

# THE STRUGGLE AGAINST ETHNIC PROFILING IN EUROPE: LESSONS LEARNED, GOOD PRACTICES AND FUTURE DEVELOPMENTS

[NH LAS ARTES](#), VALENCIA, 28<sup>TH</sup> – 30<sup>TH</sup> JUNE 2019

## PROGRAM

### FRIDAY 28<sup>TH</sup> JUNE

#### 9.00 – 10.15 WELCOME, INTRODUCTIONS & PROGRAM

Facilitators: Maryam H'madoun, Rachel Neild (OSJI)

Objective:

- Get to know each other
- Set out expectations

Format:

- Welcome and review of program
- Warm-up exercises
- Discussion of expectations for the three days ahead

#### 10.15 – 11.30 WHAT STRATEGY TO TACKLE ETHNIC PROFILING? – PART I

Facilitator: Rachel Neild (OSJI)

Speakers: Michael Shiner (StopWatch, LSE), Jair Schalkwijk (Ctrl Alt Del), Jose Lopez (Make the Road NY)

Objective:

- Develop shared understanding of strategy development, its value, and useful tools
- Explore key issues in strategy development for ethnic profiling, using three case studies from The Netherlands, the UK and the USA

Format:

- Interview format inviting contributions from all participants in addition to the case study presenters
- Review of selected key strategy tools including field and stakeholder mapping

#### 11.30 – 12.00 BREAK AND COUNTRY TOUR

Objective:

- Get to know each other's country contexts

Format:

- Opportunity to take a first look at the materials brought by the participants and shared at country information stands

**12.00 – 13.30 WHAT STRATEGY TO TACKLE ETHNIC PROFILING? – PART II**

Facilitator: Rachel Neild (OSJI)

Objective:

- Practice strategic thinking and strategy development
- Gain a better (visual) understanding of different country contexts regarding ethnic profiling and strategies to tackle it

Format:

- Country or geographic groups (led by OSJI staff) discuss issues in depth and apply selected tools in a more focused manner with small group work, the results of which will be added to “strategy boards” that may inform following sessions throughout the event
- Group discussion about resulting strategy boards
- Country strategy boards go up on country stands

**13.30 – 14.30 LUNCH**

**14.30 – 16.00 SUSTAINING MOVEMENTS AND ENGAGING WITH COMMUNITIES ON ETHNIC PROFILING AND POLICE ABUSE**

Facilitators: Joo-Hyun Kang (Communities United for Police Reform), Maryam H’madoun (OSJI)

Objective:

- Discuss importance of community engagement and the different forms it can take
- Share challenges and highlight good practices in community engagement

Format:

- Presentation of different forms of community engagement
- Group discussion about challenges and good practices

**16.00 – 16.30 BREAK**

**16.30 – 17.30 BREAKOUT SESSIONS:**

*Participants to select one of the following breakout sessions:*

**BS 1: ENGAGING DIFFERENT INTEREST GROUPS WITHIN COMMUNITIES?**

Facilitator: Michele Eken (OSJI)

Speakers: Katrina Ffrench (StopWatch), Nina Henkens (Youth platform Uit De Marge), Roxy Lagane (Kids of Colour), Jose Lopez (Make the Road New York)

**OPEN SOCIETY  
JUSTICE INITIATIVE**

Objective:

- Encourage activists to explore focusing on a variety of relevant stakeholders (including parents, youth workers, minority youth and high schools)
- Learn about the value and ways of engaging them in the fight against ethnic profiling

Format:

- Presentations on engaging a variety of stakeholders
- Q&A and other contributions from the group

**BS 2: COALITION BUILDING**

**Facilitator:** Lanna Hollo (OSJI)

**Speaker:** Gerbrig Klos (Amnesty International Netherlands)

Objective:

- Identify the value of forming coalitions to address ethnic profiling
- Discuss challenges around forming coalitions and ways to deal with them

Format:

