

Police discrimination and hate crime

Three-week cohort-based programme for police, civil society organisations and other professionals committed to fair and human rights-based policing in the context of hate crime.

Discrimination, in all its forms, significantly harms the relationship between law enforcement and the communities they serve, particularly those vulnerable to hate crimes. Despite its importance, the topic of police discrimination such as racial profiling is often overlooked in hate crime training programs. This course takes a multi-stakeholder approach to address these issues, aiming to foster long-term collaboration among police forces, civil society, public authorities and equality bodies for the benefit of hate crime victims and affected communities.

The course will be conducted in English and is fully online. It will be open from 29 October to 21 November. It requires 2-4 hours studying per week, including completing a mini project, plus participation in three 1 hour and 15-minute weekly tutorials.

Who is this course for?

- Police officers of any rank across the EU who want to learn and share about different forms of discrimination and how to treat people equally and fairly while being an effective police officer.
- Representatives of community organisations that support victims of hate crime and are involved in improving police and community relationships
- Individuals from any professional background who are committed to constructive police-community dialogue and willing to have challenging discussions for the benefit of victims of hate crime and affected communities.
- Representatives of equality bodies who want to learn and share how to monitor discrimination and hold police accountable.

What will I learn?

- Understand and identify the nature and impact of key forms of discrimination in the context of hate crime and policing (historical, individual, systemic and institutional)
- Learn and apply evidence-based practices in promoting fair policing, including building strong community relationships and utilising data to uncover and address disproportionality and bias in policing.

- Identify and co-produce strategies to challenge discriminatory practices in the context of hate crime responses using multi-stakeholder approaches

How will I benefit?

- *Social Learning*: Benefit from cohort-based learning with three live tutorials and create your own projects with expert support.
- *Networking opportunities*: Connect with police, civil society and other stakeholders in our participant-led online sessions.
- *Real Case Studies*: Explore case-study scenarios from a victim's perspective
- *Multi-Perspectives*: Gain a more balanced and nuanced understanding of discriminatory policing from different perspectives.
- *Gain access to experts*: Lead tutor, Joanna Perry from the Facing Facts Online team brings her expertise gained from advising IGOs, national authorities and CSOs on hate crime responses as well as academic research and teaching. Over the three-week course, she will be joined by experts on discrimination in policing. Learners will be able to directly engage with the tutor team during weekly tutorials and receive feedback on their mini-projects.

Why Facing Facts Online?

Facing Facts Online specialises in high-quality cohort-based courses, which allow peers from different professional perspectives to learn together. This is crucial in an area like hate crime which requires a multi-stakeholder approach for effective multi-agency responses.

Here is what some of our recent police and cohort learners had to say about our courses.

"Really enjoyed the variety of learning approaches"

"I liked the lived experiences, best way to learn about minorities"

"I have to say I learned a lot"

"The live tutorials [gave] also the possibility to work in small groups [and] were perfect in getting the chance to discuss different approaches and problems in different countries and also to get an international insight."

"The live tutorials...gave a sense of community and being part of the real thing"

"The interaction during the live tutorials was amazing and interesting. Joanna and Melissa were very willing to answer and help us understand the concepts."

Discover 3 Blocks in 3 Weeks

1-23 September: Registration open

Registration links will be shared on the Facing Facts website

30 September: Confirmation of selected participants

Selected participants will be contacted by the Facing Facts team with information on how to pay for the course. Participants will get access to the platform after payment.

29 October: Course opens and introductory tutorial

Participants will be able to access Module 1 learning activities and are invited to attend a tutorial (optional) to meet other participants and receive a tour of the platform.

4 November: Deadline Mini-project 1

Participants will complete and submit a short exercise based on the key elements of Module 1.

5 November: Module 2 open

Participants will be able to access Module 2 learning activities.

7 November: Module 1 tutorial

Participants will take part in a one hour 15-minute tutorial, engaging with subject matter experts and with their peers through small group work.

11 November: Deadline Mini project 2

Participants will complete and submit a short exercise based on the key elements of Module 2.

12 November: Module 3 open

Participants will be able to access Module 2 learning activities.

