



THE UNITED STATES  
CONFERENCE OF MAYORS



## MAYORS' COMPACT TO COMBAT HATE AND EXTREMISM

The United States of America is a nation founded on principles of liberty and justice for all. We treasure our freedom, our commitment to equality, and our democratic values. That freedom, however, does not extend to violence. Nor should it be used for hate and discrimination.

For decades, America's mayors have taken a strong position in support of civil rights and in opposition to racism and discrimination of all kinds. In the 59 years since the murder of Medgar Evers in Jackson, Mississippi, the bombing of the 16th Street Baptist Church in Birmingham, Alabama, which killed four young girls, and the March on Washington led by Dr. Martin Luther King, Jr., many mayors have spoken out against discrimination and injustice when they have occurred and have undertaken efforts to combat racism and build respect for and inclusion of all peoples within their communities.

Today, however, we continue to be challenged. We are seeing shocking instances of hate and violent extremism occur throughout our nation, in cities like Buffalo, Atlanta, El Paso, Pittsburgh, Charlottesville and Charleston, and in many more. Increasingly, these acts of hate-fueled violence pose a dire threat to our democracy, our civic life, and our freedoms.

We are seeing efforts, particularly in our states, to weaken existing civil rights policies and reduce their enforcement, suppress voting, and restrict what can be taught in our schools or housed in our libraries. We have seen a surge of extremist threats targeting election officials and workers, law enforcement and the judiciary, journalists, medical and public health professionals and educators. We have seen an increase in hate-based violence, harassment, xenophobic rhetoric, and discriminatory actions that target Black and Brown people, Asian Americans, Muslims, Jews, LGBTQ+ individuals, and others. We will not permit those acts of bias to define our cities and succeed in their aim of sowing division and discord.

Mayors and their cities must continue to serve as beacons for equity and inclusion for all. Mayors must continue to create communities where hate has no safe harbor, where hate-fueled violence is prevented, and where all people are safe and free and expect our federal and state partners to join us in this endeavor.

The United States Conference of Mayors and the Anti-Defamation League are renewing the initiative they launched in 2017 to fight hate, extremism and bigotry and to promote the fundamental principles of justice and equality for which America strives.

The Mayors' Compact to Combat Hate and Extremism has 10 key components:

### **1. EXPRESSLY REJECTING EXTREMISM, RACISM, AND ALL FORMS OF BIGOTRY**

Mayors will use the bully pulpit to speak out against racism, extremism, xenophobia, and all forms of bigotry, and those who espouse such ideologies. Mayors will promote community conversations around these issues as needed.

## **2. DENOUNCING ALL ACTS OF HATE WHEREVER THEY OCCUR**

Mayors will publicly denounce specific acts of hate, support efforts to address bias-motivated violence, and provide comfort and assistance to victims of hate crimes and discrimination whether the act occurs online or offline.

## **3. ENSURING PUBLIC SAFETY WHILE PROTECTING FREE SPEECH AND OTHER BASIC CONSTITUTIONAL RIGHTS**

Mayors will protect public safety while safeguarding free speech and other basic constitutional rights through the use of appropriate time, place, and manner restrictions. This might include encouraging alternative rally sites and placing limits on the rights of protestors to bring weapons to rallies.

## **4. CALLING FOR FULLY RESOURCED LAW ENFORCEMENT AND CIVIL RIGHTS INVESTIGATIONS OF DOMESTIC TERRORISM AND HATE CRIMES**

Mayors will work to ensure that local police departments have the financial resources necessary to prevent, respond to, and investigate domestic terrorism and hate crimes, and work with federal authorities when appropriate to ensure that the interests of justice are served. They will also work to build trust between law enforcement and communities affected by hate and extremism, so that people in those communities have access to justice when they are the victims of crime.

## **5. ELEVATING AND PRIORITIZING ANTI-BIAS AND ANTI-HATE PROGRAMS IN OUR NATION'S SCHOOLS**

Mayors will encourage schools to provide and enhance civics education and anti-bias and anti-hate content in their curricula and extra-curricular activities. Anti-hate organizations such as ADL have materials and training programs that can help educators, parents, and other community leaders to mitigate hate online, in schools, or in other public spaces.

## **6. SUPPORTING COMMUNITIES AND BRINGING TOGETHER CIVIC AND COMMUNITY LEADERS TO BUILD TRUST**

To prevent hate-fueled violence, mayors will invest in bridge-building activities to build civic bonds across lines of difference. Mayors will reach out proactively to civil rights leaders, clergy, and other community leaders to engage and actively involve them in efforts to build trust across neighborhood and community lines and minimize tensions.