- Presentations and group discussion

**BS 3: BREAKOUT SESSION: KNOW YOUR RIGHTS AND HARM REDUCTION**

**Facilitator:** Tanzil Chowdhury (Northern Police Monitoring Project, Queens Mary University of London)

**Speakers:** Yassine Boubout (Activist, Mouvement X), Rebekah Delsol (OSJI)

Objective:

- Identify the value of rights education
- Learn about different approaches to designing and delivering it

Format:

- Brief introduction into different examples of rights training exploring how they were designed, who delivers them, how it works
- Q&A and open discussion to explore lessons around design and delivery, benefits, whether and how it works, associated challenges

**17.30 – 18.30 SELF-CARE IN THE STRUGGLE AGAINST ETHNIC PROFILING**

**Facilitators:** Maryam H'madoun (Dutch), Rachel Neild (Spanish), Susheela Match (English), Lanna Hollo (French), Rebekah Delsol (English)

Objective:

- Identify specific harms and risks involved with challenging ethnic profiling and police abuse
- Identify strategies and good practices for self-care

**OPEN SOCIETY  
JUSTICE INITIATIVE**

Format:

- Discussions in five language groups (English (2), French, Spanish and Dutch) sharing risks and harms to personal well-being arising from various sources
- Sharing of personal strategies and needs for self-care

**20.00**      **DINNER AT HOTEL (NH Las Artes)**

**SATURDAY 29<sup>TH</sup> JUNE**

**9.00 – 10.45**    **METHODS TO DOCUMENT AND RESEARCH ETHNIC PROFILING**

Facilitator: Rebekah Delsol (OSJI)

Speakers: Patrick Williams (Manchester Metropolitan University), Kati Pietarinen (Journalist), Gerbrig Klos (Amnesty International Netherlands), Katrina Ffrench (StopWatch)

Objective:

- Understand different research methodologies for documenting ethnic profiling and the challenges around collecting and using data.

Format:

- Panel discussion on issues around documenting ethnic profiling
- 3 minute snap shot introductions to the different research methodologies to be discussed in more detail during the
- Breakout sessions to talk in more depth about some of the research methodologies and peoples' experience of using them

**DOCUMENTATION BREAKOUT SESSIONS**

*Participants to select one of the following breakout sessions:*

**BS 1: SITUATIONAL TESTING**

Facilitators: Jair Schalkwijk (Ctrl Alt Del), Gerbrig Klos (Amnesty International Netherlands)

**BS 2: OBSERVATIONAL METHODS**

Facilitators: Cristina de la Serna (Fundación Secretariado Gitano), Rachel Neild (OSJI)

**BS 3: QUALITATIVE RESEARCH METHODS (INTERVIEWS AND SURVEYS)**

Facilitators: Leandro Schclarek (Stockholm University), Patrick Williams (Manchester Metropolitan University)

**BS 4: COMMUNITY DOCUMENTATION**

Facilitator: Lanna Hollo

**BS 5: USING QUANTITATIVE DATA**

Facilitator: Michael Shiner (StopWatch/London School of Economics)

**10.45 – 11.15 BREAK**

**11.15 – 12.30 STRATEGIC LITIGATION FOR REFORMING POLICING**

Facilitator: Susheela Math (OSJI)

Speakers: Attila Janos Lakatos (Activist), Merel Hendrickx (Public Interest Litigation Project), Sarah Flanagan (StopWatch, Lawyer), Luis José Mendoza (Lawyer, Gitano Lawyers Pro Bono Association)

Objective:

- Share understanding about the purpose and value of strategic litigation, the challenges that may arise, and the role directly affected persons can play

Format:

- Comparative discussion on the value and challenges of strategic litigation against ethnic profiling
- Sharing of experiences by lawyers and activists on the purpose, practicalities and outcomes of strategic litigation

**12.30 – 13.30 STRATEGIC LITIGATION BREAKOUT SESSIONS:**

*Participants to select one of the following breakout sessions:*

**BS 1: USING STRATEGIC LITIGATION FOR ADVOCACY AND MOBILIZING**

Facilitator: Lanna Hollo (OSJI)

Objective:

- Explore different ways that strategic litigation can and has been used to support policy advocacy and community mobilizing efforts

Format:

- Presentation and group discussion

**BS 2: ASKS AND REMEDIES FOR POLICE AND POLICY REFORMS**

Facilitator: Susheela Math (OSJI)

Objective:

- Explore about different asks and remedies pursued through litigation and/or advocacy

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JUSTICE INITIATIVE**

Format:

- Presentation on different types of remedies and key lessons on what to advocate for (in litigation or through policy asks) for maximum impact in addressing ethnic profiling
- Group discussion drawing upon and sharing their own experiences

**BS 3: STOP FORMS 101**

**Facilitators:** Rebekah Delsol (OSJI), Rachel Neild (OSJI), Cristina de la Serna (Fundación Secretariado Gitano)

Objective:

- This session will explore police stop registration/stop forms and their value for discussions and challenges to ethnic profiling, considering: Are stop forms the answer to ethnic profiling? Is body worn video useful for collecting stop data? How can you answer police objections around bureaucracy and questioning their professionalism? Is the collection of ethnic data dangerous for communities? How stop forms can be a political issue? What data should police collect and how? What can police and civil society do with stop data?
- Share OSJI's new technical paper on recording and contrast two examples of data collection in Fuenlabrada and Madrid, Spain to explore the different challenges around implementing stop registration initiatives.

Format:

- Presentations and discussion

**13.30 – 14.30 LUNCH**

**14.30 – 16.00 AVENUES FOR INTERNATIONAL ADVOCACY**

**Facilitator:** Zsolt Bobis (OSJI)

**Speakers:** Boriss Cilevičs (PACE), Cristina De La Serna (Fundación Secretariado Gitano), Elizabeth Kaneza (HR expert, OHCHR Fellow), Ojeaku Nwabuzo (ENAR)

Objective:

- Explore the different regional and international (UN, CoE and EU) mechanisms and institutions that have and could address ethnic profiling and the different ways to engage with these mechanisms and institutions
- Brainstorm about developing a potential joint international advocacy strategy

Format:

- Mapping of UN, CoE and EU mechanisms and institutions that have dealt with ethnic profiling
- Panel discussion about how UN, CoE and EU bodies and mechanisms can be engaged for advocacy purposes
- Q&A and other contributions from the group

**OPEN SOCIETY  
JUSTICE INITIATIVE**

- Group discussion to share further examples of advocacy work and open discussion on ways to develop a cross-country advocacy strategy

*Participants are encouraged to bring **good examples for advocacy work** (both in relation to ethnic profiling and regarding advocacy on other issues that could be emulated) and **ideas for joint advocacy**.*

**16.00 – 16.30 BREAK**

**16.30 – 18.00 USING MEDIA AND COMMUNICATIONS TO CHALLENGE ETHNIC PROFILING**

**Facilitators:** Brooke Havlik (OSF Communications), Zsolt Bobis (OSJI)

**Speakers:** Jair Schalkwijk (Ctrl Alt Del), Yassine Boubout (Activist, Mouvement X), Cristina De La Serna (Fundación Secretariado Gitano), Lanna Hollo (OSJI), Kati Pietarinen (Journalist)

Objective:

- Learn how to build a communications strategy that contributes to your advocacy and organizational objectives
- Share great examples from the field
- Develop new tools to help drive attention to your issues and the confidence to change the narrative on ethnic profiling in your country

Format:

- Review of case studies of relevant examples
- Build communications strategies to meet campaign objectives
- Review of best practices for communications tools: social media, traditional media, and more

**19.00 - 23.00 CULTURAL ACTIVITY AND DINNER (pick up from hotel)**

**SUNDAY 30<sup>TH</sup> JUNE**

**9.00 – 10.30 ENGAGING WITH THE POLICE?**

**Facilitator:** Rebekah Delsol (OSJI)

Objective:

- Explore the benefits and challenges of working directly with the police to address ethnic profiling

Format:

- Debate and breakout sessions

**DEBATE: “THE POLICE CANNOT OR WILL NOT CHANGE ETHNIC PROFILING SO THERE IS NO VALUE IN WORKING WITH THEM”**

**FOR:** Tanzil Chowdhury (Northern Police Monitoring Project/ Queen Mary University of London) and Jose Lopez (Make the Road NY)

