

Policing and Minorities – European Perspectives and Case Studies

Prof. Hans-Gerd Jaschke
Berlin School of Economics and Law
Dept. of Police and Security Management

Outline

- 1. Prejudice, xenophobia, stereotypes
- 2. Three Police and public strategies
- 3. Conclusion

1. Prejudice, xenophobia, stereotypes

- Racist attitudes and racist politics in society
- attitudes of police officers
- interaction with civilians, suspects, offenders, or with other officers, crowd policing
- Police action towards minorities („racial profiling“, „ethnic profiling“, identity checks, „institutional racism“)
- Research problems: The distinction between attitudes and behavior and: a lack of reliable data, a comparative European perspective and trust between researchers and the police

Case study: uniformed police attitudes towards ethnic minorities in Frankfurt 1993 (n= 534)

- Xenophobic attitudes can be vitalised if
- (1) refugees and asylum seekers are observed as getting unjustified privileges
- (2) ethnic minorities' behaviour is regarded as causing more workload than others
- (3) Police cooperation with other local authorities is regarded as complex or failing
- (4) working atmosphere tolerates racist jokes and gossip and superiors don't intervene
- (5) working atmosphere generally is noticed as unsatisfying

2. Three Police and public strategies

- (1) Diversity and recruitment policy
- (2) Training and education: Intercultural competence
- (3) Control of police (independent police complaints commission, elected police and crime commissioners with power over chief constables etc.)

2.1. Diversity and recruitment policy

- Assumptions:
- Diversity in society, particularly ethnic minorities must be represented in the police
- The acceptance of the police and professional working standards will be enhanced
- Recruitment policies must focus on adequate applicants from ethnic minorities

Migrants and Police service – the German case

- 2 federal forces and 12 of 16 state forces advertise for migrants, 4 don't: Brandenburg, Mecklenburg-Vorpommern, Saxony, Thuringia
- 6 of states provide data on the development of migrant applications and fresh engagements: Hamburg, Berlin, Hessen, Lower Saxony, Northrhine-Westfalia, Schleswig-Holstein

Recruitment: Police officers with a migrant's background in the Berlin Police 2006 - 2014

Migration background of Berlin population in 2012	25,8 % <small>(Source: Statist.Bundesamt 2012, Mikrozensus)</small>
Criminal Police Service, upper intermediate	7,23 % average per year
Uniformed Police Service, upper intermediate	10,24 % average per year
Uniformed Police Service, clerical grade	15,14 % average per year
<small>Source: Files provided by Berlin Police 09/2014</small>	

Applications for the Berlin Police in 2014 (job start spring 2015)

- 420 apprenticeship training positions at Police academy and college places at Univ. of applied science
- 6.800 applications
- 30 % female applications
- 30 % applications with migrant background (!)

- (source: TSP 22.8.14)

Experiences of police officers with migrant background in the Berlin Police service (Kuehnel/Erb 2011)

- Good job satisfaction, high loyalty towards police authority
- Little willingness to criticize colleagues or police authority
- Feelings of being observed
- Good acceptance by colleagues, own families, population
- High expectations of own ethnic community
- Promotion prospects are assessed negative

Berlin Police officers with a migration background suffer most from

- 1. Xenophobic jokes
- 2. Discriminatory remarks
- 3. Nicknames with regard to migration background
- 4. Feeling of a need to prove loyalty to rule of law and police colleagues
- 5. Accusation of own ethnic group to be a betrayer
- (n= 39, Flentge 2014: 209)

2.2. Training and education: Intercultural competence

- Assumptions:
- Intercultural competence is a skill to be learnt
- It can be implemented by training and education
- It leads to less conflicts on the job, better understanding and to enhanced professional standards

Examples of intercultural competence activities

- Federal Criminal Police Office (BKA), 2014: group studies, project week in Berlin (Jewish Museum, mosk visit and talks) three events.
- TiK project of Berlin Police (2003-2011, with Essen and Stuttgart), aims: minimize prejudice and create confidence between Turkish migrants and police officers by networking, projects and cooperation with mosqs

2.3 Control of the Police

- NGOs
- Independent police complaints commission
- Elected police and crime commissioners with power over chief constables. Established in all 41 police districts in England and Wales 2012

5. Conclusion

- (1) Control of the police needs more efforts from outside and from inside the police
- (2) Recruitment strategies for beginners must be enlarged by personnel development strategies
- (3) „Intercultural competence“ must not be restricted to single projects but be integrated in all subjects of police training and education
- (4) Further research in the field must be based on reliable data, a comparative European perspective and trust between researchers and police authorities

References

- Bowling, Ben/Phillips, Coretta (2003): Policing ethnic minority communities, in: Tim Newburn (ed.), Handbook of Policing, Devon, pp. 528-555.
- COUNCIL OF EUROPE (ed.) (2014): Tackling racism in the police (= Doc. 13384, 10 January 2014)
- EU-MIDIS Data in Focus Report 4: Police Stops and Minorities, in: <http://fra.europa.eu/en/publication/2010/eu-midis-data-focus-report-4-police-stops-and-minorities>
- Flentge, Kai (2014): Polizeibeamte mit Migrationshintergrund, Münster (DHPol Master study).
- Jaschke, Hans-Gerd (1997): Öffentliche Sicherheit im Kulturkonflikt, Frankfurt/New York 1997.
- Kuehnel, Wolfgang/Erb, Rainer (2011): Ausbildungserfahrungen und Berufsalltag von Migranten in der Berliner Polizei, Frankfurt.
- Majewski, Andreas (2011): Einstellung von Menschen mit Migrationshintergrund in der Polizei, Münster (DHPol Master study).