## **7. CELEBRATING DIVERSITY, FOSTERING INCLUSIVITY AND CHALLENGING BIAS**

Mayors will encourage community activities that celebrate diversity and educate city residents about the different cultures that compose a city's population, and work with creative partners to use various electronic and print media outlets to promote public messages fostering inclusivity and challenging bias. Mayors also will support implicit bias training for local elected officials, city employees, and business leaders to help combat institutional racism.

**8. PROMOTING PROFESSIONAL DEVELOPMENT FOR LAW ENFORCEMENT ON RESPONDING TO AND REPORTING HATE INCIDENTS, HATE CRIMES, AND DOMESTIC TERRORISM**

Mayors will encourage their police departments to participate in workshops offered by ADL and others that address how to identify and respond to hate incidents, hate crimes, and domestic terrorism. Members will also encourage the collection of data on such crimes and the reporting of this data to the FBI.

**9. ENCOURAGING RESIDENTS IN THEIR COMMUNITIES TO REPORT HATE INCIDENTS AND CRIMES, INCLUDING USING HOTLINES AND ONLINE TOOLS**

Mayors will encourage residents – both victims and witnesses – to report hate crimes to local authorities and/or community-based organizations and provide the tools as possible and appropriate to facilitate such reporting, including hotlines and online tools.

**10. MAINTAINING CIVIL RIGHTS ENFORCEMENT AND IMPROVING HATE CRIME LAWS WHEN NECESSARY**

Mayors will work with executive and legislative partners at the federal and state levels to ensure that civil rights laws are improved and enforced, existing hate crime laws are strengthened as needed, and new rights-protecting laws are enacted to help deter and seek justice for acts of hate and extremism. When appropriate, municipal officials and community members should be encouraged and informed as to how to use civil litigation to deter harm and hold individuals and groups responsible for hateful and violent extremist actions.

