



Garda Racial, Intercultural and Diversity Office

RAN Webinar – 27th June 2016

Community Policing with Marginalised Communities

2016



Garda Racial, Intercultural & Diversity Office

GRIDO

Population



2001 – Population of Ethnic Minorities - 3%

2006 – Population of Ethnic Minorities - 10%

2011 – Population of Ethnic Minorities – 12%

Source: (CSO: 2002; 2007; 2012)



GRIDO Support Structure



An Garda Síochána Area

<u>Population</u>	4,446,000
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Size	70,273 km ²
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Currently, there is a national operational support network of **277**

ELO/LGBT Liaison Officers throughout the State.

GRIDO

ELO/LGBT Liaison Officer List



■ **Garda Portal**

■ **Garda Website**

NATIONAL GARDA ETHNIC LIAISON OFFICER CONTACT LIST

NAME	RANK	GENDER	DIVISION	STATION	CONTACT NO
Brian Havern	Garda	Male	Carlow/Kildare	Navan	046 9079937
Michelle Conroy	Garda	Female	Castlebar District	Castlebar	094 9038200
Michael Toland	Garda	Male	Castlebar District	Castlebar	094 9038200
Seamus Herron	Garda	Male	Cavan/Monaghan	Cootehill	049 5552105
Annmarie Larkin	Garda	Female	Cavan/Monaghan	Ballyjamesduff	042 9665102
James G Morrisroe	Garda	Male	Cavan/Monaghan	Cootehill	049 5552105
Conor M Murphy	Garda	Male	Cavan/Monaghan	Ballyjamesduff	049 8544102
James Boyle	Garda	Male	Cavan/Monaghan	Ballyconnell	049 9526102
John G Brosnan	Garda	Male	Cavan/Monaghan	Ballyconnell	049 9526102
David.P Coyle	Sergeant.	Male	Cavan/Monaghan	Ballyconnell	049 9526102
Patrick Donoghue	Garda	Male	Cavan/Monaghan	Belturbet	049 9522122
Noreen B Finnerty	Garda	Female	Cavan/Monaghan	Ballyconnell	049 9526102
Imelda Gallagher	Garda	Female	Cavan/Monaghan	Bawnboy	049 9523102
Anthony J McGrath	Garda	Male	Cavan/Monaghan	Swanlinbar	049 9521242
Paudge Tobin	Sergeant.	Male	Cavan/Monaghan	Ballyconnell	049 9526102
Valerie Campion	Garda	Female	Cavan/Monaghan	Carrickmacross	042 9661222
Noel Cunningham	Superintendent	Male	Cavan/Monaghan	Baileboro	042 9665102
Cathal J Doherty	Garda	Male	Cavan/Monaghan	Ballybay	042 9741002
Caroline Leonard	Garda	Female	Cavan/Monaghan	Carrickmacross	042 9661222
Rose M McGirl	Sergeant.	Female	Cavan/Monaghan	Carrickmacross	042 9661222
Michael A. Campbell	Sergeant.	Male	Cavan/Monaghan	Monaghan	047 77200
James F Gallagher	Garda	Male	Cavan/Monaghan	Monaghan	047 77200
Niall P Leech	Garda	Male	Cavan/Monaghan	Monaghan	047 77200
Stephanie McDaniel	Garda	Female	Cavan/Monaghan	Monaghan	047 77200
John McEvoy	Garda	Male	Cavan/Monaghan	Clones	047 51028
Kenneth Merritt	Garda	Male	Cavan/Monaghan	Monaghan	047 77200
Edward Sheppard	Garda	Male	Cavan/Monaghan	Monaghan	047 77200
John Wilson	Garda	Male	Cavan/Monaghan	Clones	047 51028
Denis Collins	Garda	Male	Clare	Ennis	085 6848100

GRIDO

DEFINITION OF COMMUNITY POLICING



GRIDO supports and applies An Garda Síochána's definition of Community Policing, namely;

‘Community Policing is a partnership based, pro-active, community-orientated style of policing.

It is focused on crime prevention, problem-solving and law enforcement,

with a view to building trust and enhancing the quality of life of the entire community.’

Crime Prevention



Prevention is better than cure!

