



PLATFORM FOR THE POLICE MANAGEMENT OF DIVERSITY



Plataform for the Police Management of Diversity

UNIJEPOL - FSG - Accem - CEPAIM - Plena inclusión - FELGTB - RAIS - MCI - RA - GAYLESPOL
OSJI y AI (observing members)

WHAT IS THE PLATFORM FOR THE POLICE MANAGEMENT OF DIVERSITY?

The Platform for Police Diversity Management was established in mid-2010, as a meeting place between civil society organizations representing the diversity of our society and the police services. Its aim is to encourage and promote changes in police institutions in order to improve their operational procedures and to guarantee equal and non-discriminatory treatment for all in society, especially for minority groups.

WHO WE ARE?

- National Union of Local Police Chiefs and Commanders - Unión Nacional de Jefes y Directivos de Policía Local (Unijepol)
- Gitano Secretariat Foundation - Fundación Secretariado Gitano (FSG)
- Cepaim Foundation. Coexistence and social cohesion. Fundación Cepaim, Convivencia y cohesión social
- Accem
- Full Inclusion, Plena inclusión
- National Federation of Lesbians, Gays, Trans, and Bisexual Persons. Federación Estatal de Lesbianas, Gais, Transexuales y Bisexuales (FELGTB)
- Foundation RAIS. RAIS Fundación
- Movement Against Intolerance. Movimiento contra la Intolerancia (MCI)
- Acoge Network. Red Acoge (RA)
- Gay and Lesbian Police Association. Asociación de Policías Gays y Lesbianas (GAYLESPOL)

Amnesty International (AI) and Open Society Justice Initiative (OSJI) participate as observing members.

WHAT ARE OUR OBJECTIVES?

- Raise awareness of authorities in charge of public security and police services of the need to develop policies on social diversity management.
- Promote the improvement of police training regarding management of diversity.
- Achieve a designated statistical register of hate crimes and discrimination cases and to establish operational protocols for police on these issues by the competent institutions.
- Promote greater relationships between public police services and minority communities as well as their participation in development of citizen security policies.
- Encourage improved police services for people belonging to minority communities.
- Define criteria for police stop-and-search practices and establish preventive and oversight measures for the use of ethnic profiling.
- Promote positive measures to enable people belonging to minority communities to join the police and their auxiliary services.
- Publicize and acknowledge good practices and positive actions developed by police relating to diversity.

WHY THE PLATFORM?

In recent decades, the Spanish population has undergone one of the major transformations in its modern history. Similar to what has happened in neighbouring countries, diversity today is one of the most relevant features that defines our society.

Cultural and linguistic diversity is a feature of our country since its origins; and now people are coming from other countries and continents, belonging to a plurality of ethnic groups, and with different cultures and religions. In addition to that, there are other facets of diversity in Spain, including socially excluded and marginalized people.

Moreover, in other areas of social diversity we have achieved historical advances, such as the recognition of the rights of LGBT people and people with disabilities; many different groups are becoming less marginalized in the public sphere as well as before the rest of society and public institutions, and are recognized as part of the citizenry.

Despite this very important recent change, the absence of serious conflicts amidst coexistence reflects the maturity and tolerance of the Spanish society. Nevertheless there still occurs serious cases of discrimination; we still have a long way to go to ensure that all public institutions effectively guarantee the equal exercise of human rights.

OUR ACTIVITIES

- Dialogue and awareness rising with authorities responsible for public safety and police services in order to promote public policies and measures that take into account the management police of social diversity.
- Annual organization of a Seminar on Police Management of Diversity, with the participation of leaders and professionals of police services, other public services and NGOs, including select international participants.
- Organization of the annual "Daniel Wagman" Awards for police services who demonstrated good practices in management of diversity.
- Implementation of the Effective Police Identification Program (PIPE) amongst different police services.
- Creation of support materials and resources for law enforcement agencies, such as the Guide for Police Management of Diversity.
- Promote the inclusion of contents regarding management of diversity within police training materials.



Among these public institutions, police services are key agents, because democratic society has delegated to them the monopoly on the legitimate use of force and because they share the general mission of monitoring compliance with the law, protecting the free exercise of rights and freedoms, and maintaining public safety and the normal development of living together.

Security agencies have been working with our society to build democracy and have been able to adapt themselves to new social demands, so that today they are among the population's most highly regarded institutions.

A good example of this adaptation has been the significant contribution to dealing with urgent problems such as violence against women. We have chosen this particular example because we believe that to respond adequately to the new problems of a diverse society, a transformation within police organisations needs to take place similar to what occurred in relation to gender-based violence.

Therefore, it is necessary to develop actions which seek to achieve greater awareness, greater sensitivity, better training, new procedures, and specialization and increases in law enforcement resources to understand the rich social complexity, to pay attention to diversity more effectively, and to ensure effectively the equality of treatment of the diverse groups that make up our society.



Unión Nacional de Jefes y Directivos de Policía Local
www.unijepol.eu



Fundación Secretariado Gitano
www.gitanos.org



RAIS Fundación
www.raisfundacion.org



Plena inclusión
www.plenainclusion.org



Accem
www.accem.es



CEPAIM Fundación Cepaim. Convivencia y cohesión social
www.cepaim.org



FELGTB Federación Estatal de Lesbianas, Gais, Transexuales y Bisexuales
www.felgtb.org



MCI Movimiento Contra la Intolerancia
www.movimientocontralaintolerancia.com



Red Acoge
www.redacoge.org



Asociación de Policías Gays y Lesbianas (GAYLESPOL)
www.gaylespol.es



Open Society Justice Initiative (observing member)
www.opensocietyfoundations.org/about/programs/



Amnistía Internacional (observing member)
www.es.amnesty.org

Get to know us
www.gestionpolicialdiversidad.org

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