Randall Woodfin  
Mayor of Birmingham, AL

Marilyn Ezzy Ashcraft  
Mayor of Alameda, CA

Paula Perotte  
Mayor of Goleta, CA

Steven Reed  
Mayor of Montgomery, AL

Emmanuel J. Estrada  
Mayor of Baldwin Park, CA

Mark Salinas  
Mayor of Hayward, CA

Frank D. Scott, Jr.  
Mayor of Little Rock, AR

Jesse Arreguin  
Mayor of Berkeley, CA

Farrah N. Khan  
Mayor of Irvine, CA

Becky Daggett  
Mayor of Flagstaff, AZ

Susan Sonne  
Mayor of Buena Park, CA

Eddie De La Riva  
Mayor of Maywood, CA

John Giles  
Mayor of Mesa, AZ

Lula Davis-Holmes  
Mayor of Carson, CA

Michael M. Vargas  
Mayor of Perris, CA

Kate Gallego  
Mayor of Phoenix, AZ

Acquanetta Warren  
Mayor of Fontana, CA

Darrell Steinberg  
Mayor of Sacramento, CA

Corey Woods  
Mayor of Tempe, AZ

Lily Mei  
Mayor of Fremont, CA

Todd Gloria  
Mayor of San Diego, CA

Regina Romero  
Mayor of Tucson, AZ

Jerry Dyer  
Mayor of Fresno, CA

Erica A. Stewart  
Mayor of San Luis Obispo, CA

|                                                      |                                                |                                                      |
|------------------------------------------------------|------------------------------------------------|------------------------------------------------------|
| Lisa M. Gillmor<br>Mayor of Santa Clara, CA          | Joy Cooper<br>Mayor of Hallandale Beach, FL    | Deborah Frank Feinen<br>Mayor of Champaign, IL       |
| Phil Brock<br>Mayor of Santa Monica, CA              | Josh Levy<br>Mayor of Hollywood, FL            | Nancy Rodkin Roterling<br>Mayor of Highland Park, IL |
| Larry Klein<br>Mayor of Sunnyvale, CA                | Ken Thurston<br>Mayor of Lauderhill, FL        | Sangeetha Rayapati<br>Mayor of Moline, IL            |
| Carol Dutra-Vernaci<br>Mayor of Union City, CA       | Wayne M. Messam<br>Mayor of Miramar, FL        | Chris Koos<br>Mayor of Normal, IL                    |
| John M. Erickson<br>Mayor of West Hollywood, CA      | Alix Desulme<br>Mayor of North Miami, FL       | Rita Ali<br>Mayor of Peoria, IL                      |
| Martha Guerrero<br>Mayor of West Sacramento, CA      | Buddy Dyer<br>Mayor of Orlando, FL             | Thomas P. McNamara<br>Mayor of Rockford, IL          |
| Aaron Brockett<br>Mayor of Boulder, CO               | Rex Hardin<br>Mayor of Pompano Beach, FL       | Chad Jason Ashmore<br>Mayor of Sesser, IL            |
| Justin Brooks<br>Mayor of Erie, CO                   | Michael J. Ryan<br>Mayor of Sunrise, FL        | Joseph 'Joe' H. Hogsett<br>Mayor of Indianapolis, IN |
| Kyle Schlachter<br>Mayor of Littleton, CO            | Jane Castor<br>Mayor of Tampa, FL              | Angie Nelson Deutch<br>Mayor of Michigan City, IN    |
| Meredith Leighty<br>Mayor of Northglenn, CO          | Keith A. James<br>Mayor of West Palm Beach, FL | James Mueller<br>Mayor of South Bend, IN             |
| Joe Ganim<br>Mayor of Bridgeport, CT                 | Kelly Girtz<br>Mayor of Athens, GA             | Layne Wilkerson<br>Mayor of Frankfort, KY            |
| Caroline Simmons<br>Mayor of Stamford, CT            | Andre Dickens<br>Mayor of Atlanta, GA          | Craig Greenberg<br>Mayor of Louisville, KY           |
| Shari Cantor<br>Mayor of West Hartford, CT           | Lynn Deutsch<br>Mayor of Dunwoody, GA          | Sharon Weston Broome<br>Mayor of Baton Rouge, LA     |
| Muriel Bowser<br>Mayor of Washington, DC             | Van R. Johnson II<br>Mayor of Savannah, GA     | LaToya Cantrell<br>Mayor of New Orleans, LA          |
| Jeffrey Freimark<br>Mayor of Bal Harbour Village, FL | Vince R. Williams<br>Mayor of Union City, GA   | Jon Mitchell<br>Mayor of New Bedford, MA             |
| Scott Singer<br>Mayor of Boca Raton, FL              | Brad M. Cavanagh<br>Mayor of Dubuque, IA       | Dominick Pangallo<br>Mayor of Salem, MA              |
| Judith Paul<br>Mayor of Davie, FL                    | Quentin M. Hart<br>Mayor of Waterloo, IA       | William C. Reichelt<br>Mayor of West Springfield, MA |
| Dean J. Trantalis<br>Mayor of Fort Lauderdale, FL    | Lauren McLean<br>Mayor of Boise, ID            | Brandon M Scott<br>Mayor of Baltimore, MD            |

|                                                  |                                                          |                                                |
|--------------------------------------------------|----------------------------------------------------------|------------------------------------------------|
| Michael O'Connor<br>Mayor of Frederick, MD       | TJ Cawley<br>Mayor of Morrisville, NC                    | Eric L. Adams<br>Mayor of New York, NY         |
| Jeffrey Z. Slavin<br>Mayor of Somerset, MD       | James Allen Joines<br>Mayor of Winston-Salem, NC         | Malik Evans<br>Mayor of Rochester, NY          |
| Anne Marie Graham-Hudak<br>Mayor of Canton, MI   | Theodore R. Green<br>Mayor of East Orange, NJ            | Gary R. McCarthy<br>Mayor of Schenectady, NY   |
| Mike Duggan<br>Mayor of Detroit, MI              | J. Christian Bollwage<br>Mayor of Elizabeth, NJ          | Ben Walsh<br>Mayor of Syracuse, NY             |
| Andy Schor<br>Mayor of Lansing, MI               | Jeffrey S. Martin<br>Mayor of Hamilton Township, NJ      | Thomas M. Roach<br>Mayor of White Plains, NY   |
| Bryan K. Barnett<br>Mayor of Rochester Hills, MI | Steven M. Fulop<br>Mayor of Jersey City, NJ              | Mike Spano<br>Mayor of Yonkers, NY             |
| Brenda Fay Moore<br>Mayor of Saginaw, MI         | Ras J. Baraka<br>Mayor of Newark, NJ                     | Aftab Pureval<br>Mayor of Cincinnati, OH       |
| Elizabeth B. Kautz<br>Mayor of Burnsville, MN    | Francis 'Mac' Womack III<br>Mayor of North Brunswick, NJ | Justin Bibb<br>Mayor of Cleveland, OH          |
| James B. Hovland<br>Mayor of Edina, MN           | Brian C. Wahler<br>Mayor of Piscataway, NJ               | Kahlil Seren<br>Mayor of Cleveland Heights, OH |
| Jacob Frey<br>Mayor of Minneapolis, MN           | Tim Keller<br>Mayor of Albuquerque, NM                   | Andrew J. Ginther<br>Mayor of Columbus, OH     |
| Kim Norton<br>Mayor of Rochester, MN             | Alan Webber<br>Mayor of Santa Fe, NM                     | Christina Muryn<br>Mayor of Findlay, OH        |
| Barbara Buffaloe<br>Mayor of Columbia, MO        | Javier Perea<br>Mayor of Sunland Park, NM                | Sharetta Smith<br>Mayor of Lima, OH            |
| Quinton Lucas<br>Mayor of Kansas City, MO        | Hillary Schieve<br>Mayor of Reno, NV                     | Jack W. Bradley<br>Mayor of Lorain, OH         |
| Tishaura O. Jones<br>Mayor of St. Louis, MO      | Kathy M. Sheehan<br>Mayor of Albany, NY                  | Joe Begeny<br>Mayor of Reynoldsburg, OH        |
| George Flaggs Jr.<br>Mayor of Vicksburg, MS      | Byron W. Brown<br>Mayor of Buffalo, NY                   | Wade Kapszukiewicz<br>Mayor of Toledo, OH      |
| Vi Alexander Lyles<br>Mayor of Charlotte, NC     | Waylyn Hobbs, Jr.<br>Mayor of Hempstead, NY              | William 'Doug' Franklin<br>Mayor of Warren, OH |
| Leonardo Williams<br>Mayor of Durham, NC         | Robert Cantelmo<br>Mayor of Ithaca, NY                   | Jamael Tito Brown<br>Mayor of Youngstown, OH   |
| Dontario 'Don' Hardy<br>Mayor of Kinston, NC     | Shawyn Patterson-Howard<br>Mayor of Mount Vernon, NY     | David Holt<br>Mayor of Oklahoma City, OK       |