**The problem lies in how to measure its effectiveness
given modern policing management structures
evaluating efficiencies**

Provides reassurance to communities

**Disparity between recorded crime numbers and the
fear of crime!**

Crime Prevention



Examples?

Crime Prevention Information

Practical dissemination of advice

Campaigns via website, traditional media and social media

Problem Solving



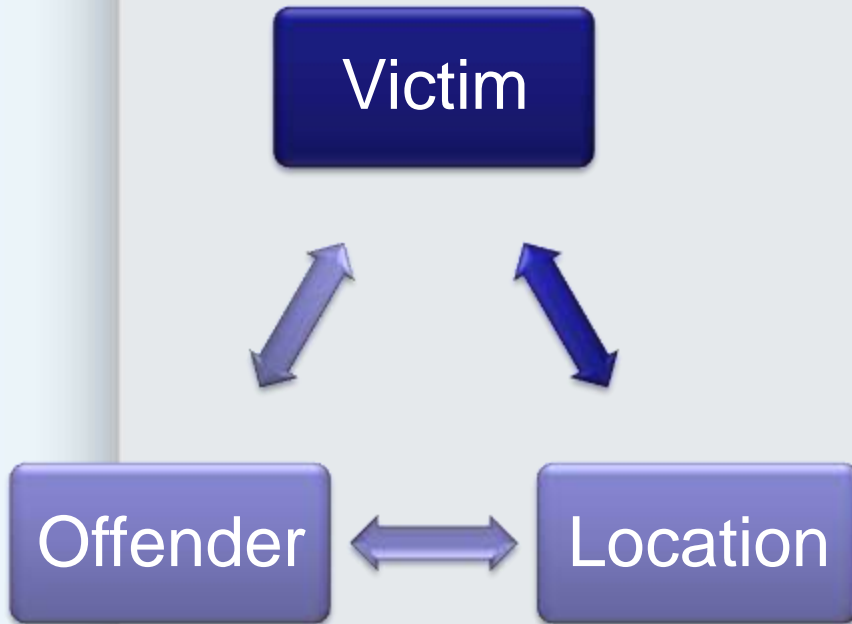
Local or specific community problems may not reflect in the policing priorities assigned to divisions or districts

Working in partnership with other stakeholders, community representatives and others is essential

Identifying problems may lead to identifying underlying social issues, tensions or potential victims and offenders

Many methodologies – Consistency is key!

Working Together to Solve Problems



- What is a problem?
- Lets deconstruct an issue / problem
- Engagement, Empowerment and Trust Building

Law Enforcement

Its not what we do, its how we do it!



Fair, proportionate and reasonable responses.

Dignity & Human Rights focused

Victim-centric

Consider:

Police subculture

Potential for discrimination or dismissive attitudes

Why?



**building trust and enhancing the quality of
life
of the entire community.'**

How?



Navigating the tensions between serving communities and State security.

What is your primary focus?

Community Engagement



Community Events

Festivals

Policing Clinics

NGO seminars

LGBTQ PRIDE events etc

Academia



Crime Prevention

- Leaflets
- Campaigns
- Initiatives
- CP Surveys
- CPTED

Community Engagement

- Problem Solving
- Events
- Festivals
- Clinics

Law Enforcement

- How we do our work
- Diversity aware
- Community focussed

Garda Síochána Act 2005



Section 7 states that the function of the Garda Síochána is to provide policing and security services for the State with the objective of—

- (a) preserving peace and public order,
- (b) protecting life and property,
- (c) **vindicating the human rights of each individual,**
- (d) protecting the security of the State,
- (e) preventing crime,
- (f) **bringing criminals to justice, including by detecting and investigating crime, and**
- (g) regulating and controlling road traffic and improving road safety.

(2) For the purpose of achieving the objective referred to in subsection (1), the Garda Síochána shall co-operate, as appropriate, with other Departments of State, agencies and bodies having, by law, responsibility for any matter relating to any aspect of that objective.



