or workshops about these topics and how hate can lead to violence.

3. Support Anti-Hate Campaigns:

- Get involved in local efforts to fight hate speech and hate crimes.
- Use your business's social media or newsletters to spread messages of kindness and respect.

4. Create Inclusive Workplaces:

- Make sure your workplace policies protect against discrimination and hate.
- Offer training for employees on diversity and how to create a respectful environment.

5. Work with Vulnerable Communities:

- Partner with local groups that support refugees, minorities, or others affected by hate.
- Offer your services or volunteer time to help these causes.

6. Support Anti-Hate Laws:

- Encourage laws that fight hate crimes and discrimination.
- Ask your employees and customers to support petitions or local initiatives that promote fairness.

7. Host Events on Tolerance:

- Organise discussions, movie nights, or art exhibits that talk about genocide, human rights, and standing up to hate.
- Encourage people to come together and share ideas.

8. Donate or Fundraise:

- Make donations to groups fighting hate and supporting survivors of genocide.
- Host fundraisers or match employee donations to these causes.

9. Make a Public Statement:

- Put out a clear message from your business saying you stand against hate and support genocide remembrance.
- Show your commitment to creating a welcoming, inclusive environment.

By doing these things, individuals and businesses can honour victims of past atrocities and help create a more tolerant, peaceful society.