Lacey Beaty  
Mayor of Beaverton, OR

Kirk Watson  
Mayor of Austin, TX

Levar Stoney  
Mayor of Richmond, VA

Melanie Kebler  
Mayor of Bend, OR

Eric Johnson  
Mayor of Dallas, TX

Mary Lou Pauly  
Mayor of Issaquah, WA

Travis Stovall  
Mayor of Gresham, OR

Gerard Hudspeth  
Mayor of Denton, TX

Andy Ryder  
Mayor of Lacey, WA

Steve Callaway  
Mayor of Hillsboro, OR

Rachel L. Proctor  
Mayor of DeSoto, TX

Angela Birney  
Mayor of Redmond, WA

Ted Wheeler  
Mayor of Portland, OR

Oscar Leeser  
Mayor of El Paso, TX

Bruce Harrell  
Mayor of Seattle, WA

Chris Hoy  
Mayor of Salem, OR

David Billings  
Mayor of Fate, TX

Victoria Woodards  
Mayor of Tacoma, WA

Heidi Lueb  
Mayor of Tigard, OR

Mattie Parker  
Mayor of Fort Worth, TX

Anne McEnerny-Ogle  
Mayor of Vancouver, WA

Matt Tuerk  
Mayor of Allentown, PA

Craig Brown  
Mayor of Galveston, TX

Satya Rhodes-Conway  
Mayor of Madison, WI

J. William Reynolds  
Mayor of Bethlehem, PA

Debbie Nash-King  
Mayor of Killeen, TX

Ryan Sorenson  
Mayor of Sheboygan, WI

Ed Gainey  
Mayor of Pittsburgh, PA

John B. Muns  
Mayor of Plano, TX

Steve Williams  
Mayor of Huntington, WV

Paige G. Cognetti  
Mayor of Scranton, PA

Thurman 'Bill' Bartie  
Mayor of Port Arthur, TX

Maria Rivera  
Mayor of Central Falls, RI

Blake Margolis  
Mayor of Rowlett, TX

Brett P. Smiley  
Mayor of Providence, RI

Ron Nirenberg  
Mayor of San Antonio, TX

Tim Kelly  
Mayor of Chattanooga, TN

Erin J. Mendenhall  
Mayor of Salt Lake City, UT

Mike Palazzolo  
Mayor of Germantown, TN

Justin Wilson  
Mayor of Alexandria, VA

Scott Conger  
Mayor of Jackson, TN

Derrick R. Wood  
Mayor of Dumfries, VA

Freddie O'Connell  
Mayor of Nashville, TN

Michelle Davis-Younger  
Mayor of Manassas, VA

Jim Ross  
Mayor of Arlington, TX

Shannon E. Glover  
Mayor of Portsmouth, VA