



An Garda Síochána

Diversity & Integration Strategy 2019-2021

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COMMISSIONER'S FOREWORD

I am pleased to introduce our Diversity and Integration Strategy 2019 to 2021, which reflects An Garda Síochána's strong commitment to engage proactively and respectfully with all members of society, and in particular, persons from minority groups and diverse backgrounds. Our engagement will be underpinned by our commitment to promote and embed our ethical standards as contained in the Code of Ethics for An Garda Síochána.

An Garda Síochána is further pleased to deliver a working hate crime definition, which recognises the existing and emerging diverse composition of our communities, and aims to protect all minorities and diverse groups in society. This strategy will facilitate enhanced reporting, recording, investigating and prosecuting mechanisms in respect of hate crime and the introduction of a Pulse record for non-crime hate incidents.

I wish to express my appreciation to all stakeholders who engaged positively with An Garda Síochána in the development of this Strategy by regular consultation, advice and support. These stakeholders included respected academics who have provided invaluable inputs into the development of hate crime conversations, government organisations, non-government organisations and civil society organisations. The contribution of these stakeholders, individually and collectively, is reflected in this Strategy and it is hoped to continue these collaborative partnerships going forward.

The oversight and monitoring by our key diversity stakeholders, in addition to our regulatory oversight bodies, is welcomed in respect of this Strategy and our ongoing engagement with individuals and communities. This monitoring will be facilitated by the establishment of a Garda National Diversity Steering Group, which will include representatives from diverse stakeholder groups. This Strategy will be subject to quarterly ongoing review and to a final evaluation in the last quarter of 2021.

I look forward to the implementation of this Strategy over the next three years by all members and staff of An Garda Síochána as we strive for a fairer, more equal and respectful society.

Drew Harris
Commissioner
An Garda Síochána



ORGANISATIONAL COMMITMENTS

VISION

We will provide a responsive, equal and accessible policing service to all, particularly those who are marginalised in society, minority groups, and persons from diverse backgrounds.

MISSION

Keeping People Safe.

GARDA SÍOCHÁNA CODE OF ETHICS - RESPECT AND EQUALITY

- I will recognise and respect the dignity and equal human rights of all people.
- I will treat people with courtesy and respect.
- I will treat everyone with fairness at all times, and not discriminate wrongfully.
- I will oppose and challenge any behaviour or language that demonstrates discrimination or disrespect, in particular with regard to vulnerable individuals or minority groups.
- I will be sensitive to the vulnerabilities of individuals, for example because of their age or a disability. I will be sensitive to the difficult circumstances individuals may find themselves in when in contact with the Garda Síochána.
- I will show appropriate understanding and empathy to people I come into contact with.
- I will make accommodation for an individual's particular needs where possible. Wherever possible, I will take steps to improve relationships with the public, in particular with individuals or groups that may have previously had a limited or challenging relationship with policing services.

Examples of wrongful reasons for discrimination (Garda Síochána Code of Ethics)

- | | | |
|-----------------|---|-------------------------|
| - Age | - Membership of the Traveller Community | - Sexual Orientation |
| - Disability | - Religion | - Gender non-conformity |
| - Family Status | - Race | - Political Opinion |
| - Gender | - Colour | - Residence Status |
| - Civil Status | - Nationality | - Social Origin |

SECTION 42 OF THE IRISH HUMAN RIGHTS AND EQUALITY ACT 2014

A public body shall, in the performance of its functions have regard to the need to:

- eliminate discrimination
- promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
- protect, promote and fulfil the human rights of its members, staff and the persons to whom it provides services.



INTRODUCTION

As part of An Garda Síochána Strategy Statement 2019-2021, there is strong emphasis on human rights as a foundation for providing policing services. In line with our positive duty under Section 42 of the Irish Human Rights and Equality Act 2014, the Garda Commissioner has committed to building our human rights capacity and progressing our internal and external diversity and inclusion initiatives. This external `Diversity and Integration Strategy` will complement the Garda internal `Diversity and Inclusion Strategy` which is under development by Executive Director, Human Resource and People Development. It is important that both strategies are aligned and operate cohesively.

The production of this strategy coincides with the introduction by An Garda Síochána of a `working definition of hate crime` to ensure that our Policing Plan commitment of delivering a victim-centred policing service, focussed on keeping people safe, protecting the most vulnerable and providing a consistently high standard of service is met. The introduction of a working definition of hate crime is regarded as a milestone in delivering on this commitment. Therefore, a significant focus of this strategy over the next three years is aimed at enhancing the identification, reporting, investigation and prosecution elements of hate crime. The embedding of these enhanced elements requires delivery of policy, guidelines, training and supports to Gardaí and Garda Staff. It also requires information technology updates to the Garda PULSE system over the lifetime of the strategy.

