

Two experiences for improving communication with victims of discrimination:

- **Platform on “Police and Management of Diversity”**
- **Network of Centers for Assisting Victims of Discrimination**

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## Platform on “Police and Management of Diversity”

- Aims:
  - promoting changes in Security Forces regarding diversity, and improving their procedures to guarantee equal of treatment of vulnerable groups of society;
  - avoiding under-reporting of cases of discrimination.

The Platform was created in 2010.



## Platform on “Police and Management of Diversity”

- **Members:**
  - National Union of Managers and Directors of Local Police (Unijepol).
  - Foundation Pluralismo y Convivencia (religious diversity).
  - **Fundación Secretariado Gitano (Roma people)**
  - Open Society Justice Initiative- Soros Foundation OSJI (no discrimination).
  - Foundation CEPAIM (migrants).
  - ACCEM (refugees and migrants).
  - FEAPS (mentally disabled people).
  - Foundation RAIS (people at risk of social exclusion).
  - Movimiento contra la Intolerancia (anti-racism).
  - Federación Estatal de Lesbianas, Gays, Transexuales y Bisexuales (LGBT people).
  - Amnesty International (as observer).
- **KEY: NGOS REPRESENTING SOCIAL DIVERSITY AND POLICE BODIES WORKING TOGETHER**



## Platform on “Police and Management of Diversity”

- The Platform provides training, didactic materials, conferences, aware raising campaigns, awards, etc. on discrimination and diversity to police bodies (local police).
- Police is better trained to identify discrimination cases and is learning to avoid bad practices (ethnic profiling).
- Outcome: building mutual trust between the police and vulnerable groups, improving communication and effectiveness.



## Platform on “Police and Management of Diversity”

- Tackling ethnic profiling:

PIPE (*Program to an Effective Stop by the Police*):

This program is a replication of STEPPS project and will be implemented since November, 2012 in three local polices: Castellón, A Coruña and Málaga.

The objectives of PIPE are:

- (i) to promote higher control of the Chief Departments of the Local Polices on the identification checks performed by its police officers;
- (ii) (ii) to establish procedures for the identification checks –which include the introduction of stop forms- which improve police effectiveness and prevent all the possible discriminations;
- (iii) (iii) to promote the analysis of the identification checks in order to adopt relevant measures;
- (iv) (iv) to raise police awareness and train police officers on an adequate management of the identification checks; and
- (v) (iv) to promote rapprochement and to strengthen relationships between the police and the minority groups in their respective local communities.



## Network of Centers for Assisting Victims of Discrimination

In order to facilitate the reporting of cases of discrimination (and avoid under-reporting) and to assist the victims, the National Council to Promote Equality of Treatment and Non Discrimination on Race or Ethnic Grounds set up in 2008 a “Network of offices to report cases of discrimination” managed by the following NGOs:

- ACCEM – refugees and migrants
- Cruz Roja Española – Red Cross
- Fundación CEPAIM - migrants
- **Fundación Secretariado Gitano - Roma**
- Movimiento Contra la Intolerancia – anti racism
- Movimiento por la Paz, el Desarme y la Libertad – social development
- Red Acoge - migrants
- Unión Romaní - Roma



## Network of Centers for Assisting Victims of Discrimination

- Leaflets in Chinese, Arabic, English, French, Romanian, Catalan, Basque, Galician.
- Website with information and addresses of centers.
- Support to report cases of discrimination, assist victims, follow up, monitoring.
- Information about rights and laws against discrimination.
- Aware-raising campaigns.
- Publication of an Annual Report on cases of discrimination, with data and statistics (212 cases in 2010).



## Network of Centers for Assisting Victims of Discrimination

- Keys of success:
  - Close relation of NGOs to potential victims (trust, language skills, better communication, intercultural competences, etc.).
  - Nationally widespread (access in all cities).
  - Less barriers for victims (mistrust towards Public administrations and Police).
  - Capacity to reach potential victims.
  - Tackling under-reporting.



Thank you for your attention.

More information:

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