



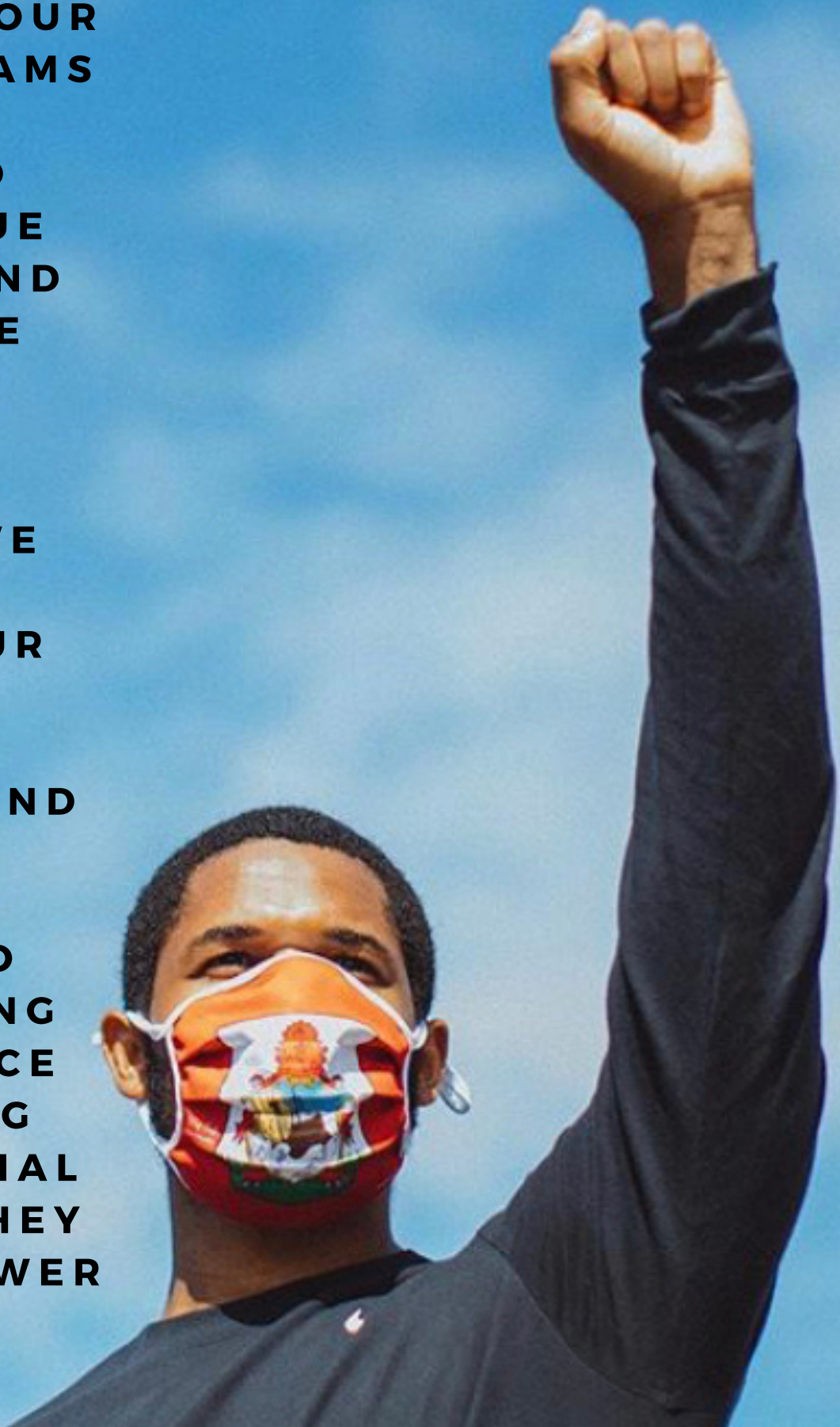
**SOCIAL  
JUSTICE  
BERMUDA**

2020



**THIS IS A  
GUIDING  
DOCUMENT.  
IT DOES NOT  
ENCOMPASS THE  
TOTALITY OF OUR  
HOPES & DREAMS  
FOR OUR  
COUNTRY AND  
WILL CONTINUE  
TO EXPAND AND  
EVOLVE AS WE  
DO.**

**WITH THIS  
DOCUMENT, WE  
SEEK TO  
HIGHLIGHT OUR  
VALUES AND  
DRAW OUR  
COMMUNITY AND  
ELECTED  
LEADERS'  
ATTENTION TO  
SOME PRESSING  
SOCIAL JUSTICE  
ISSUES, ALONG  
WITH POTENTIAL  
SOLUTIONS THEY  
HAVE THE POWER  
TO ENACT.**