Human Rights & Equality

Human Rights



- Universal Declaration of Human Rights, 1948
- European Convention of Human Rights, 1950
- Irish Constitution
- Convention Against Torture
- Convention Relating to the Status of Refugees
- Convention on the Elimination of All Forms of Racial Discrimination
- Code of Conduct for Law Enforcement Officials
- Basic Principles on the Use of Force and Firearms

Age

- This does not apply to a person under the age of 16

Disability

- *This includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions.*

Family Status

- *This refers to the parent of a person under 18 years or the resident primary carer or parent of a person with a disability*

Gender

- *This refers to male, female or transgender* (*Gender Recognition Act 2015)*

Sexual Orientation

- *Includes gay, lesbian, bisexual and heterosexual*

Civil Status

- *includes single, married, separated, divorced, widowed people, civil partners and former civil partners*

Race

- *Includes race*, skin colour nationality or ethnic origin (* Race is a problematic term with no biological basis. It should be viewed as a social construct only)*

Religious Belief

- *means religious belief, background, outlook or none*

Membership Of The Travelling Community

- *Refers to those persons who identify as members of the travelling community*

EU Directives



Directive 2010/64/EU of the European Parliament and of the Council of 20 October 2010 on the right to interpretation and translation in criminal proceedings

Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA



Diversity & Cultural Awareness

Cultural Awareness

Intercultural Model of Policing Diversity



Assimilation Model

- France

Multicultural Model

- UK

Intercultural Model

- Ireland
- Other EU States

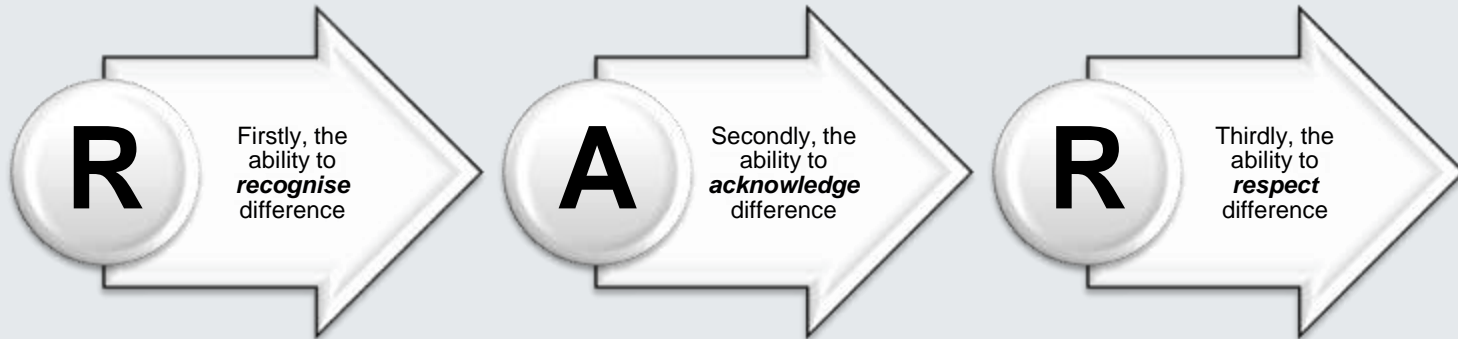
Discrimination



Discrimination may be defined as treating one person less favourably than another person.

