



**15th Anniversary Conference  
of the OSCE High Commissioner on National Minorities’  
*Recommendations on Policing in Multi-Ethnic Societies***

**Date and Place:**

5 November 2021; Neuer Saal in Hofburg, Vienna and Online

**Tentative programme:**

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| <b>08:30 – 09:00 Registration, Welcome with coffee</b>  |
| <b>09:00 – 09:45 Opening Session</b>  |
| <b>09:45 – 11:00 Panel 1: <i>The Policing Recommendations 15 years on: Successes and challenges in implementation;</i></b><br><br>This panel will review and discuss the successes and challenges encountered during the implementation of The Policing Recommendations. It will present lessons learned from applying The Policing Recommendations and will help to identify the follow-up areas necessary to ensure the effectiveness of policing in diverse societies.   |
| <b>11:00 – 11:30 Coffee Break</b>   |
| <b>11:30 – 12:45 Panel 2: <i>Recruitment and representation of national minorities in police services in order to improve operational practices, trust and accountability when preventing and managing conflict.</i></b><br><br>This panel will review the possibilities for, and impediments to, achieving a balanced composition of the police services; one that reflects the diversity of the society that they serve by ensuring the adequate representation of national minorities, including women. The panel will identify practices that have so far proven successful in attracting candidates from all sections of society. It will also look into the aspects of <b>community policing</b> by addressing and exploring the factors of trust and communication with the communities the police services serve. The panel will elaborate on measures that the States can take to create an enabling environment with reliable accountability mechanisms. Finally, the panel will review different policies and measures that ensure that the police and the public, including minorities, understand the role of the police in promoting good inter-ethnic relations and which ensure that the police are tasked and equipped to carry out this role. |
| <b>12:45 – 14:15 Lunch Break</b>  |

**14:15 – 15:30 Panel 3:** *Gender responsive approaches to policing: barriers and opportunities in mainstreaming gender (and minorities) in police services.*

This panel will review the relevant aspects of mainstreaming gender in policing, as well as the intersectionality between gender and national minorities in this area. The panel will discuss concrete experience of the OSCE and practices of the OSCE pS in this regard in order to highlight successes and identify further needs in addressing gender mainstreaming in policing. As gender is a priority area for the OSCE Chairperson, the HCNM supports this throughout its activities and by providing this opportunity to examine barriers and opportunities for gender-responsive approaches to policing. This includes, but is not limited to, considering gender-responsive approaches in community engagement, operational methods and reporting, specifically when addressing gender-based violence cases as well as how they are processed and additional barriers to reporting for disadvantaged groups.

**15:30 – 16:00 Coffee Break**

**16:00 – 17:15 Panel 4:** *Emerging challenges and new perspectives*

This panel will discuss emerging challenges and new perspectives in order to complement existing HCNM efforts to improve policing in diverse societies. The panel could potentially review a variety of topics, including: racial profiling, cybersecurity, surveillance technology; the role of the police in countering hate speech and hate crimes; the role of the police in P/C VERLT, while taking care not to securitize minorities; changing attitudes towards the police and police responses; the complementarity of the HCNM's policing recommendations in Security Sector Governance and Reform (SSG/R) and how to mainstream multi-ethnic policing concepts in the field of SSG/R.

**17:15 – 17:30 Closing remarks**

**17:30 – 18:30 Conference Reception**