14 November: Module 2 tutorial

Participants will take part in a one hour 15-minute tutorial, engaging with subject matter experts and with their peers through small group work.

18 November: Deadline Mini-project 3

Participants will complete and submit a short exercise based on the key elements of Module 3.

21 November: Module 3 tutorial and course closes

Finally, participants will take part in a one hour 15-minute tutorial, engaging with subject matter experts and with their peers through small group work. The platform will remain open for a period of time so that participants can complete any outstanding activities.

REGISTRATION

**1-23
SEPTEMBER**

**30
SEPTEMBER**

**10
OCTOBER**

Registration opens

**Confirmation of
selected participants**

**Deadline for
payment**

COURSE OPENS

TUESDAY

THURSDAY

MONDAY

**29
OCTOBER**

**4
NOVEMBER**

13:00- 14:00 CET

**Module 1 open &
introductory tutorial**

Deadline Mini-project 1

**5
NOVEMBER**

**7
NOVEMBER**

**11
NOVEMBER**

13:00- 14:15 CET

Module 2 open

Module 1 tutorial

Deadline Mini-project 2

**12
NOVEMBER**

**14
NOVEMBER**

**18
NOVEMBER**

13:00- 14:15 CET

Module 3 open

Module 2 tutorial

Deadline Mini-project 3

**21
NOVEMBER**

13:00- 14:15 CET

**Module 3 tutorial &
course closes**

MEET YOUR TUTORS

Since 2022, Amina has been working as the Head of Public Outreach and Project Coordination at ZARA – Civil Courage and Anti-Racism Work.



Amina El-Gamal



Nick Glynn

Nick spent 30 years as a police officer with Leicestershire Police (UK), rising to the rank of chief inspector.



Joanna is the Research and Policy Lead at the Facing Facts Network, an independent consultant, and an Associate Research Fellow at the Institute for Crime and Justice Policy Research, Birkbeck College, University of London.



Joanna Perry



Dr Piotr Godzisz

Piotr has trained law enforcement, criminal justice professionals, and victim support services across Europe.

Course description and learning objectives

Module 1: Key dimensions of discrimination and racism

29 October - 5 November

You begin the course with gaining an understanding of the key dimensions of discrimination: Systemic, Institutional, Individual and Historical. This understanding will help you identify and address a range of discriminatory practices, within and outside policing. You then move on to critically analyse profiling practices and use data from various studies to assess their efficacy. Finally, you work to identify and analyse the importance of evidence-based practices and national research in uncovering and addressing disproportionality and bias in policing. This knowledge will emphasize the role of accurate data and informed interventions in promoting fair policing and accountability

Module 2: Community and police perspectives on the nature and impact of police discrimination

5 - 12 November

In this module, you and your peers compare and contrast police and community perspectives on a key area of police powers that often become discriminatory: police stops, stop and search and other profiling activities. Topics include how racial profiling and discriminatory policing do not support police in their core objectives to prevent and solve hate crimes in particular and how efforts to build strong community relationships can support fair policing. Finally, you focus on the intersection of police brutality, hate crime and institutional racism in the context of anti-Roma hate crime

Module 3: Case studies - applying what you have learned

12 - 21 November

Finally, through practical case studies, you and your peers apply what has been learned about the nature and impact of police discrimination on vulnerable populations such as migrants, refugees, and LGBTI+ individuals.

What technology do I need?

You will need to access the course platform hosted on Moodle. Weekly tutorials will take place over Zoom. Technical assistance will be available

Certificate

On successfully meeting the course completion criteria, you will receive a certificate of completion from Facing Facts Online, the leading platform for online learning on hate crime and hate speech.

Cost: 199 € for police and public authorities and 139 € for civil society organisations

Registration opens on 1st September and closes on 23rd September on this [page](#).

What is the application process?

The Facing Facts Online team will carefully review applications with the aims and learning objectives of the course in mind. A commitment to multi-stakeholder learning and cooperation is required, as well as a basic knowledge of hate crime. Applicants will be selected on the basis of their application to ensure a balanced mix of police, civil society and other representatives.