



New term of the compliance officers in Austria

On 26th of June 2013 Section Chief Dr. Franz Einzinger appointed the compliance officers of the Federal Ministry of the Interior for the term of 1st of July 2013 to 30th of June 2018. The compliance officers are also members of the Working Group on Gender Issues. Chairwoman of the working group is Mag. Maria Müller-Lankmair, her deputy is Brigadier Siegfried Gundel.

“Over the past decades, a lot has happened for the equality of women and men. Doing so much has changed in dealing with the issue. In past times, women had to be promoted in a much wider scale,” said Dr. Franz Einzinger, Head of Section I (Presidium) in the Federal Ministry of the Interior. “Now we have to do that more effectively.”

“With Head of Unit Maria Müller-Lankmair and Brigadier Siegfried Gundel two members of the staff are at the top of the Working Group, who on the one hand stand up for the cause, on the other hand, they have a non-glorified view on the matter,” said the Head of Section. “I am aware that this is no easy task. Nevertheless, I believe that it is a task for which it is worthwhile to get involved.”

The new compliance officers will carry out their activities under the Federal Equal Treatment Act for a period of five years. The tasks of the compliance officers include the handling of queries, concerns and complaints from staff members, in particular with regard to equal treatment, promotion of women and non-discrimination, such as in cases of harassment, sexual harassment and discrimination on grounds of ethnic origin, religion or belief, age or sexual orientation. With 12th of February 1993 in each Ministry both compliance officers as well as a working group on equality issues were established.

The compliance officers are subject to confidentiality and perform their duties independently.

Special Announcement!

The upcoming ENP elections for the General Board and the Executive Board.

will take place on the **17th en 18th** of October 2013 in Vienna!

ENP HEAD OFFICE
Stationsplein 14
3818 LE AMERSFOORT

PO Box 1102
3800BC AMERSFOORT
The Netherlands

T +31 (0)33 465 40 19
F +31 (0)33 465 40 83

E info@enp.nl
I www.enp.nl

Canal Parade Amsterdam

By Herman Renes (Chair of the European Gay Police Association)



THE NETHERLANDS - On Saturday August 3rd employees of the National Police of The Netherlands took place on a special policeboat during the Amsterdam Canal Parade.

A large representation of policeofficers in uniform from across the whole organization were present to show the hundreds of thousands of people on shore that potentially it is safe for a policeofficer to show his or her sexual orientation or genderidentity.

Also, with this participation the police wanted to bring another message to the audience: “lesbians, gay men, bisexuals and transgender people can report to the police if they experience any forms of verbal or physical violence or otherwise become victim or witness of discrimination and/or hatecrimes.”

Policeofficers, committed to the Pink in Blue networks were also present on the Pink Monday carnival of Tilburg (July 22). There they engaged with the visitors to the fair. These actions are primarily intended to connect to the visitors and to talk about the role of the police in relation to the pink community and fighting discrimination.

Also a number of so-called ‘wildcards’ were handed out for a place on the police boat, making it possible for non-gay police workers to take part in this great event. This supports the efforts of the LGBT policeofficers network to build gay & straight allies. After all, combating hatecrimes is standing up for human rights and this is a task for each policeofficer. Looking back, all participants were very enthusiastic about taking part and look back on a once-in-a-lifetime experience.



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Diversity Strategy in An Garda Síochána

Ireland's Police - Force Diversity Consultations Project 2013

By Maura Lernihan (ENP general board member Ireland)



As an organisation, An Garda Síochána has a long-established tradition of developing and maintaining close relationships with the communities in which we work. The Garda Síochána is committed to recognising, acknowledging and respecting the diverse nature of communities within Ireland.

Historically An Garda Síochána has hosted an annual National Diversity Consultation day on which groups under all 9 strands of Diversity attend and take part in consultations. The feedback received from attendees of this national consultation day was that while it was a very worthwhile experience, from their view point it would be of greater benefit if more time was dedicated to the consultation process. As a means of conducting research for the next Diversity Strategy within An Garda Síochána and as a means of addressing this issue, a decision was made to embark on a comprehensive consultative process during which we would hold 9 separate consultations under the 9 strands of Diversity. This process became known as the Diversity Consultations Project.

Over the past number of months An Garda Síochána has hosted a series of consultations to discuss the policing needs/issues regarding the 9 strands of Diversity

The consultations held focused on the nine strands of diversity as defined in Equality Legislation namely; Family Status, Civil Status, Gender, Ethnicity, Membership of the Traveller Community, Sexual Orientation, Disability and Religious Belief.

At the consultations, representatives from various groups relating to each strand of diversity have met at Garda Headquarters to discuss their respective policing needs.

There has been representation from both National and Local level at these meetings.

Some of the outcomes from the consultations have been, issues surrounding; communication between Gardaí and members of the public and the need for a greater level of Diversity training within the Garda organisation.

The Diversity Strategy and Implementation Plan 2009-2012 was an extensive document which included an implementation plan with set goals and targets for various internal divisions and sections. Building on the advancements and progress achieved through this process it is envisaged that the development of the new Diversity Strategy/Policy will have an open yet specific outline of proposals for how to best implement the needs of each Ireland's diverse communities.

Watch this space for future developments !!!! .

Get acquainted with Amsterdam Network of Policewomen



Jessica R. Carciotto works as an associate at the Intelligence Unit Flierbosdreef of the Police Service Amsterdam. Jessica is chair of the Network for Women called NETWEB. NETWEB stands for Network of Women and Business, this is the name of the Amsterdam Police network for women. NETWEB is one of the oldest active networks of the Police in Amsterdam.



The three pillars for the networks are:

1. Safety net for internal colleagues
2. Source of knowledge and expertise for the organization
3. Connection to the 'similar' target group in society

In 1911 Dina Samson was the first policewoman in the Netherlands, she was the founder of the current Youth and Vice Squad, streetbook and a notebook with pencil. It took until 1954 for Amsterdam Municipal Police to empower women in executive (uniformed) service.

Their task was to have supervisory functions of none escalating nature. For example to combat childhood savagery and promote the adjustment of youth in society and give traffic classes. Women did not carry a gun, handcuffs or baton. Their equipment consisted of a shoulder bag containing a whistle, bandage pack, a complete first aid kit. The first female commissioner of the police in the Netherlands was called Miss Tetje de Jong.

She took this role in 1964 and has been working at the Amsterdam Municipal Police until 1978. The women's network has been established by Municipal Police Amsterdam in 1989.

Many changes have taken place over the years for police women, like training opportunities (1971), part-time work (1985), equal rights and opportunities (1994). Recent years more women have been installed in senior positions and the network has organised various events over the years. Thanks to the efforts of the women's network and the fact that women have become more aware of their own added value in the organisation, the position of women improved tremendously.

The world of the Amsterdam police will continue to change, from inside out. Changing ideas must find reconciliation, by being open to each other and connect with each other. I believe this will always remain of added value in the future. If you would like to know more about the Women network NETWEB, I invite you to send an email to Vrouwennetwerk-netweb@amsterdam.politie.nl