This strategy is based upon five strategic principles, wherein organisational objectives are established and achievable outcomes identified to permit monitoring of the strategy, internally and independently. It is accepted that there currently exists an underreporting of crimes against marginalised and minority groups. This strategy demonstrates an openness and willingness on behalf of An Garda Síochána to receive reports from and professionally investigate crimes against these individuals and communities. This strategy should result in increased reporting of hate crimes which must be regarded as a positive outcome.

This strategy will be supported by the introduction of a tiered level of diversity training within An Garda Síochána following the review of current training programmes. This training and the success of this strategy is dependent on the continued collaboration with our key stakeholders, partners and communities.



HATE CRIME

Definitions

Hate Crimes

Any criminal offence which is perceived by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.

Hate Incidents – (Non Crime)

Any non-crime incident which is perceived by any person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.

Explanatory Notes

- A person, community or institution may be a victim of hate crime by virtue of perceived or actual association with a particular group or background.
- `Motivation` is presumed by a demonstration or expression of hostility or prejudice.
- Ethnicity includes `Traveller` and `Roma`.
- Religion includes `non-believers`.
- `Gender` includes gender identity, transgender, intersex, gender expression and gender exploration.
- An `incident` is an occurrence reported to An Garda Síochána.



STRATEGIC PRIORITY 1 – PROTECTING THE COMMUNITY

Protect the safety, wellbeing and rights of all, particularly minority and marginalised communities and vulnerable individuals.

Objectives

- To foster minority communities' trust in An Garda Síochána in order to enhance access to policing services.
- To provide a visible, accessible, effective and responsive service to all persons and communities.
- To provide appropriate crime prevention advice to people from diverse backgrounds and minority groups.
- To promote integration of migrants and the marginalised into our communities.
- To monitor, respond to, and prevent the occurrence of hate crime.
- To encourage and facilitate reporting of all hate crimes and non-crime hate Incidents.
- To provide appropriate support to victims of hate crime during the reporting, investigation and prosecution phases.

Outcomes

1. Compliance with Section 42 of the Irish Human Rights and Equality Commission (IHREC) Act, 2014.
2. Improved trust and confidence in An Garda Síochána by all sections of society.
3. A victim-focused policing service, supportive of service users from all backgrounds.
4. Continued exploration, in cooperation with affected communities, of increased intercultural awareness, disability awareness and individual vulnerability awareness.
5. Development of an initial online reporting facility for hate crime.
6. Facilitation of third party referrals of hate crime from non-government organisations or civil society organisations via the Garda National Diversity and Integration Unit (GNDIU).
7. Compliance with commitments set out in the Victims of Crime Charter and the Criminal Justice (Victims of Crime) Act 2017 in respect of all victims of crime, to ensure victims are supported during the criminal justice process and kept informed on the progress and outcome of their complaints.



STRATEGIC PRIORITY 2 – DATA

Ensure the most effective and accurate management of data on hate crime in a safe, secure and legal manner, whilst respecting the privacy and rights of all persons.

Objectives

- To ensure all data is collected, recorded and communicated in an accurate, timely, complete and accountable manner.
- To provide accurate and reliable data to inform intelligence-led policing.
- To accurately inform the public of trends and patterns in respect of hate crime.

Outcomes

1. Delivery of clear guidelines regarding the identification and recording of hate crime and non-crime hate incidents to all Gardaí and Garda Staff.
2. Development of an Information Technology mechanism to record *non-crime hate incident* to enhance intelligence-led policing and crime prevention.
3. Updates to the Garda PULSE system introducing an alert mechanism to highlight hate crimes.
4. Safe and secure collation, storage and retention of data in accordance with GDPR legislation.
5. Publication of an annual Garda Diversity Report on the Garda website.
6. Increased levels of reported hate crime.
7. Analysis of hate crime trends and patterns to dictate future policing responses.



STRATEGIC PRIORITY 3 – OUR PEOPLE

Develop the skills and environment needed to ensure equality, diversity, integration and human rights in all aspects of operational policing.

Objectives

- To ensure sufficiency of support, training and resources to deliver a professional policing service to diverse communities and minority groups and address potential discriminatory attitudes within An Garda Síochána.
- To provide guidance and supervision for all Gardaí in respect of reporting, recording, investigating and prosecuting hate crime.
- To develop a Garda training programme for Gardaí and Garda Staff to build their competency and capacity to interact more effectively and positively with migrants, refugees, victims of hate crime and people from diverse and minority backgrounds.
- To support the HRPD objective of attracting, developing and retaining talented individuals, representative of minority and diverse communities, within An Garda Síochána.

