



The Recommendations on Policing in Multi-Ethnic Societies

15th Anniversary

OSCE
HCNM

AGENDA for the 15th Anniversary Conference of the OSCE High Commissioner on National Minorities' *Recommendations on Policing in Multi-Ethnic Societies*

5 November 2021; Location: Neuer Saal in Hofburg, Vienna and Online

08:30 - 09:00 Registration, Welcome with coffee

Vorsaal (2nd floor)

09:00 - 09:45 Opening Session

- **H.E. Mr. Kairat Abdrakhmanov**, OSCE High Commissioner on National Minorities
- **H.E. Håkan Jevrell**, Ambassador and Special Envoy on Organized Crime, Swedish 2021 OSCE Chairpersonship-in-Office
- **H.E. Ms. Alena Kupchyna**, OSCE Co-ordinator of Activities to Address Transnational Threats
- **Senator Ben Cardin**, Chairman of the Commission on Security and Cooperation in Europe (US Helsinki Commission)

Master of Ceremonies: Mr. Christophe Kamp, Director, OSCE HCNM

Neuer Saal (2nd floor)

09:45 - 11:00 Panel 1: *The Policing Recommendations 15 years on: Successes and challenges in implementation;*

This panel will review and discuss the successes and challenges encountered during the implementation of The Policing Recommendations. It will present lessons learned from applying The Policing Recommendations and will help to identify the follow-up areas necessary to ensure the effectiveness of policing in diverse societies.

- **Dr. Elisabeth Sándor-Szalay**, Deputy Commissioner for Fundamental Rights responsible for the Rights of National Minorities of Hungary
- **H.E. Ms. Elvira Azimova**, Commissioner for Human Rights of the Republic of Kazakhstan
- **Mr. Goce Bachanov**, Assistant Minister, Police Training Centre, Ministry of Internal Affairs of the Republic of North Macedonia

Moderator: Dr. Anastasia Crickley, Chairperson of the UN Committee for Elimination of Racial Discrimination from 2016 to 2018

Neuer Saal (2nd floor)

11:00 - 11:30 Coffee Break

Vorsaal (2nd floor)

11:30 - 12:45 Panel 2: *Recruitment and representation of national minorities in police services in order to improve operational practices, trust and accountability when preventing and managing conflict.*

This panel will review the possibilities for, and impediments to, achieving a balanced composition of the police services; one that reflects the diversity of the society that they serve by ensuring the adequate representation of national minorities, including women. The panel will identify practices that have so far proven successful in attracting candidates from all sections of society. It will also look into the aspects of **community policing** by addressing and exploring the factors of trust and communication with the communities the police services serve. The panel will elaborate on measures that the States can take to create an enabling environment with reliable accountability mechanisms. Finally, the panel will review different policies and measures that ensure that the police and the public, including minorities, understand the role of the police in promoting good inter-ethnic relations and which ensure that the police are tasked and equipped to carry out this role.

- **H.E. Mr. Ulan Niiazbekov**, Minister of Internal Affairs of the Kyrgyz Republic
- **Mr. Ravi Batra**, Chairman, National Advisory Council South Asian Affairs, United States
- **Ms. Anna Giudice**, Crime Prevention and Criminal Justice Officer, Justice Section, Division of Operations, United Nations Office on Drugs and Crime (UNODC)
- **Det. Sgt. Alana Morrison**, Nishnawbe-Aski Police Service, Canada

Moderator: Ms. Denise Mazzolani, Acting Head and Adviser on Cyber Crime, Strategic Police Matters Unit, OSCE Addressing Transnational Threats Department

Neuer Saal (2nd floor)

12:45 - 14:15 Lunch Break

Vorsaal (2nd floor)

14:15 - 15:30 Panel 3: *Gender responsive approaches to policing: barriers and opportunities in mainstreaming gender (and minorities) in police services.*

This panel will review the relevant aspects of mainstreaming gender in policing, as well as the intersectionality between gender and national minorities in this area. The panel will discuss concrete experience of the OSCE and practices of the OSCE pS in this regard in order to highlight successes and identify further needs in addressing gender mainstreaming in policing. As gender is a priority area for the OSCE Chairperson, the HCNM supports this throughout its activities and by

providing this opportunity to examine barriers and opportunities for gender-responsive approaches to policing. This includes, but is not limited to, considering gender-responsive approaches in community engagement, operational methods and reporting, specifically when addressing gender-based violence cases as well as how they are processed and additional barriers to reporting for disadvantaged groups.

- **Ms. Biljana Dulović**, Head of Legal Affairs and Gender Coordinator, Police Directorate of Montenegro
- **Mr. Sava Petrov**, Prosecutor Court of Cassation, Office of the Prosecutor General of Bulgaria
- **Ms. Paula Hilman**, Assistant Commissioner, Roads Policing & Community Engagement, Office of the Garda Commissioner in Ireland
- **Ms. Kara Rose**, Senior Police Advisor, the Bureau of International Narcotics and Law Enforcement's (INL's) Knowledge Management Office, United States

Moderator: Ms. Valeria Vilardo, Programme Specialist, Women, Peace and Security & Humanitarian, UN Women Europe and Central Asia Regional Office

Neuer Saal (2nd floor)

15:30 - 16:00 Coffee Break

Vorsaal (2nd floor)

16:00 - 17:15 Panel 4: *Emerging challenges and new perspectives*

This panel will discuss emerging challenges and new perspectives in order to complement existing HCNM efforts to improve policing in diverse societies. The panel could potentially review a variety of topics, including: racial profiling, cybersecurity, surveillance technology; the role of the police in countering hate speech and hate crimes; the role of the police in P/C VERLT, while taking care not to securitize minorities; changing attitudes towards the police and police responses; the complementarity of the HCNM's policing recommendations in Security Sector Governance and Reform (SSG/R) and how to mainstream multi-ethnic policing concepts in the field of SSG/R.

- **Ms. Margarette May Macaulay**, Commissioner, the Inter-American Commission on Human Rights and Rapporteur on the Rights of Persons of African Descent and against Racial Discrimination, The Organization of American States (OAS)
- **Ms. Kim Anne-Marie Hestevold Hiorth**, Founder of «Diversity by Hiorth», Former Police Superintendent, Oslo Police District, Norway
- **Ms. Theresa Segovia**, Associate Director, Community Relations Service, Department of Justice, United States

Moderator: Ms. Christie Edwards, Deputy Head, Tolerance and Non-Discrimination, Office for Democratic Institutions and Human Rights (ODIHR)

Neuer Saal (2nd floor)

17:15 - 17:30 Closing remarks

- **H.E. Mr. Kairat Abdrakhmanov**, OSCE High Commissioner on National Minorities

Neuer Saal (2nd floor)

17:30 - 18:30 Conference Reception

Vorsaal (2nd floor)