## **ABOUT US**

**We are a collective of Bermudians who are inspired by the global Black Lives Matter Movement and the way that communities around the world are standing together to tackle and dismantle oppressive systems of injustice and racism.**

**We are an advocacy group with no political affiliation.**

## **THE BEGINNING**

Since forming in May 2020, Social Justice Bermuda has led the following campaigns:

- **Reject Rizzuto:** Hosted three marches and presented the Governor with a petition signed by 92k people to reject Trump's unqualified appointment for the US Consul General position
- **Cannabis Reform:** Initiated a series of online dialogue sessions and submitted a comprehensive response to the Government's Cannabis Reform Bill
- **#Sayhername:** Joined with Safe Spaces BDA to raise funds to increase the reward for information regarding the disappearance of Chavelle Dillon-Burgess
- **Week of Reflection:** Partnered with Imagine Bermuda and Mirrors to inspire residents to become more-engaged citizens
- **Engaged dozens of residents to discuss local issues and potential solutions via surveys, online events and e-updates**





# OUR VALUES

## CRIMINAL JUSTICE

We believe in a justice system that focuses on prevention, provides rehabilitation, does not criminalise drug use, and focuses on the humanity of each person. We believe in restorative justice. We believe cannabis reform should be reparational to make amends for the harm caused to Black people by punitive cannabis laws.



## EDUCATION

We believe that every child in Bermuda deserves access to a high standard of education, garnering the tools and resources they need to succeed, and with knowledge of this island's incredible history. We believe that arts-based learning helps all types of learners engage more meaningfully with content, develops vital social skills, and provides essential personal expression. We believe every Bermudian should have the opportunity to pursue a full, affordable university education here at home.



## HEALTHCARE + FOOD

We believe that healthcare is a right, and that every person should have access to the resources they need to stay well. We believe that access to healthy food is a right. We believe that food insecurity is an urgent issue. We believe that there should be zero food waste while people go hungry.



## ECONOMIC EQUITY

We believe that Bermuda's regulatory frameworks must actively promote the diversification of business ownership and operation. We believe every Bermudian deserves to earn a livable wage, to be treated with dignity, and provided the tools and resources to find meaningful work. Those who are unable to work should be supported. We believe that the high cost of living in Bermuda needs to be examined and solutions found.

# CRIMINAL JUSTICE

## **Mental Health Support for all those Incarcerated**

- Ensure that all those incarcerated receive regular mental health assessments and have access to care and treatment plans by a mental health professional. Include mental health assessments as part of the requirements for release. Designate a forensic psychology unit at Westgate Correctional Facility. (See further mental health initiatives under 'Healthcare + Food' and 'Education'.)

## **Broader Access to Mental Health Court**

- Revise the mental health court requirements to allow for individuals who have not been previously diagnosed with a mental health condition to be assessed and potentially diagnosed before sentencing and incarceration.

## **Legal Aid Reform to Ensure Representation for All**

- Provide mandatory automatic representation for all minors, regardless of the means of the parent or guardian. Increase the legal aid budget and capacity to allow greater access to representation.

## **Leniency of Low Level Offenses**

- Situational leniency for first time offenders of low level offences ensuring that individuals are not receiving a criminal record for these offences but are instead punishable with a fine, probation or community service hours.

## **Extend the Voting Franchise for All Imprisoned**

- Allow inmates the opportunity to participate in elections by offering polling within all Department of Corrections facilities.

## **Introduce 'Revenge Porn' Laws**

- Create and amend legislation to protect against modern forms of sexual harassment and abuse, including the introduction of 'revenge porn' legislation.

## **Reform Insufficient Domestic Violence laws**

- Support the campaign by The Advocacy Movement to reform domestic abuse laws to include improved training for police officers and the introduction of a Specialist Domestic Violence Court.

# CRIMINAL JUSTICE: CANNABIS REFORM

## **Restorative Justice**

- Expunge all non-violent cannabis-related convictions and release those incarcerated.
- Jail-time should not be a consequence for the misuse of cannabis, excluding the illegal supplying of cannabis to minors or product misrepresentation,
- People with non-violent cannabis convictions should be eligible for deferred licensing fees for their initial application.
- Revenue from cannabis taxation must be reinvested into the communities most impacted by the draconian prohibition of cannabis.

## **Equitable Access**

- Adjust the Personal cultivation fee, which currently excludes many of our country's lower income earners from participating in the proposed legal growing scheme and restricts their options for accessing what in many cases, is their medicine and in all cases a more economical option for health.