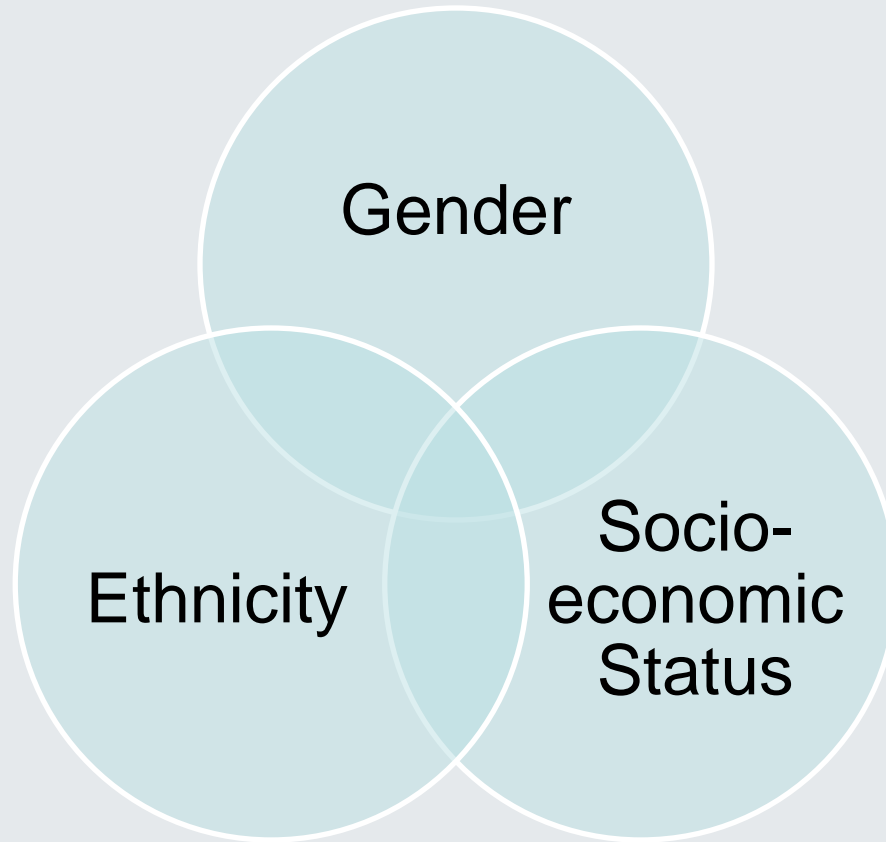
Discrimination may be direct or indirect in nature.

Cultural Awareness

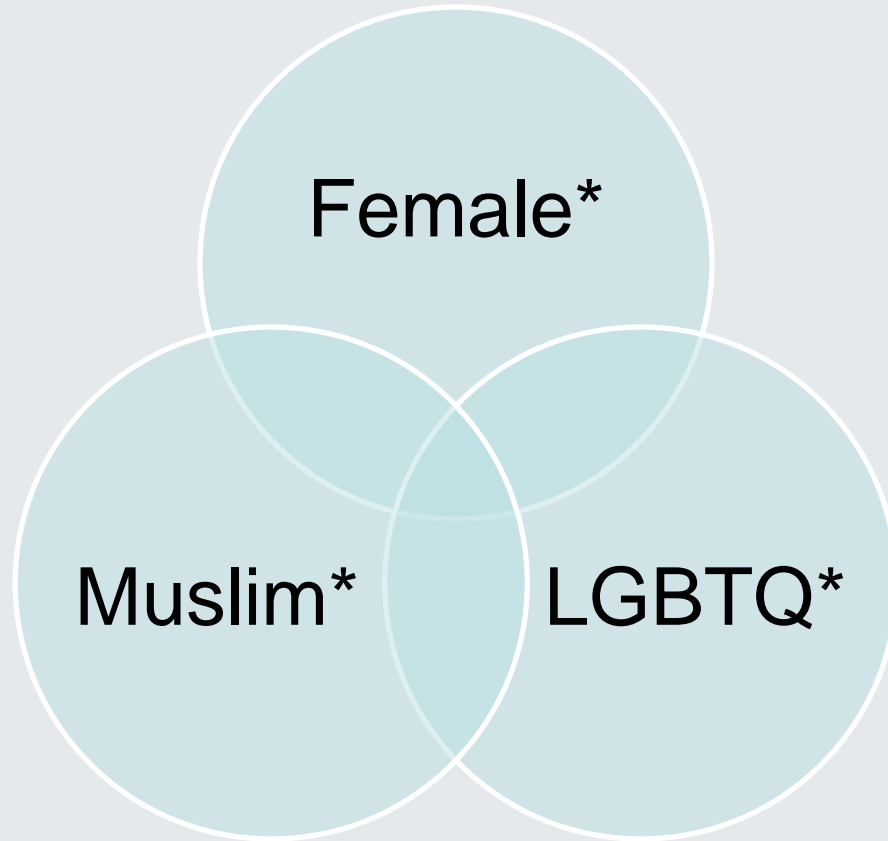


Treating People objectively on merit, as individuals, rather than just members of a group!

INTERSECTIONALITY



INTERSECTIONALITY





Building trust is a long term investment,
There are no short cuts and if your primary intent
is not community focussed, diminished returns
quickly occurs regarding intelligence.

NO community seeks a responsive and
community focussed service if the price to be
paid is to be considered a 'suspect community'!

