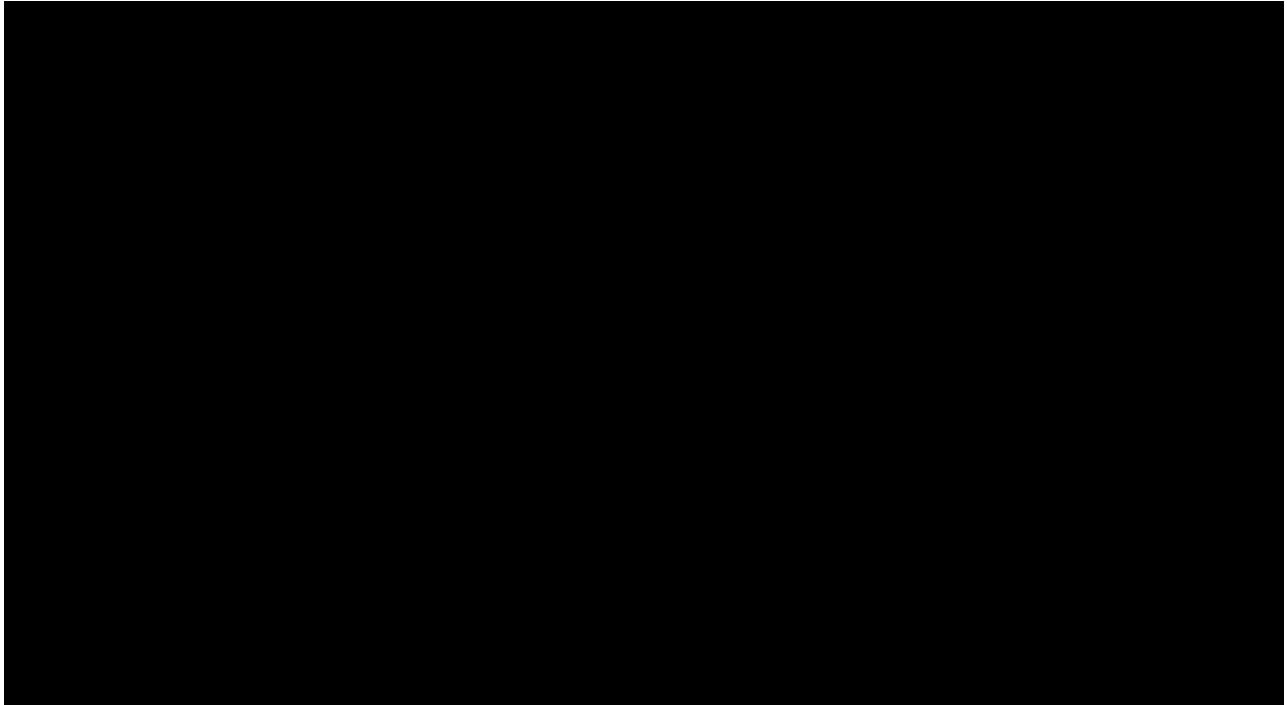




*International
Consultation on
Policing, Public Health
and
Vulnerable Populations*

Annerieke Hoorn
Pim Jansonius

« waakzaam en dienstbaar »



Amsterdam Police

- Police: white and male
- Amsterdam residents: 51% immigrant background
- Amsterdam Police: 18% non-western
- Ethnic Profiling
- Strong family culture



Dutch Constitution

Article 1:

All persons in the Netherlands should be treated equally in equal circumstances



Ensuring Safe Environments



Examples

Department of Infrastructure:

- Main Roads Team
- Public Transport Team



Ensuring a safe environment:

- Norms on the outside reflect norms on the inside and vice versa
- Address behaviour deviating the norm
- Give and receive feedback
- Relate to each other with respect

Three basic principles:

- A culture in which issues are addressed
- Participation by employees
- Position of leadership and confidential advisors



Questions

- Do you recognise this phenomenon?
- Is this a topic that can or may be discussed within your organisation?
- What do you consider a Safe Internal Environment?
- Do you know who the vulnerable individuals or groups are?
- Have certain skills been developed to deal with certain vulnerable individuals or groups?





« waakzaam en dienstbaar »