## **Quality Control & Labeling to ensure informed and responsible consumption**

- Require compound level testing to ensure that cannabis consumers are aware of the levels of cannabinoids and pesticides in cannabis plants and plant-based products.

# HEALTHCARE + FOOD

## **Food Security**

- Partner with the government and the community to plant fruit, vegetables, and herbs in public spaces for free public consumption.
- Grocery stores should be required to provide a healthy food basket that would be sold at no profit. Consult with nutritionists, farmers and parents to identify what it should contain for each season with emphasis on locally grown food. (See an additional grocery store initiative under 'Economic Equity'.)
- Through community partnerships and entrepreneurial support, ensure the land zoned for agricultural use and currently unused is put into use, with the plans informed by the 2016 crop, dairy, and livestock strategy white papers.

## **Healthy Food Education**

- Partner with medical insurance companies to educate about sugar addiction, nutrition and healthy cooking in schools and community.
- Sustained Initiatives and education in the community and public schools about how food grows, with funds and resources made available, as a step towards the long term goal of having school vegetable gardens and public food growing on public land. (See similar item under 'Education'.)

## **Mental Health**

- Reduce the stigma of receiving mental health support, especially around racial trauma and other historic oppression, with better access for everyone in the community including youth, those incarcerated and persons involved in the court system. (See complementary items under 'Education' and 'Criminal Justice'.)



**"It is my wish  
that Bermuda  
society would  
become a model  
society of racial  
harmony through  
individual  
efforts as well as  
through  
collective  
commitments of  
all Bermudians  
to uproot racism  
from our Island  
home."**

**Dr. Eva Hodgson**





# EDUCATION

SJB Supports the Ministry of Education's Plan 2022, and calls for a publicly accessible timeline, and reporting system updating the community in real time on progress.

In addition to the plans outlined in the document, we add:

## **Health**

- Ensure the plan has more emphasis on the health of the student body and staff.
- Talk to students early and often about mental health support, mindfulness and the importance of movement (not solely team sports/ competition).
- Psychologist and counselor at each school, early identification via testing of education and mental health needs. Lengthen recess and outdoor playtime.
- Mandatory and comprehensive sex education in all middle and senior schools with particular emphasis on consent and relevant digital issues.
- Work to include school gardens to ensure students have access to healthy food and that the skill and knowledge of gardening is integrated into the curriculum. (See similar item under 'Healthcare and Food'.)
- Ensure at least one full meal provided for all students at school, as well as healthy snacks available at all break periods, including advisory, including healthy snack vending machines.

## **Environmental Justice**

- Impress upon students the importance of planet-consciousness.
- Incorporate environmental education into the curriculum with climate change included as required teaching in all schools.
- Ensure there are Recycling programmes at all schools with an emphasis on developing minimal waste schools.

# EDUCATION cont'd

## Equality

- Include gender equality lessons.
- Ensure schools use all opportunities to promote role models that challenge gender and racial stereotypes.
- Ensure all public schools are secular environments catering to students of all religions, which will mean removing mandatory prayer (allow instead for moment of reflection or students to say their own prayers), and disallowing altar calls and other infusions of religion.
- Disallow anti-LGBTQ language as part of any classes/guest speeches.

## Inclusive Curriculum

- Ensure education includes pre-enslavement, colonialism, slavery and segregation. Focus on Bermuda, but also impact on Africa, the Caribbean and the conquest and genocide of the Americas.
- Implement the Special Education Policy, written in 2013 and still not yet adopted by the Government.

## Higher Education

- Transform Bermuda College into a 4-year college.





# ECONOMIC EQUITY

- Initiate steps to realise reparations.
- Require all businesses to have salary transparency within their organisation and that all employees are paid an equal salary for equal work.
- Revamp the customs duty system to be more equitable, including reviewing the rates on essential motherhood and menstruation products and raw materials for makers and artists.
- Develop a revised Workforce Equity (Affirmative Action) Act for Bermuda.
- Shift to a progressive tax structure.
- Work to establish a living minimum wage.
- Demand food chain transparency, requiring grocery stores/food wholesalers to submit financial information (especially relating to costs) to the Government to provide detail on how retail prices for food are set. (See an additional initiative 'Healthcare and Food'.)



If our values and ideas  
resonate with you, and you  
are interested in getting  
involved, please visit  
**[socialjusticebda.com](http://socialjusticebda.com)**  
to sign up for a team.  
For ongoing updates,  
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for capturing our beginning moments.  
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