**AGAINST:** Michael Shiner (London School of Economics/StopWatch and Gerbrig Klos (Amnesty International NL)

### **POLICE ENGAGEMENT BREAKOUT SESSIONS**

*Participants to select one of the following breakout sessions. Each group to develop five key principles coming out of the discussion*

#### **BS 1: RACISM AND STEREOTYPES: ENGAGING WITH THE POLICE AROUND RACISM**

**Facilitator:** Roxy Legane (Kids of Colour)

- This session will draw out insights on discussing race/racism with the police, the value of this and how it can work in practice.

#### **BS 2: IS IT POSSIBLE TO BOTH COOPERATE AND CRITICIZE THE POLICE?**

**Facilitators:** Katrina Ffrench (StopWatch) and Jair Schalkwijk (Ctrl Alt Del)

- This session will explore whether it is possible to work with the police collaboratively while also publicly criticizing them. It will discuss the challenges of engaging with the police, police labeling of organisation (as “critical friends” or anti-police) and managing community expectations.

#### **BS 3: PROTECTING YOURSELF AND THE CAMPAIGN FROM POLICE INTRUSION OR COPTION (TBC)**

**Facilitators:** Jose Lopez (Make the Road NY) and Joo-Hyun Kang (Communities United for Police Reform)

#### **BS 4: WORKING ON PILOT INITIATIVES WITH POLICE**

**Facilitators:** Nina Hensens (Uit De Marge) and Cristina de la Serna (Fundación Secretariado Gitano)

- This break out session will discuss the value of supporting pilot initiatives. It will share some experiences and best practices and discuss: how can you use pilot initiatives to promote change? How do you scale them up? How do you overcome the power imbalance and institutional politics inevitable in all police pilots and how you can develop and use ethnic frameworks for engagement.

#### **BS 5: PRESSURING THE POLICE: OTHER LEVERS TO PULL**

**Facilitator:** Patrick Williams (Manchester Metropolitan University)

- This session will explore how we might focus on tech companies and exerting pressure on them to change the tools and tech that the police use which perpetuate discrimination. It will also think about other levers and ways to pressure the police.

**10.30 – 11.00 BREAK**

**11.00 – 12.30 NEW DEVELOPMENTS: DATA AND TECHNOLOGY**

Facilitator: Becky Hogg (Open Society Information Program)

Speakers: Patrick Williams (Manchester Metropolitan University), Eric Kind  
(Consultant on technology and surveillance)

Objective:

- Test some of the materials, arguments and framing from the draft Data, Discrimination and Effectiveness in Policing report and share experiences of police uses of technology.

Format:

- Presentations and Q&A
- Discussion on experiences around the use of new technologies in policing across Europe and efforts to challenge it

**12.30 – 13.30 Emerging trends and future work**

Facilitators: Rebekah Delsol (OSJI) and Michele Eken (OSJI)

Speakers: Stanis Gallen (Activist, France), Susheela Math (OSJI), Alice Achache  
(Lawyer, France) and Patrick Williams (Manchester Metropolitan University)

Objective:

- To explore what dynamics we see emerging in Europe and what new evidence or data is needed to demonstrate it. The discussion will explore how we campaign on these issues and what remedies should we be asking for?

Format:

- Brief presentations outlining some trends and emerging responses and discussion

**13.30 – 14.30 LUNCH**

**14.30 – 15.00 CLOSING AND FEEDBACK**

Facilitator: Maryam H'madoun (OSJI)

Objective:

- Share initial feedback
- Discuss next steps

Format:

