RAN Collection practice template

Name of the practice 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.	Garda Diversity Officers
Description (max. 300 words) 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.	The role of the Garda National Diversity Unit (GNDU) and its team of Garda (Police) Diversity Officers (GDOs) is to liaise with minority communities and reassure them that police services are available to them without discrimination. These officers liaise with the Muslim community in general and at their places of worship (mosques and prayer houses) throughout the state. The central function of GNDU and the Garda (Police) GDOs is to build a relationship of trust and confidence with individual Muslims, and to be attuned to periods or occurrences of heightened vulnerability for this community, especially at times of terrorist threat. Negative media reporting of Muslims can encourage prejudice and stereotyping of members of this community. To combat this, thanks to their understanding of and excellent relations with the Muslim community, GDOs act to prevent negative media commentary that leads to prejudice and stereotyping of the 'whole' community. In such instances, the officers also support police by preventing negative police profiling of this community during times of heightened tension and unease. Garda (Police) GDOs endeavour to learn about this community by maintaining constant communication and contact. Police liaison officers may eventually become privy to information that assists in preventing individuals from becoming radicalised. The officers are also available to speak

	with community members wishing to report in confidence any matter that might endanger the Muslim community in general.
Key themes Please choose 2 key themes most corresponding with the practice.	Judiciary and law enforcement Community engagement/civil society
Target audience Please choose a minimum of one target audience most corresponding with the practice.	Law enforcement officers Local Community Organisations / NGOs General public
Geographical scope Please indicate where the practice has been/is implemented (countries, regions, cities).	The Garda GDO initiative has been implemented on a national basis. There are approximately 600 such officers appointed nationwide. Their work is overseen by GNDU, which is also responsible for their training and development on appointment to their role.
Start of the practice 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.	Starting year: 2002 **Ending year:** Select ending year of practice in case practice has ended.
Deliverables Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.	In 2005, the Garda National Diversity and Integration Unit published two handbooks: • 'Your Police Service in Intercultural Ireland' • 'Intercultural Ireland – Your Changing Community'. Both of these are available on the Garda Website (http://www.garda.ie).
Evidence and evaluation Short description on performance measures of the practice, including	The Garda's work with minority communities has been evaluated through research conducted by the Garda Research Unit in 2013. ('Diversity Climate Survey – An Garda Síochána').

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. Please elaborate on the outcomes of your monitoring and evaluation efforts.	
Sustainability and transferability (maximum of 200 words) 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>	The initiative is easily transferable to other jurisdictions — European or otherwise. The cost of the practice is minimal. In Ireland, the Garda GDOs are actual Garda Community Police Officers. Their Diversity role is adopted on a part-time basis, at no extra cost to the organisation.
Presented and discussed in RAN meeting 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.	Name: RAN POL Date: 2013 Place: Rome Subject: Name: RAN POL Date: 2016 Place: Athens.
Linked to other EU initiatives or EU funding (maximum of 100 words)	-

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.	
Organisation (enter maximum of 100 words and select organisation type) Please briefly describe the organisation behind the practice including the legal status e.g. NGO, governmental, limited company, charity etc.	An Garda Síochána — Ireland's National Police and Security Service; Garda National Diversity Unit Type of Organisation: Governmental institution
Country of origin Country in which the practice is based.	EU or EEA country: Ireland or: Non-EU country: Enter name if non EU country
Contact details Please provide contact details of who can be contacted within the organisation, with name and email address.	Address: Garda National Diversity Unit Garda National Community Engagement Bureau Garda Headquarters Phoenix Park Dublin 8 Ireland Contact person: Inspector Ciaran Nunan Email: diversity@garda.ie Telephone: +353-1-6663150 Website: http://www.garda.ie
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