



ACM

Ethnic Profiling Seminar

Brussels, 8 November 2018

Vasco Malta– Deputy - High Commissioner for Migration

High Commission for Migration: mission and competences

Interministerial Public Institute (1996)

Cooperate in the definition, implementation and evaluation of the public policies in matters of migration (...)

For the integration of immigrants and ethnic groups (...)

For the management of diversity amongst cultures, ethnic minorities and religions.

Knowing CICDR

The **Commission for Equality and Against Racial Discrimination** (CICDR) is a specialized body in the fight against racial discrimination, working closely to the High Commission For Migration

Good Practice

In July 2016, the High Commission for Migration signed a Protocol with **the Public Security Police (PSP)** to implement the **"TOGETHER FOR ALL Programme"**. This program aims *"to contribute to the prevention of conflict in multicultural communities who may have some vulnerabilities, and also for the safety of all citizens regardless of their nationality or cultural belonging."*



Good Practice

Under the protocol, the PSP committed to "*provide training to ACM professionals, on the legal framework that manages the police action, taking into account the main strategic and tactical guidance of Special Programs and relevant projects, and how to articulate communication strategies with the PSP*" **and** the High Commission committed to "*provide training to elements of the PSP of the first two levels of intervention on the immigration phenomenon in Portugal, the national and cultural groups living in the country, the issue of diversity and intercultural dialogue, including stereotypes, discrimination and ways to deal with difference*"

The training activities foresee the participation of 1300 officers. Until April 2018, 47 sessions in the area of integration and cultural diversity, and 16 in the area of racial discrimination have taken place, with the participation of 1100 police officials and agents from all over the country.

Challenges

- Some aggressive attitude by some of the Police during the trainings;
- Explaining the concept of protected grounds / Minorities / Ethnic Groups Vs Police Force;
- Explaining the differences between a Crime and Administrative offences;
- Explaining the concept of Ethnic Profiling;
- Lack of proper working conditions by the Police;

Key Lessons Learned

- Working together is fundamental (civil society, Equality Bodies and Police) ;
- Communication on how to proceed in critical moments, is essential;
- Is difficult for the Police members to put themselves outside their own “world”;
- Important to use real cases during the trainings;
- Although not opposite groups (Police vs Equality Body) be prepared for some confrontation on some of the topics.

Thank you for your attention!

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