- Roundtable discussion
- Feedback forms to complete

## **PARTICIPANTS**

1. Alice Achache	<b>France</b>	Lawyer
2. Anne Claeys	<b>Belgium</b>	Amnesty International Belgium
3. Annie Kazarjan	<b>Hungary</b>	Hungarian Helsinki Committee
4. Attila Janos Lakatos	<b>Hungary</b>	Activist
5. Becky Hogge	<b>UK</b>	OSF - Information Program
6. Boriss Cilevičs	<b>Latvia</b>	Parliamentary Assembly of the Council of Europe (PACE) representative
7. Brenda Eyango Siewe	<b>France</b>	Activist
8. Brooke Havlik	<b>US</b>	OSF - Communications
9. Cristina De La Serna	<b>Spain</b>	Department of Equality Fundación Secretariado Gitano
10. Elizabeth Kaneza	<b>Germany</b>	Human rights expert and OHCHR Fellow
11. Eric Kind	<b>UK</b>	Consultant on technology and surveillance
12. Esther Mamadou	<b>Spain</b>	EU Network of People of African Descent
13. Gerbrig Klos	<b>Netherlands</b>	Amnesty-International Netherlands
14. Jair Schalkwijk	<b>Netherlands</b>	Controle Alt Delete
15. Joo-Hyun Kang	<b>US</b>	Communities United for Police Reform
16. Jose Lopez	<b>US</b>	Make the Road New York
17. Julia Harrington-Reddy	<b>US</b>	OSF - Justice Initiative
18. Kaire Ba Dejuan	<b>Spain</b>	SOS Racisme, Catalunya
19. Kathleen Van Den Daele	<b>Belgium</b>	Minderhedenforum
20. Kati Pietarinen	<b>Finland</b>	Journalist
21. Katrina Ffrench	<b>UK</b>	StopWatch
22. Lanna Hollo	<b>France</b>	OSF - Justice Initiative
23. Leandro Schclarek Mulinari	<b>Sweden</b>	Stockholm University
24. Luis José Mendoza	<b>Spain</b>	Lawyer, Gitano Lawyers Pro Bono Association
25. Maryam H'madoun	<b>Belgium/UK</b>	OSF - Justice Initiative
26. Maryan Abdulkarim	<b>Finland</b>	Activist
27. Mathilde Brouzes	<b>France</b>	Amnesty-International France
28. Merel Hendrickx	<b>Netherlands</b>	Public Interest Litigation Project (PILP)
29. Michele Eken	<b>UK</b>	OSF - Justice Initiative
30. Mike Shiner	<b>UK</b>	StopWatch, London School of Economics
31. Mohamed Wa Baile	<b>Switzerland</b>	Activist
32. Nesrine Benyakhlef	<b>Netherlands</b>	Controle Alt Delete
33. Ngoy Ngoma	<b>Spain</b>	Coordinator AfroDictionary Project
34. Nicha Mbuli	<b>Belgium</b>	Mouvement contre le Racisme, l'Antisémitisme et la Xénophobie (MRAX)
35. Nina Henkens	<b>Belgium</b>	Youth platform Uit De Marge (UDM)
36. Nyamusi Nyambok	<b>Sweden</b>	Afrosvenskarnas riksförbund
37. Ojeaku Nwabuzo	<b>Regional</b>	European Network Against Racism (ENAR)
38. Patrick Williams	<b>UK</b>	Manchester Metropolitan University
39. Philip Sonderegger	<b>Austria</b>	Human rights activist, consultant and organizer
40. Rachel Neild	<b>US</b>	OSF - Justice Initiative
41. Rami Al-Khamisi	<b>Sweden</b>	Megafonen

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42. Rebekah Delsol	<b>UK</b>	OSF - Justice Initiative
43. Roxy Legane	<b>UK</b>	Kids of Colour
44. Sarah Flanagan	<b>UK</b>	StopWatch, lawyer
45. Shaban Jah	<b>Spain</b>	European Network of Women of African Descent
46. Stanis Gallen	<b>France</b>	Activist
47. Susheela Math	<b>UK</b>	OSF - Justice Initiative
48. Tanzil Chowdhury	<b>UK</b>	Northern Police Monitoring Project, Queen Mary University of London
49. Winnie Akeri	<b>Germany</b>	Initiative fur Schwarze Menschen in Deutschland
50. Yassine Boubout	<b>Belgium</b>	Activist, Mouvement X
51. Zsolt Bobis	<b>Hungary/US</b>	OSF - Justice Initiative