

RAN Collection practice template

<p>Name of the practice</p> <p>Please note that by practice we mean an activity/method/tool that has been used or is in use by professionals and/or community members.</p>	<p>Transparency Meetings and Anti-Discrimination Seminars</p>
<p>Description (max. 300 words)</p> <p>Short description of the aim and working method of the practice. Please note that in this description, it must be clear that <u>there is an explicit connection to preventing and/or countering radicalisation and/or violent extremism</u>. This means that in the aims and/or the activities/methods/tools of the practice, there is a link to preventing and countering radicalisation and/or violent extremism. Practices without this link cannot be included in the RAN Collection.</p>	<p>After several incidents of right-wing extremist and racist contents in chat groups among police officers, a comprehensive approach was chosen to prevent extremism and foster democratic resilience within the police organisation.</p> <p>In Transparency Meetings with up to 200 police officers the online strategies and narratives of the new/alt-right were presented by a political scientist. In a second presentation, a criminalist showed anonymised original material of the chat groups and gave explanations on the violations of law and provisions. In the second stage of the process, Transparency Talks in small groups with senior officers took place to allow a confidential exchange.</p> <p>In addition to the creation of transparency, long-term measures have been taken in the area of training and education. The already existing seminars on Intercultural Social Competence (2.5 days) were multiplied to reach more officers. A seminar about <u>O</u>thering mechanisms (1.5 days), which is fully conceptualised and conducted by a civil society organisation, has been established in 2021 and is focused on the perspective of persons affected by racism.</p>
<p>Key themes</p> <p>Please <u>choose</u> 2 key themes most corresponding with the practice.</p>	<p>Violent right-wing extremism</p> <p>Internet and radicalisation</p>
<p>Target audience</p>	<p>Law enforcement officers</p> <p>Add additional target audience.</p>

<p>Please <u>choose</u> a minimum of one target audience most corresponding with the practice.</p>	<p>Add additional target audience.</p>
<p>Geographical scope</p> <p>Please indicate where the practice has been/is implemented (countries, regions, cities).</p>	<p>Transparency Meetings and Talks were held in police departments all over Hesse (Germany). The police department Frankfurt am Main held 11 transparency meetings and extended the seminars on Intercultural Social Competence. The seminars on Othering are only offered in the Frankfurt am Main Police Department.</p>
<p>Start of the practice</p> <p>Please indicate when (year) the practice was developed and implemented to indicate the maturity of the practice. In case the practice is no longer active, please indicate when it ended.</p>	<p>Starting year: 2021</p> <p>Ending year: Select ending year of practice in case practice has ended.</p>
<p>Deliverables</p> <p>Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.</p>	<p>Seminar concepts, presentations and handouts tailored to the needs of police officers.</p> <p>For the Transparency Talks a presentation on radicalisation dynamics in social media and a dialogue guide were developed.</p>
<p>Evidence and evaluation</p> <p>Short description on <u>performance measures</u> of the practice, including</p> <ol style="list-style-type: none"> 1. <u>qualitative views and quantitative (statistical) data</u> e.g. measure of the success of your project or intervention. 2. <u>evaluation and feedback</u>, including surveys and/or anecdotal evidence e.g. have you done either an internal or external evaluation, have you encouraged any feedback from your target group? 3. <u>peer review</u> which feedback did the practice receive in the RAN working group and/or study visit where the practice was discussed. <p>Please elaborate on the outcomes of your monitoring and evaluation efforts.</p>	<p>Participants of the Transparency Meetings could send feedback via email, also anonymously. In general, the meetings were positively received.</p> <p>The seminars on Intercultural Social Competence are evaluated internally through anonymised questionnaires and receive good feedback from the participants. Moreover, a scientific evaluation by the German Police University Münster on the sustainability of the measure is being carried out.</p> <p>The Othering seminar is also evaluated through anonymised questionnaires and receives positive feedback.</p> <p>During the RAN POL meeting (Police and law enforcement Working Group) on 24 March 2022 the practice was highly appreciated.</p>

<p>Sustainability and transferability (maximum of 200 words)</p> <p>Short description on the sustainability and transferability of the practice, including e.g. information on the costs of the practice. <u>Please elaborate on which elements are transferrable and how.</u></p>	<p>The Transparency Meetings and Transparency Talks were designed as a response to concrete incidents of right-wing and racist chat content. They can serve as a pattern to react to similar incidents that create a high level of uncertainty among law enforcement personnel and to prevent such behaviour in the future.</p> <p>The seminar on Intercultural Social Competence is a long-established educational format for the police context and originates from the Netherlands. It can easily be adapted for other police organisations. It is recommended to employ full-time trainers, who are supported by extra official trainers.</p> <p>The Othering seminar is based on a human rights-oriented and anti-racist approach. The first part elaborates the need for human rights for every individual from a universal perspective and as a base for living together in democratic societies. Human rights are the reference frame for the whole seminar. The second part deals with the fundamental mechanism of othering, which means to construct in- and out-groups between human beings. In the third part, concrete incidents, some police-related, some more general, are worked on in small groups from the perspective of persons affected by racism. The seminar is transferable by a training for multipliers.</p>
<p>Presented and discussed in RAN meeting</p> <p>Please note that to be included in the Collection, the practice is preferably nominated through one of the RAN meetings. Add name of the RAN Working Group/event, date, place and subject of meeting.</p>	<p>Name: RAN POLICE</p> <p>Date: 24/03/2022</p> <p>Place: Online meeting</p> <p>Subject: RAN POL meeting - Preventing and countering of radicalisation of police, military and prison staff</p>
<p>Linked to other EU initiatives or EU funding (maximum of 100 words)</p> <p>Please indicate how your project was funded, if your practice is linked to other EU initiatives or projects, AND explicitly note if it is (co-) funded by the EU, and if so, by which funds? Such as Erasmus +, Internal Security Funds (ISF), European Social Fund (ESF), Horizon 2020, etc.</p>	<p>-</p>
<p>Organisation (enter maximum of 100 words and select organisation type)</p> <p>Please briefly describe the organisation behind the practice</p>	<p>Police Department Frankfurt am Main</p> <p>Type of Organisation: Governmental institution</p>

<p>including the legal status e.g. NGO, governmental, limited company, charity etc.</p>	
<p>Country of origin</p> <p>Country in which the practice is based.</p>	<p>EU or EEA country: Germany</p> <p>or:</p> <p>Non-EU country: Enter name if non EU country</p>
<p>Contact details</p> <p>Please provide contact details of who can be contacted within the organisation, with name and email address.</p>	<p>Address: Polizeipräsidium Frankfurt am Main, Marie-Curie-Straße 30</p> <p>Contact person: Dr. Marvin Gamisch</p> <p>Email: pmk-praevention.ppffm@polizei.hessen.de</p> <p>Telephone: +49 6975534440</p> <p>Website: https://ppffm.polizei.hessen.de/Startseite/</p>
<p>Last update text</p> <p>(year)</p>	<p>2022</p>