Outcomes

1. Development and issue of hate crime policy and procedures to guide all Gardaí and Garda staff.
2. Development of an internal 'Diversity Toolkit' within the New Framework for Community Policing to support An Garda Síochána in engaging with persons from diverse and minority backgrounds and in the investigation and prosecution of hate crimes.
3. Review conducted of current Garda diversity training programmes and development of bespoke training, tailored to meet the policing needs of diverse groups and sub-groups that will give Gardaí and Garda Staff the expertise and confidence to engage professionally with these groups.
4. Monitoring of the number of complaints from people of diverse backgrounds or minority groups regarding Garda conduct and the adequacy of Garda investigations.
5. Identification of the barriers to recruiting and retaining people from diverse and minority backgrounds as Garda members, Garda Staff and Garda Reserves and begin work to mitigate or remove these barriers.
6. Development of an online directory of cultures and backgrounds with an accompanying dictionary of acceptable language, to assist Gardaí and Garda Staff in responding appropriately to the needs of persons from diverse backgrounds and minority communities.



STRATEGIC PRIORITY 4 – PARTNERSHIP

Engage with internal and external stakeholders in a proactive and inclusive manner to build trust and identify the policing needs of all diverse, minority and 'hard to reach' communities.

Objectives

- To build and maintain strong relationships with key stakeholders from diverse groups and civil society organisations.
- To listen to and respond to the policing needs of all communities by affording appropriate consideration to the views, publications, and reports of key stakeholders in devising policing plans.
- To work in partnership with key stakeholders to deliver a collaborative and effective policing service to all of society.
- To support key partnerships, through regular liaison and engagement, at all levels of An Garda Síochána.
- To ensure constructive engagement with oversight bodies such as the Policing Authority and the Garda Síochána Inspectorate in monitoring and reviewing the operational effectiveness of the Garda Diversity and Integration Strategy.
- To collaborate with our Criminal Justice partners including the Department of Justice and Equality, Office of the Director of Public Prosecutions, Probation Service, Irish Prison Service, and Courts Service to enhance the criminal justice process in respect of hate crime.

Outcomes

1. Establishment of a Garda National Diversity Forum with representatives of communities and key stakeholders to monitor and review the implementation of this Strategy, on a quarterly basis.
2. Improved relationships with key stakeholders at a local and national level.
3. Hold a National Annual Consultation Day with key stakeholders as part of policing plan development and future diversity and integration policy development.
4. Development of a mechanism to ensure that the aggravating factor of a hate crime is communicated effectively during the criminal justice process to criminal justice partners by An Garda Síochána.
5. Continued commitment, support and accountability to Government strategies such as:
 - Migrant Integration Strategy 2017 - 2020
 - National Disability Inclusion Strategy 2017 - 2021
 - National Traveller and Roma Inclusion Strategy 2017 - 2021.
6. Active consideration to views, recommendations and publications from oversight bodies and partners.



STRATEGIC PRIORITY 5 – COMMUNICATION

Communicate openly, honestly, sensitively and respectfully with all our communities, colleagues and partners to improve trust and confidence in the policing service we deliver to all people.

Objectives

- To improve the confidence of communities and victims of crime to engage openly with An Garda Síochána and report all crimes.
- To ensure all Gardaí and Garda Staff are fully aware of their responsibilities under the Garda Diversity and Integration Strategy.
- To ensure all members of society, especially people from diverse and minority backgrounds are aware of the commitment of An Garda Síochána to treat all people with respect and deliver an equal and fair policing service to all.
- To enhance our communications and relationships with key stakeholders.
- To provide a transparent, open, accountable and honest policing service to all.

Outcomes

1. Publication of the Garda Diversity and Integration Strategy.
2. Publication of the Garda hate crime definition and non-crime hate incident definition.
3. Publication of Annual Reports in respect of diversity and hate crime.
4. Reduction of communication barriers by use of interpreters where appropriate by Gardaí and Garda Staff.
5. Clear, concise and effective internal communications in respect of policy and procedures on diversity, integration and hate crime.
6. Communication updates to the public and key stakeholders utilising all social media channels, Garda website and personal engagement.
7. In collaboration with partner agencies, conduct diversity and integration public awareness campaigns.
8. Facilitation of an annual stakeholder dialogue and engagement opportunity to review progress to date and facilitate future planning.



ALTERNATIVE FORMATS

If you or any of your fellow community members feel that you may benefit from receiving this document in a different format or language – for example, an electronic version, a large font version, a Plain English version, an audio version, or a version other than compiled by the English or Irish language – please do not hesitate to contact us.

This document is also available to download at www.garda.ie in the following languages: English, Irish, French, German, Spanish, Portuguese, Polish, Lithuanian, Latvian, Romanian, Arabic, Mandarin and Russian.

Similarly, any feedback relating to this Strategy is welcome and can be forwarded to the contacts as shown below:

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