

"INCREASING THE CAPACITY OF LAW ENFORCEMENT AUTHORITIES TO TACKLE RACIST CRIME, HATE CRIME AND HOMOPHOBIC CRIME THROUGH EXPERIENTIAL LEARNING (EXPERIENCE CRIME)"
Agreement Number - JUST/2013/FRAC/AG/6185

2. Proposed structure and modules of the workshop

Draft model training outline

MODULE 1: Bias and diversity	Objective
<p>1. Introduction</p> <p>Introduction of participants (for example by picking a photo/statement that participants identify with or ice-breaking exercise) Defining ground rules for the workshop Objectives of the workshop; expectations of participants</p>	Climate building
<p>2. What is bias?</p> <p>a. one or two exercises to demonstrate participants' bias b. definition and how does bias work? c. examples regarding relevant vulnerable groups</p>	Understanding of concept of bias; awareness of own bias
<p>3. Diversity</p> <p>a. exercise to demonstrate diversity of participants' close environment</p>	Awareness of diversity, creating a positive association
MODULE 2: Hate crimes	Objective
<p>1. What is hate crime?</p> <p>a. how would participants define hate crime? b. definition c. short example cases to clarify (different groups and settings) d. related concepts (bias, protected characteristics, discrimination, hate speech, etc)</p>	Understanding of concept of hate crime
<p>2. Vulnerable groups</p> <p>a. who do participants think are vulnerable groups in their country? b. <u>national</u> examples c. statistics and research on victims at national and</p>	Awareness of vulnerable groups and increased sense of urgency regarding the issue of hate



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European level	crime
<p>3. Victim experiences, some examples (at least 1 example for Lgbt, 1 example for racist crime)</p> <p>a. recounts of hate crimes (personal, audio/video by victim or victim organisation; preferably two different vulnerable groups, for example LGBT and ethnic minority)</p> <p>b. what do participants think can be consequences for victims of hate crime?</p> <p>c. impact on victims (personal, audio/video by victim or victim organisation)</p> <p>d. what do participants think is the impact of hate crime on society as a whole? (trainer adds content)</p>	<p>Sensitization for victims, awareness of impact of hate crime NOTE: involving victim support organizations requires good preparation. The TNA outcomes show that police may be averse of being confronted with organizations who accuse them of ill behaviour or bad performance</p>
<p>4. legal context (national and international: short!)</p>	<p>Awareness and basic knowledge of relevant legislation</p>

MODULE 3: the role of the police	Objective
<p>1. Police responsibilities</p> <p>a. combating hate crime is part of serving public order!</p> <p>b. difference with combating crimes without a bias motivation</p> <p>c. Ethnic profiling and policing minority groups (to be discussed in Athens as it is a very important subject but to be dealt carefully, in collaboration with the law enforcement trainer)</p>	<p>Awareness of responsibility</p>
<p>2. Recognizing a bias motivation</p> <p>a. how do participants think police officers can recognize a bias motivation?</p> <p>b. list of indicators to be discussed (country specific)</p>	<p>able to recognize bias motivation</p>
<p>3. Investigating hate crimes</p> <p>a. information to be gathered (questions to ask, evidence to</p>	<p>Practical tools for improving police</p>



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<ul style="list-style-type: none"> be gathered, acting swiftly, registration) b. building a good case for successful prosecution (presented by public prosecutor) c. interviewing victims and witnesses (empathy, dealing with delicate situations, referral to victim support) d. building up trust with groups (making hate crime visible, making victims feel safe to report) e. exercise (role playing): participant can be a 'victim' reporting to the police 	handling of hate crimes
4. Case studies <ul style="list-style-type: none"> a. one or two cases are discussed, first in small groups and then with all participants. Cases present participants with different challenges regarding the specific requirements of dealing effectively and sensitively with hate crime (see proposed case studies) 	Putting into practice what was dealt with in previous modules

MODULE 4 (For middle/high ranking officers only): management skills in law enforcement regarding hate crime	Objective
<ul style="list-style-type: none"> 1. managing police officers dealing with hate crime <ul style="list-style-type: none"> a. leading by example b. internal dynamics c. effective team leadership 2. exercise: how to deal with racist 'jokes' among your team 	Being able to facilitate effective combat of hate crime

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